



# Brainerd City Council Agenda Request

**Requested Meeting Date:**

**Title of Item:**

<input type="checkbox"/> INFORMATION ONLY <input type="checkbox"/> CONSENT AGENDA <input type="checkbox"/> P&F COMMITTEE <input type="checkbox"/> SPW COMMITTEE <input type="checkbox"/> MAIN AGENDA	<b>Action Requested:</b> <input type="checkbox"/> Approve/Deny Motion <input type="checkbox"/> Adopt Resolution (attach draft) *provide copy of published hearing notice <input type="checkbox"/> Direction Requested <input type="checkbox"/> Discussion Item <input type="checkbox"/> Hold Public Hearing* <input type="checkbox"/> Ordinance 1 <sup>st</sup> Reading
<b>Submitted by:</b>	<b>Department:</b>
<b>Presenter (Name &amp; Title):</b>	<b>Estimated Time Needed:</b>
<b>Summary of Issue:</b>	
<b>Alternatives, Options, Effects on Others/Comments:</b>	
<b>Recommended Action/Motion:</b>	
<b>Financial Impact:</b> Is there a cost associated with this request: <input type="checkbox"/> Yes <input type="checkbox"/> No What is the total cost, with tax and shipping \$ _____ Is this budgeted? <input type="checkbox"/> Yes <input type="checkbox"/> No <u>Please Explain:</u>	

**City of Brainerd – IBEW Local #31 (BPU) Union Final Terms**  
March 5, 2019

The following are tentative agreements reached between the City of Brainerd and the IBEW #31 (BPU) Union for the 2019-2020 union contract negotiations:

**1. Article 2 – RECOGNITION**

Section 1. The Employer recognizes the right of its employees to organize and to bargain collectively through representatives of their own choosing. The parties hereto mutually agree that the employees in the classifications listed in Article 12 - WAGES, Section 1 of this Agreement constitute a unit appropriate for the purposes of collective bargaining. The Union is hereby recognized as the exclusive collective bargaining representative with respect to rates of pay, hours of work and other conditions of employment for all employees of the Employer in the classifications listed as stated above. The Employer agrees to meet and deal with the duly accredited officers, committees, or representatives of the Union on all matters covered by the terms of this Agreement. ~~The classifications listed in Article 12 – WAGES, Section 1 are for informational purposes only.~~ The following employees will be excluded from union membership/benefits:

**2. Article 3 – DEFINITIONS**

Section 5. **Regular employee.** An employee who is regularly scheduled for a set number of hours per week.:

**3. Article 4 - EMPLOYER/EMPLOYEE RELATIONS**

~~Section 4. The Employer agrees to cooperate with the Union in its effort to collect voluntary C.O.P.E. funds by providing payroll deductions. A minimum of five (5) employees must commit for the term of the Agreement for the Employer to collect voluntary C.O.P.E. funds. These deductions shall be administered in the same manner as union dues.~~

Section 4. The Employer shall deduct from wages of employees who authorize such deduction in writing, an amount as established by the Union. Such money shall be remitted as directed by the Union. In order to initiate a deduction from the pay of any employee for initiation fees, dues and uniform assessments of the Union, ~~or fees for representational services in lieu thereof or any other funds~~, the Union must present to the Employer written authorizations, signed by the employee, specifically allowing such deduction and payments to the Union. ~~The Employer shall forward any requested deducted payments to the Union within thirty days.~~

**4. Article 5 – VACATION**

Section 6. Years of service for each employee shall be computed on the basis of each employee's anniversary of the original date of employment. ~~Years of service shall mean consecutive employment as a full-time employee without a break in service including resignation, termination, retirement and other employment separation. Years of service for eligible part-time employees will be prorated based on full-time equivalency (working 2080 hours per year).~~ Employees shall be given preference as to vacation dates in accordance with the Employer's organizational chart and their seniority status. The parties recognize that the Employer has the right to determine the number of employees within the unit that may be on vacation at any given time, consistent with efficient operations of the Department.

**5. Article 6 – SICK LEAVE AND OTHER LEAVES OF ABSENCE:**

**Section 2. Severance Pay.** All full-time employees shall be entitled to one hundred percent (100%) of the unused sick leave as severance pay, with a maximum of nine hundred sixty (960) hours, upon retirement or if they become disabled so they must terminate their employment, with written proof by a physician. In the event of death, severance pay shall be paid to the beneficiary. Employees who leave their employment in good standing with the Employer after twenty (20) years of full-time service shall be entitled to seventy-five percent (75%) of their accumulated sick leave. [The terms retirement and in good standing are defined in the in the City's Employee Policy Manual.](#)

**Section 3. Health Care Savings Plan (HCSP) - for Post Employment**

I.B.E.W. Local #31 employees are eligible to participate in the Minnesota Post Employment Health Care Savings Plan (HCSP) established under Minnesota Statutes, section 352.98 and as outlined in the Minnesota State Retirement System's Trust Plan Documents. All funds collected by the employer on behalf of the employee will be deposited into the Employee's Health Care Savings Plan account, unless in the event of death, contributions owed but not paid to HCSP will be paid to the estate.

- A. Excess Sick Leave.** In January of each year, any sick leave ~~accrual~~ accrued over nine hundred sixty (960) hours from the previous year will be paid into the MN State Retirement System Health Care Savings Plan by the Employer calculated as follows:
- B. HCSP Severance Pay.** All employees eligible for the severance payment outlined in Article 6 Section 2 of the Agreement will contribute one hundred percent (100%) of their severance [pay as well as 100% of their accumulated vacation](#) to the HCSP. ~~Employees that retire with less than fifteen (15) years of service will contribute one hundred percent (100%) of their accumulated vacation to the HCSP~~
- C. Payroll Deduction.** Employees will contribute as follows based on years of service.

<del>Years of Service</del>	<del>Per Pay Period</del>
<del>0 to 5</del>	<del>\$20.00</del>
<del>5 to 7</del>	<del>\$25.00</del>
<del>7 to 10</del>	<del>\$30.00</del>
<del>10 to 25</del>	<del>\$50.00</del>
<del>25+</del>	<del>\$75.00</del>

<a href="#">Years of Service</a>	<a href="#">Per Pay Period</a>
<a href="#">0 to 5</a>	<a href="#">\$20.00</a>
<a href="#">5 to 10</a>	<a href="#">\$30.00</a>
<a href="#">10 to 25</a>	<a href="#">\$50.00</a>
<a href="#">25+</a>	<a href="#">\$75.00</a>

Section 4. **Leave of Absence.** Upon written request of any employee, approved by the employee's Department Head, **a one** leave of absence for personal reasons may be granted for a period not to exceed sixty (60) days in any calendar year. In considering leave of absence requests for personal reasons, operation requirements and whether or not the employee can be spared from duty shall be taken into account. No employee shall accept other employment during the period of any leave of absence as provided in this Section. **Maternity Parental** leave shall be granted according to **MSA-363.03** applicable law.

~~Section 9. **Emergency Time Off Bank.** Employees may voluntarily donate vacation to another employee that is sick or injured and used all their sick leave. This donated time would be on an hour by hour basis at the absent employee's rate of pay.~~

Section 9. **Catastrophic Leave Policy.** Employees are allowed to participate in the Employer's Catastrophic Leave bank as described in the Employer's Policy Manual.

## 6. Article 7 – SENIORITY

Section 3. ~~The~~ An employee covered by this bargaining agreement with the least classification seniority within each classification shall be the first laid off. When recalling any classification, the last employee laid off in the classification involved shall be the first to be re-employed if available, and physically qualified to return to work.

Section 4. Employees shall establish seniority in an employee's classification within a department where they have been employed six (6) months or more **without a break in service**, and on being laid off, may exercise seniority within that department or any other department where the employee has been employed six (6) months or more, provided, further, that the employee's classification seniority date is prior to that of the employee they seek to displace.

Section 7. New employees shall serve a six (6) month probationary period of active work (which does not include time spent on a leave of absence except as may be required by law). This probationary period applies to original hires, rehires following separation/retirement, or those who fail to return to work after an unpaid leave of absence. At any time during the probationary period an employee may be terminated at the discretion of the Employer without such discharge being a violation of this Agreement and such termination is not a proper subject for Article 8 – Grievance Procedure.

Section 8. All employees promoted or reassigned pursuant to this Article from a bargaining unit classification to a different job classification within the bargaining unit shall serve a trial period of ninety (90) calendar days. At any time during the trial period, any promoted or reassigned employee within or outside of the bargaining unit may be returned to the employee's previously held job classification in the bargaining unit, at the discretion of the Employer or the Employee. If the Employer exercises this option, the Employee shall not be eligible to bid on the same vacancy or similar vacancy for twelve (12) months from the date the employee is returned to his/her previously-held job classification.

Section 9. Employees shall, during the probationary period, accumulate paid leave as provided by Article 5 - Vacations and Article 6 – Sick Leave and Other Leaves of Absences. Employees may take paid leaves of absence during the probationary period at the sole discretion of the Employer.

Section 710. When qualified employees are available, promotions or vacancies shall be awarded to the senior most qualified employee in the bargaining unit who has bid on the promotion or vacancy. The Employer reserves the right to administer appropriate oral and/or written testing to determine if an employee is qualified. The Union reserves the right to challenge the appropriateness of any such test through the grievance and arbitration procedure.

Section 811. In the event an employee of the department who bid on a position and is not selected, the employee shall be notified of the reasons in writing by the Superintendent or Secretary. In the event an employee does not choose to accept or bid on a promotion, it shall have no effect on the employee's future promotion. ~~Employees accepting a job posting will have a five (5) day trial period to determine if they accept or reject the position.~~

Section 912. All job postings will have an effective date from posting that will not exceed thirty (30) days unless a specific date is included such as preparation for a planned retirement.

Section 1013. In the matter of filling vacancies and new positions coming within the terms of this Agreement and listed in Article 12 Section 1, the Employer shall post notices on the Department's official bulletin board and also notify the Business Manager of the Union and local Steward of said vacancies. Such notice shall be posted for five (5) working days.

## 7. Article 10 - HOURS OF WORK AND CONDITIONS

Section 4. **Overtime Rates.** Time worked in excess of eight (8) hours as defined in Article 10 Section 2 in any one work day shall be considered overtime in fifteen (15) minute increments and paid for at the rate of one and one-half (1-1/2) times the regular straight time rate of pay. Time worked in excess of sixteen (16) consecutive hours shall be considered overtime and paid for at the rate of double time (2) times the regular straight time rate of pay. ~~Prior to scheduling overtime, the overtime must be approved by the BPU Superintendent or designee. In no case shall hours paid at the overtime and/or premium rate be pyramided, compounded or paid twice for the overtime calculation.~~

If between the hours.....

All work on Saturdays will be paid one and one-half (1-1/2x) the regular straight time rate of pay with the exception of ~~shift operators at Central Station Water Plant personnel and~~ while working ~~on regular~~ their regular/assigned shift.

Section 6. **Division of Overtime Hours.** Insofar as practical, any overtime work shall be divided as equally as possible among the employees who regularly perform the work to be done. ~~In the event of scheduled overtime for the Line Department, the crew assigned to the job will complete the job including overtime if needed. If additional help is needed, the on-call crew will assist, then additional people be asked based on the least amount of overtime hours.~~

Section 7. **Storm Related Mutual Aid.** When Employees are working for another utility under a storm related mutual aid agreement, employees will receive one and one-half (1 1/2) times the hourly rate when working Monday through Saturday, and will receive two (2) times the hourly rate when working on Sundays or Holidays. Employees will receive the base wage of the more favorable agreement based on their classification.

~~Lineworkers will be asked to participate in mutual aid on a rotating basis. When employees volunteer for mutual aid, one Crew Chief, and as many additional Lineworkers will be asked as~~

needed. If a Crew Chief or Lineworker participates in mutual aid, or declines to participate in mutual aid, they will move to the bottom of the mutual aid list for the next mutual aid opportunity. Apprentices are not eligible able to participate in mutual aid events.

**Section 9. Required Time Off.** Employees shall not be required to take time off for any overtime worked or to be worked. For scheduled overtime and as agreed upon by the Employee and the Department Head or designee, an Employee eligible for overtime may adjust his/her schedule on the day of the scheduled overtime event to result in a normal work day i.e. 8-hour work day in lieu of receiving overtime for that day.

**Section 10. Department and Classification Transfers.** When employees are temporarily transferred from the department in which they are regularly employed to another department or position with a lower rate of pay, such employees shall suffer no reduction or other loss in rates of pay unless mutually agreed between the Employer and the Union.

When employees are temporarily transferred or upgraded to a classification paying a higher wage rate than their own classification, they shall receive the contract wage rate of that classification while actually performing the work of that classification. This provision does not include an upgrade for two or more crew chiefs working within the same crew.

**Section 11. Overtime Rates for Callbacks.** A minimum of two (2) hours' pay at overtime rates shall be allowed to all employees who are called back to work after having been released from the regular day's work. During the hours of 10:00 pm until 5:00 am, the minimum shall be three (3) hour's pay at overtime rates.

After Hour Phone Calls:

- When contacted and the issue is resolved quickly without needing to go in (less than five (5) minutes to address), this is considered de minimis time and should not be recorded on timesheet.
- If the issue takes more than five (5) minutes or if the employee is contacted at night between the hours of 10 pm and 5 am, employees will receive one (1) hour of straight time pay for waking up/getting back to sleep.
- If need to actually come in, employee should follow union contract call-back provisions.

**Section 14. Cold Weather Gear.** For Employees whose regular job classification requires them to work outdoors in cold weather for extended periods of time, the Employer will furnish each such employee one (1) set of insulated cold weather outerwear at a frequency based on need unless damaged beyond repair and at the discretion of the Superintendent. The cold weather gear set will consist of three (3) pieces - a coat, a hooded sweatshirt and a bib overall which will be insulated duck canvas with the Employer insignia on the coat. Meter readers cold weather gear will consist of a coat, a hooded sweatshirt and a waterproof bib-overall. The employee will be responsible to keep his/her gear clean and in good repair at all times. The cold weather gear shall be kept at work at all times except for the purposes of cleaning and/or repairs to the gear.

**8. Article 12 – WAGES**

Section 1. EXHIBIT A - The following pay schedules shall become effective as of:

<u>Classification</u>	<u>1.5%</u> <u>1/1/17</u>	<u>-5%</u> <u>7/1/17</u>	<u>2.0%</u> <u>1/1/18</u>
Lineworker-Crew Chief	38.88	39.08	41.34
Lineworker	36.70	36.89	40.17
Maintenance Electrician	36.14	36.32	39.04
Meter Department Crew Chief (C)	36.36	36.54	37.27
Meter Tech/Locator (B)	29.83	29.98	32.26
Meter Serviceworker (A)	31.16	31.32	33.06
Water Plant Chief Operator	30.63	30.79	33.34
Water Plant Operator (D)	27.47	27.60	29.07
Water Plant Relief Operator (D)	24.82	24.94	25.44
Wastewater Crew Chief	30.52	30.67	33.99
Wastewater Operator (C)	27.01	27.14	29.42
Water Crew Chief	31.18	31.34	32.47
Water Foreman	33.19	33.36	34.02
Water Serviceworker (C)	28.38	28.52	29.60
Maintenance Mechanic	30.40	30.55	31.16
Meter Reader (D)	24.67	24.80	25.29
Custodian/Groundskeeper/Store Clerk (C)	24.73	24.85	25.35
Laborer	20.89	20.99	21.41
Accounts Receivable Representative (B)	23.14	23.26	24.28
Cashier/Postal Specialist (B)	23.14	23.26	24.28
Administrative Assistant (A)	26.29	26.42	27.97
Billing Representative (A)	25.69	25.82	26.33
Credit/Collection Representative (A)	26.82	26.95	27.49
Payables/Payroll Specialist (A)	27.77	27.91	28.88
Materials Control (A)	27.42	27.55	29.02
Accountant I (A)	28.62	28.77	29.85
Engineering Technician (A)	26.37	26.50	28.26
Locator/Laborer	23.99	24.11	24.60
Lab Tech	26.43	26.56	27.09

<u>Classification</u>	<u>3%</u> <u>1/1/19</u>	<u>3%</u> <u>1/1/20</u>
Lineworker Crew Chief	42.58	43.86
Lineworker	41.38	42.62
Maintenance Electrician	40.21	41.42
Meter Department Crew Chief (C)	38.39	39.54
Meter Tech/Locator (B)	33.23	34.22
Meter Serviceworker (A)	34.05	35.07
Water Plant Chief Operator	34.34	35.37
Water Plant Operator (D)	29.94	30.84
Water Plant Relief Operator (D)	26.20	26.99
Wastewater Crew Chief	35.01	36.06
Wastewater Operator (C)	30.30	31.21
Water Crew Chief	33.44	34.45
Water Foreman	35.04	36.09
Water Serviceworker (C)	30.49	31.40
Maintenance Mechanic	32.09	33.06
Meter Reader (D)	26.05	26.83
Custodian/Groundskeeper/Store Clerk (C)	26.11	26.89
Laborer	22.05	22.71
Accounts Receivable Representative (B)	25.01	25.76
Cashier/Postal Specialist (B)	25.01	25.76
Administrative Assistant (A)	28.81	29.67
Billing Representative (A)	27.12	27.93
Credit/Collection Representative (A)	28.31	29.16
Payables/Payroll Specialist (A)	29.75	30.64
Materials Control (A)	29.89	30.79
Accountant I (A)	30.75	31.67
Engineering Technician (A)	29.11	29.98
Locator/Laborer	25.34	26.10
Lab Tech	30.77	31.69
Senior Engineering Tech/Project Cord.	34.07	35.09
Facility and Grounds Maintenance Worker	26.11	26.89

Section 2. A "Me Too" Clause shall also apply on wage\* (see below) % increase and Health Insurance Plan MOU. If any group receives a higher wage increase, or better health insurance coverage (those on the same plan) those increases or better coverage will be applied retroactively to this agreement-excluding essential units (police, fire department).

\*Due to the significant number of wage adjustments in ~~2017 and 2018~~ 2019 and 2020 for specific positions city-wide, the wage portion of the "me too" clause will not apply for these two years for market adjustments except for the negotiated COLA adjustments.

Section 8. **Commercial Driver's License (CDL).** The Employer shall pay the difference in cost between a CDL and a Class D drivers license upon successful renewal of the CDL. This provision shall only apply to employees in positions that are required to hold a CDL based on their job description.



## Section 9. **Standby Duty.**

The employee on standby shall receive for such standby duty each week while on standby duty: one (1) hour pay at **one and one-half times** their straight time classification rate for each weekday and two (2) hours pay at **one and one-half times** their straight time classification for each weekend day plus ~~\$50.00~~ **\$75.00** extra per holidays. The standby pay shall not be deducted from the hours actually worked.

**NOTE:** To clarify, this equals a total of 13.5 hours of pay for each week plus an additional \$75 of pay for a holiday.

Section 10. **School Travel.** An employee **when required to attend training by the Employer** and traveling to or from schooling apart from normal working hours shall be compensated straight time or Fair Labor Standards Act (FLSA) requirements (whichever is greater).

## 9. **Article 11 – INSURANCE**

Section 1. **Health Insurance.** The Employer agrees to pay 80% of the family premium and 95% of the single premium for the ~~\$2,600~~ **\$2,700** single, ~~\$5,200~~ **\$5,400** family high deductible health insurance plan. This plan also includes 100% preventative coverage as required by law.

## 10. **Article 12 - WAGES, Section 5 (Licenses) – Clarify license requirements for employees hired after December 31, 2016 & Timeframe to obtain a CDL for Wastewater classifications**

NOTE: The following items will not be included in the union contract; however, are included in the summary for documentation purposes.

1. The Union requested clarification regarding license requirements and additional pay for employees hired after December 31, 2016. The Employer clarified that all BPU job descriptions include minimum (required) license levels and that employees hired after December 31, 2016 will not receive additional pay for obtaining said license levels. Further, if said employee would obtain the “preferred or desirable” license levels, they would be eligible for the additional \$.20 raise.
2. The Union requested, and the Employer has agreed, to modify the job descriptions for the Wastewater Operators replacing the timeframe to obtain a CDL Class A from 6 months to 12 months. The Union noted there was a practice issue as the truck and tanker is in storage for 6 months of the year.

11. **Article 13 - PERIOD OF AGREEMENT AND APPROVAL**

Section 2. **Renewal Term.** This Agreement when signed by the proper officials of the Employer and Union and approved by the International President of the I.B.E.W. shall become effective as of January 1, ~~2017~~ 2019 and shall continue in effect through and until December 31, ~~2018~~ 2020. Thereafter, this Agreement shall be automatically renewed for terms of one (1) year each, unless written notice of a desire to terminate this Agreement is given by one party to the other at least ninety (90) days prior to the expiration date of December 31, ~~2018~~ 2020.

NOTE: I will update the signature lines on the actual contract when it is finalized.

12. **BPU notify Local 31 via email within thirty (30) days when new employees are hired, leave service, or are off of work without pay for one or more pay periods.**

NOTE: This item was included in the summary for documentation purposes; however, it will not be included in the union contract. The Union requested this notification as a courtesy and the union will not file a grievance if missed.

13. **Retroactive pay to January 1, 2019 assuming the contract is approved by both parties by March 31, 2019.**

14. **Renew Health Care MOU (See Attachment).**

**MEMORANDUM OF UNDERSTANDING**

This Memorandum of Understanding (hereinafter, "MOU") is entered into between the City of Brainerd by and through the Brainerd Public Utilities (hereinafter, "Employer") and International Brotherhood of Electrical Workers, Local No. 31 (hereinafter, "Union").

**WHEREAS**, the Employer and Union are parties to a ~~2017-2018~~ 2019-2020 collective bargaining agreement (hereinafter, "CBA"), which in Article 11 stipulates premium contributions to health insurance.

**NOW, THEREFORE, BE IT RESOLVED THAT** the parties hereto agree as follows:

- 1. **\$1,000 Deductible Health Plan:**
  - a. The Employer will contribute 80% towards the family monthly premium.
  - b. The Employer will contribute 95% towards the single monthly premium.
  - c. The employee will pay the remaining balance if applicable.
  
- 2. **Additional Employer HSA Contribution:**
  - a. The Employer will contribute to an employee's HSA Account if the Employer's family HDHP insurance coverage is elected as follows: ~~2017 & 2018:~~ 2019 & 2020: \$2137.50
  - b. The Employer will contribute to an employee's HSA Account if the Employer's single HDHP insurance coverage is elected as follows: ~~2017 & 2018:~~ 2019 & 2020: \$1710.00
  - c. This additional Employer contribution amount is pro-rated based on a monthly contribution.
  - d. The Employer agrees to "front-load" the first three months contribution for all employees by January 31<sup>st</sup> of each year. Thereafter (effective April 1st), the amount will return and remain as a monthly contribution.
  
- 3. **Opt-Out Election:** The Employer will provide \$315 per month to employees opting out of health insurance.

IN WITNESS whereof the parties have hereunto set their hands the date and year affixed below.

FOR THE CITY OF BRAINERD

FOR INTERNATIONAL BROTHERHOOD  
OF ELECTRICAL WORKERS, LOCAL NO.  
31

~~James M. Thoreen~~ Cassandra Torstenson, City Administrator

Will Keyes

Date:

Date:

FOR BRAINERD PUBLIC UTILITIES

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Todd Wicklund, BPU Finance Director/Secretary

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Date:

**RESOLUTION**

**No. :19**

BE IT RESOLVED by the Council of the City of Brainerd that the hourly wage of the following City employees who are members of the International Brotherhood of Electrical Workers, Local No. 31 Union (Brainerd Public Utilities), shall be fixed from and after the dates specified, as follows:

	<u>3%</u> <u>1/1/19</u>	<u>3%</u> <u>1/1/20</u>
Lineworker Crew Chief	42.58	43.86
Lineworker	41.38	42.62
Maintenance Electrician	40.21	41.42
Meter Department Crew Chief (C)	38.39	39.54
Meter Tech/Locator (B)	33.23	34.22
Meter Serviceworker (A)	34.05	35.07
Water Plant Chief Operator	34.34	35.37
Water Plant Operator (D)	29.94	30.84
Water Plant Relief Operator (D)	26.20	26.99
Wastewater Crew Chief	35.01	36.06
Wastewater Operator (C)	30.30	31.21
Water Crew Chief	33.44	34.45
Water Foreman	35.04	36.09
Water Serviceworker (C)	30.49	31.40
Maintenance Mechanic	32.09	33.06
Meter Reader (D)	26.05	26.83
Custodian/Groundskeeper/Store Clerk (C)	26.11	26.89
Laborer	22.05	22.71
Accounts Receivable Representative (B)	25.01	25.76
Cashier/Postal Specialist (B)	25.01	25.76
Administrative Assistant (A)	28.81	29.67
Billing Representative (A)	27.12	27.93
Credit/Collection Representative (A)	28.31	29.16
Payables/Payroll Specialist (A)	29.75	30.64
Materials Control (A)	29.89	30.79
Accountant I (A)	30.75	31.67
Engineering Technician (A)	29.11	29.98
Locator/Laborer	25.34	26.10
Lab Tech	30.77	31.69
Senior Engineering Tech/Project Cord.	34.07	35.09
Facility and Grounds Maintenance Worker	26.11	26.89

Adopted this \_\_\_\_ day of March, 2019.

\_\_\_\_\_  
GABE JOHNSON  
President of the Council

Approved this \_\_\_\_ day of March, 2019.

\_\_\_\_\_  
EDWIN L. MENK  
Mayor

ATTEST: \_\_\_\_\_  
CASSANDRA TORSTENSON  
City Administrator