



**LABOR AGREEMENT BETWEEN
THE COUNTY OF MILLE LACS
AND
MINNESOTA PUBLIC EMPLOYEES ASSOCIATION
(Sheriff's Office Supervisory Unit)**

JANUARY 1, 2020 THROUGH DECEMBER 31, 2021

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Article I.
PURPOSE OF AGREEMENT

This Agreement is entered into by and between the County of Mille Lacs, hereinafter referred to as the Employer, and the Minnesota Public Employees Association, hereinafter referred to as the Association. The intent and purpose of this Agreement is to:

- Section 1.01** Establish procedures for the resolution of disputes concerning this Agreement's interpretation and/or application;
- Section 1.02** Specify the full and complete understanding of the parties; and
- Section 1.03** Place in written form the parties' agreement upon terms and conditions of employment for the duration of the Agreement.

Article II.
RECOGNITION

- Section 2.01** The Employer recognizes the Association as the exclusive representative for all supervisors employed by Mille Lacs County in the Sheriff's Office who are public employees within the meaning of Minnesota Statute 179A.03, subd. 14, excluding confidential and all other employees as certified by the Bureau of Mediation Services Case No. 13PCE0298.
- Section 2.02** In the event the Employer and the Association are unable to agree as to the inclusion or exclusion in the bargaining unit of a new or modified job class, the issue shall be submitted to the Bureau of Mediation Services for determination.

Article III.
EMPLOYER AUTHORITY

- Section 3.01** The Employer retains the full and unrestricted right to operate and manage all manpower, facilities, and equipment; to establish functions and programs; to determine the utilization of technology; to establish and modify the organizational structure; to select, direct, and to establish work schedules; to set and amend budgets and determine the number of personnel; and to perform any inherent managerial function not specifically limited by this Agreement.
- Section 3.02** Any term and condition of employment not specifically established or modified by this Agreement shall remain solely within the discretion of the Employer to modify, establish, or eliminate.

Article IV.
ASSOCIATION SECURITY

- Section 4.01** The County shall deduct from the wages of employees, who authorize such a deduction in writing, an amount necessary to cover monthly Association dues; or a "Fair Share" deduction, as provided in Minnesota Statute Sec. 179A.06, Subd. 3 & 6, if the employee elects not to become a member of the Association. Such monies shall be remitted as directed by the Association.
- Section 4.02** The Association agrees to indemnify and hold the Employer harmless against any and all claims, suits, orders, or judgments brought or issued against the Employer as a result of any action taken or not taken by the Employer under the provisions of this Agreement.

Article V.
EMPLOYEE RIGHTS - GRIEVANCE PROCEDURE

Section 5.01 DEFINITION OF A GRIEVANCE: For the purpose of this Agreement, a grievance shall be defined as a dispute or disagreement as to the interpretation or application of the specific terms and conditions of this Agreement.

Section 5.02 PROCEDURE: Grievances, as defined by Section 5.01, shall be resolved in conformance with the following procedure:

Step 1. An Employee claiming a violation concerning the interpretation or application of this Agreement shall, within twenty-one (21) calendar days after such alleged violation has occurred, present such grievance to the Employee's supervisor as designated by the Employer. The Employer-designated representative will discuss and give an answer to such Step 1 grievance within ten (10) calendar days after receipt. A grievance not resolved in Step 1 and appealed to Step 2 shall be placed in writing, setting forth the nature of the grievance, the facts on which it is based, the provision or provisions of the Agreement allegedly violated, the remedy requested, and shall be appealed to Step 2 within ten (10) calendar days after the Employer-designated representative's final answer in Step 1. Any grievance not appealed in writing to Step 2 by the Association within ten (10) calendar days shall be considered waived.

Step 2. If appealed, the written grievance shall be presented by the Association and discussed with the Employer-designated Step 2 representative. The Employer-designated representative shall give the Association the Employer's Step 2 answer in writing within ten (10) calendar days after receipt of such Step 2 grievance. A grievance not resolved in Step 2 may be appealed to Step 3 within ten (10) calendar days following the Employer-designated representative's final Step 2 answer. Any grievance not appealed in writing to Step 3 by the Association within ten (10) calendar days shall be considered waived.

Step 3. If appealed, the written grievance shall be presented by the Association and discussed with the Employer-designated Step 3 representative. The Employer-designated representative shall give the Association the Employer's answer in writing within ten (10) calendar days after receipt of such Step 3 grievance. A grievance not resolved in Step 3 may be appealed to Step 4 within ten (10) calendar days following the Employer-designated representative's final answer in Step 3. Any grievance not appealed in writing to Step 4 by the Association within ten (10) calendar days shall be considered waived.

Step 4. A grievance unresolved in Step 3 and appealed to Step 4 by the Association shall be submitted to arbitration subject to the provisions of the Public Employment Labor Relations Act of 1971 as amended. The selection of an arbitrator shall be made in accordance with the "Rules Governing the Arbitration of Grievances" as established by the Minnesota Bureau of Mediation Services.

Section 5.03 ARBITRATOR'S AUTHORITY:

- (a) The arbitrator shall have no right to amend, modify, nullify, ignore, add to, or subtract from the terms and conditions of this Agreement. The arbitrator shall consider and decide only the specific issue(s) submitted in writing by the Employer and the Association and shall have no authority to make a decision on any other issue not so submitted.

- (b) The arbitrator shall be without power to make decisions contrary to, or inconsistent with, or modifying or varying in any way the application of laws, rules or regulations having the force and effect of law. The arbitrator's decision shall be submitted in writing within thirty (30) days following close of the hearing or submission of briefs by the parties, whichever be later, unless the parties agree to an extension. The decision shall be based on just cause of application of the express terms of this Agreement and to the facts of the grievance presented.
- (c) The fees and expenses for the arbitrator's services and proceedings shall be borne equally by the Employer and the Association, provided that each party shall be responsible for compensating its own representatives and witnesses. If either party desires a verbatim record of the proceedings, it may cause such a record to be made, providing it pays for the record. If both parties desire a verbatim record of the proceedings, the cost shall be shared equally.

Section 5.04 WAIVER: If a grievance is not presented within the time limits set forth above, it shall be considered "waived." If a grievance is not appealed to the next step within the specified time limit or any agreed extension thereof, it shall be considered settled on the basis of the Employee's last answer. If the Employer does not answer a grievance or an appeal thereof within the specified time limits, the Association may elect to treat the grievance as denied at that step. The time limit in each step may be extended by mutual written agreement of the Employer and the Association. The filing or appeal of a grievance shall be deemed effective if it is personally served or post-marked within the time limits set forth above.

Section 5.05 CHOICE OF REMEDY: If, as a result of the written Employer response in Step 3, the grievance remains unresolved, and if the grievance involves the suspension, demotion, or discharge of an employee who has completed the required probationary period, the grievance may be appealed either to Step 4 of Article V or a procedure such as: Civil Service, Veteran's Preference, or Human Rights. If appealed to any procedure other than Step 4 of Article V, the grievance is not subject to the arbitration procedure as provided in Step 4 of Article V. The aggrieved employee shall indicate in writing which procedure is to be utilized -- Step 4 of Article V or another appeal procedure -- and shall sign a statement to the effect that the choice of any other hearing precludes the aggrieved employee from making an appeal through Step 4 of Article V.

An employee pursuing a remedy pursuant to a statute under the jurisdiction of the United States Equal Employment Opportunity Commission is not precluded from also pursuing an appeal under the grievance procedure of this Agreement. If a court of competent jurisdiction rules contrary to the ruling in EEOC v. Board of Governors of State Colleges and Universities, 957 F.2d 424 (7th Cir.), cert. denied, 506 U.S. 906, 113 S. Ct. 299 (1992), or if Board of Governors is judicially or legislatively overruled, the italicized portion of this section shall be deleted.

Article VI. HOLIDAYS

Section 6.01 The following days are considered the official holidays for the County, and are to be compensated at straight time for regular and probationary full-time employees, provided the employee is on compensated payroll status the last working day preceding the holiday and the first working day following the holiday:

Month	Holiday	Recognized Holiday
January	New Year's Day	January 1
	Martin Luther King Day	Third Monday in January
February	President's Day	Third Monday in February

<i>May</i>	Memorial Day	Last Monday in May
<i>July</i>	Independence Day	July 4
<i>September</i>	Labor Day	First Monday in September
<i>November</i>	Veteran's Day	November 11
	Thanksgiving Day	4th Thursday in November
	Friday after Thanksgiving	Friday after Thanksgiving
<i>December</i>	*1/2 day Christmas Eve (only if Mon - Thurs)	December 24
	Christmas Day	December 25

Section 6.02 Holidays that fall on Sunday will be observed the following Monday, and holidays that fall on Saturday will be observed the preceding Friday, unless another day is designated by the Board. Regular and probationary employees scheduled to work other than the normal workweek of Monday through Friday shall receive the same number of holidays.

Section 6.03 Designated holidays that occur within an employee's approved and compensated leaves of absence or vacation shall not be charged to the employee's sick days or vacation time, but shall be recorded as a holiday.

Section 6.04 Employees will not receive holiday pay for holidays occurring while on an unpaid leave of absence, while receiving donated vacation time, or while receiving temporary total disability payments from workers' compensation.

Section 6.05 Floating Holidays

(a) Regular full-time employees are allowed two (2) floating holidays annually. Scheduling of an employee's floating holiday(s) shall be by mutual agreement between the employee and supervisor. Should the number of employees requesting the use of their floating holiday exceed the number the supervisor determines necessary to effectively conduct business, the supervisor shall grant such requests on the basis of first request received; ties shall be broken by department seniority. Probationary employees are not eligible for floating holiday(s).

(b) A floating holiday cannot be carried over from one calendar year to the next and in no event shall an employee be compensated for an unused floating holiday.

Section 6.06 Probationary and regular part-time employees shall receive compensation for recognized holidays on a pro-rated basis, determined by the number of hours they are budgeted to work per week, and paid at the time the holiday occurs. Regular part-time employees may request floating holidays, which are also pro-rated based on the number of hours they are budgeted to work per week, in the same manner as regular full-time employees.

**Article VII.
VACATIONS**

Section 7.01 Probationary and Permanent Full Time Employees earn vacation benefits at the following rate:

<u>Years of Completed Service</u>	<u>Vacation Days</u>	<u>Vacation Hours Earned</u>
Start of employment – 4 years	11	3.385
More than 4 years – 9 years	13	4
More than 9 years – 14 years	17	5.231
More than 14 years - 19 years	19	5.846
More than 19 years - 24 years	21	6.462
More than 24 years	23	7.077

Section 7.02 Probationary and Permanent Part Time employees shall earn vacation according to the same schedule but on a pro-rated basis, based on an average of the number of hours the employee works per week.

Section 7.03 Employees shall be allowed to accrue up to two hundred forty (240) hours of vacation.

Section 7.04 In all cases, use of vacation shall be subject to the needs and service obligations of the

Employer. An employee must receive prior approval from their department head or designee for using vacation.

Section 7.05 Probationary employees are not allowed to use vacation during their probationary period.

Article VIII. SICK LEAVE

Section 8.01 Full-time employees shall earn sick leave at the rate of one (1) working day for each full month of service. Part-time employees shall earn pro-rated sick leave based on their normal workweek.

(a) For employees hired on or after January 1, 2013: Employees shall not accrue more than five hundred twenty (520) hours of sick time.

(b) For employees hired before January 1, 2013: Employees who have a sick leave accumulation in excess of eight hundred (800) hours at the end of the last pay period paid in December shall have one-half (1/2) of the hours accumulated in excess of eight hundred (800) hours added to their vacation accrual, and the other one-half (1/2) shall be paid at the employee's regular base rate of pay as of the last pay period paid in December. The conversion to vacation and the cash payment shall be paid in January of the following year.

Section 8.02 Sick leave may be used under the following circumstances:

(a) Absence necessitated by the inability to perform the duties of the position by reason of illness or injury.

(b) Absence for maintenance health care, restricted to the time associated with the appointment and reasonable travel time.

(c) Absence due to contagious disease, which would endanger the health of other employees or members of the public.

(d) Absence due to illness in the employee's immediate family. "Immediate family," for the purpose of this section, shall be defined as spouse, children, sibling, grandparent, or parent, stepparent, mother-in-law, father-in-law, or grandchild.

(e) Use of up to three days (24 hours) of sick leave shall be authorized in cases of death of a spouse, child, brother, sister, daughter-in-law, son-in-law, step-parent, step-child, parent, grandparent, or grandchild of either the employee or the employee's legal spouse. Use of additional sick leave for this purpose shall be subject to approval from the department head or designee.

(f) Absence due to an approved Family Medical Leave.

Section 8.03 Prior to any employee's return to work from sick leave of over three (3) days, the Employer may request a physician's statement indicating the employee is able to return to work and perform the essential functions of the employee's job.

**Article IX.
SEVERANCE PAY**

Section 9.01 Severance pay will be paid to full-time employees upon:

- (a) Retirement.
- (b) Resignation because of disability verified by a physician.
- (c) Death – Amount to be paid to the administrator of estate or legal beneficiary.
- (d) Resignation in good standing.
- (e) Layoff or elimination of position resulting in layoff.

Section 9.02 Severance shall be paid as follows in cash, unless otherwise noted:

Most Recent Hire Date	Continuous Years of Service	Leave Type	% of each Leave Type Included in the Computation of Severance
1/1/13 or later	10 or more years	Vacation	100%
		Sick Leave	50%
	Less than 10 years	Vacation	100%
		Sick Leave	0%
1/1/99 – 12/31/12	10 or more years	Vacation	100%
		Sick Leave	50%
		Years of Service	1 day's pay for each year of continuous service
	3 or more years	Vacation	100%
		Sick Leave	25%
	< 3 years	Vacation	100%
Sick Leave		0%	
Prior to 1/1/99	10 or more years	Vacation	100%
		Sick Leave	50% into a health care savings plan with the Minnesota State Retirement System
		Years of Service	1 day's pay for each year of continuous service

**Article X.
INSURANCE**

Section 10.01 The Employer shall establish a medical insurance program (Base Plan) subject to the limitations, benefits, and conditions established by the contract between the Employer and the insurance carrier.

Section 10.02 Effective January 1, 2020, for each insurance-eligible employee who selects single medical coverage, the Employer will contribute 100% of the single premium for the PEIP Value Option plan. For each eligible employee who selects family coverage, the Employer will contribute up to \$930 per month toward the family premium.

In no case shall the Employer contribution exceed the actual cost of any of these insurance benefits. Any additional costs for such coverage shall be paid by the employee through payroll deduction.

For employees electing the PEIP Value Option plan, the Employer will contribute annually \$1,200 for single coverage and \$1,500 for family coverage toward the employee's VEBA plan to be made monthly over the course of a full year of enrollment.

For employees electing the PEIP HSA Compatible plan, the Employer will contribute annually \$1,600 for single coverage and \$2,500 for family coverage toward the employee's HSA or VEBA plan to be made monthly over the course of a full year of enrollment.

- Section 10.03** Any additional costs for such coverage shall be paid by the employee through payroll deduction. In no case shall the Employer contribution exceed that of the premium amount for the coverage (single or family) selected by the employee.
- Section 10.04** The Employer shall provide and pay the full cost of the monthly premium for life insurance for eligible employees for a minimum of \$15,000.
- Section 10.05** The Employer shall provide and pay the full cost of the monthly premium for single dental insurance for eligible employees.
- Section 10.06** In the event the health insurance provisions of this Agreement fail to meet the requirements of the Affordable Care Act and its related regulations or cause the Employer to be subject to a penalty, tax or fine, the Association and the Employer will meet immediately to bargain over alternative provisions so as to comply with the Act and avoid any penalties, taxes or fines for the Employer.
- Section 10.07** All employees shall establish a Health Care Savings Plan through the Minnesota Statement Retirement System and shall place \$30 into said account per paycheck.

Article XI. **SENIORITY, PROBATIONARY PERIODS**

- Section 11.01** All newly hired or rehired employees shall serve a six (6) month's probationary period, during which time they may be terminated at the sole discretion of the Sheriff. When a newly hired employee resigns or is terminated before the employee's probationary period expires, the employee is not eligible to receive sick, vacation or severance pay.
- Section 11.02** Upon completion of the probationary period, employees shall become permanent employees within the meaning of this Agreement, and shall be credited with seniority dating from the first day of continuous employment with the Employer.
- Section 11.03** The principle of seniority shall apply in layoffs, recalls, and transfers provided however no permanent employee shall be laid off while probationary employees are working and provided further the senior employee is qualified to perform the work available.
- Section 11.04** Permanent job vacancies within the designated bargaining unit shall be posted by the Employer for a period of five (5) calendar days; first consideration shall be given to present employees covered by this Agreement, provided no applicant will be selected unless he/she:
- (a) Has the necessary qualifications to meet the standards of the vacancy; and
 - (b) Has the ability to perform the duties and responsibilities of the job vacancy; and
 - (c) Applies within the five (5) calendar day posting time.

Article XII.

LAYOFF

Section 12.01 When the Employer determines it necessary to lay off a member of the bargaining unit, or to eliminate a position held by a unit member which results in their layoff, the Association shall be notified at least twenty-one (21) calendar days prior to the effective date of the layoff. Layoffs shall be made in reverse order of seniority, with the least senior employee in the classification to be laid off first.

Section 12.02 Recall from layoff shall be by classification within the department, in inverse order of layoff. Employees shall retain rights to recall for one (1) year from the effective date of the layoff, at which time all rights to recall shall terminate. Notification of recall shall be by registered or certified mail to the employee's last address on file with the Administrative Services Office. It shall be the employee's responsibility to notify the Administrative Services Office of their current address. An employee who does not indicate acceptance of recall within ten (10) calendar days of the date the notice was mailed, shall be considered to have resigned from employment with the Employer. During the period of layoff, the employee will not accrue seniority and benefits, but will retain the seniority accrued as of the date of layoff.

Article XIII.

WAGES

Section 13.01 Effective January 1, 2020, employees shall receive a 2.50% general adjustment.

Effective January 1, 2021, employees shall receive a 2.50% general adjustment.

Section 13.02 Annual step increases shall be granted on the 13th payroll.

Section 13.03 If a position is evaluated at a lower pay grade, the employee will be placed on their current step in the new lower grade, and the employee's salary shall be frozen until such time when their grade and step placement exceeds their current pay rate.

Article XIV.

UNIFORMS/SQUAD CARS

Section 14.01 Full-time licensed peace officers which include the Jail Administrator, Lieutenant and Captain shall receive an annual taxable uniform allowance of \$900. Part-time licensed peace officers shall receive a pro-rated annual taxable cash uniform allowance. The Assistant Jail Administrator and Administrative Jail Lieutenant shall receive an annual taxable uniform allowance of \$900 and will be in uniform during the duration of their shift. The non-licensed PSAP Manager will receive a \$250 allowance. Other non-licensed members shall receive an annual taxable uniform allowance of \$250.

Section 14.02 The uniform allowance shall be paid one-half (1/2) on the 13th payroll and one-half (1/2) on the 26th payroll of each year.

Section 14.03 The Sheriff shall have sole discretion in determining which employees are assigned a take-home squad vehicle.

Article XV.

POST LICENSE

The Employer shall pay the POST license renewal cost for each licensed peace officer required to be licensed.

Article XVI.
DISCIPLINE

Section 16.01 The Sheriff will discipline employees for just cause only. Discipline will be in the form of the following: oral reprimand, written reprimand, suspension, demotion, or discharge.

Section 16.02 Suspensions, demotions, and discharges will be in written form.

Section 16.03 Written reprimands, notices of suspension, and notices of discharge which are to become part of an employee's personnel file shall be read and acknowledged by the signature of the employee. Employees and the Association will receive a copy of such reprimands and/or notices.

Section 16.04 Employees may examine their own individual personnel file at reasonable times under the direct supervision of the Sheriff or Personnel Director.

Section 16.05 Grievances relating to written reprimands, suspensions, demotions and discharge shall be initiated by the Union at Step 2 of the grievance procedure in Article 5.

Article XVII.
WAIVER

Section 17.01 Any and all prior agreements, resolutions, practices, policies, rules and regulations regarding terms and conditions of employment, to the extent they are inconsistent with the provisions of this Agreement, are hereby superseded.

Section 17.02 The parties mutually acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any term or condition of employment not removed by law from bargaining. All agreements and understandings arrived at by the parties are set forth in writing in this Agreement for the stipulated duration of this Agreement. The Employer and the Association each voluntarily and unqualifiedly waives the right to meet and negotiate regarding any and all terms and conditions of employment referred to or covered in this Agreement, or with respect to any term or condition of employment not specifically referred to or covered by this Agreement, even though such terms or conditions may not have been within the knowledge or contemplation of either or both of the parties at the time this contract was negotiated or executed.

Article XVIII.
SAVINGS CLAUSE

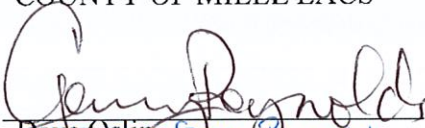
Section 18.01 This agreement is subject to the laws of the United States, the State of Minnesota, and the County of Mille Lacs. In the event any provision of this Agreement shall be held to be contrary to law by court of competent jurisdiction from whose final judgment or decree no appeal has been taken within the time provided or administrative ruling or is in violation of legislation or administrative regulations, such provisions shall be voided. All other provisions of this Agreement shall continue in full force and effect. The voided provision may be renegotiated at the written request of either party.

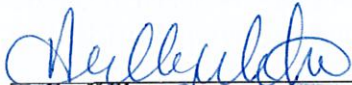
Article XIX.
DURATION

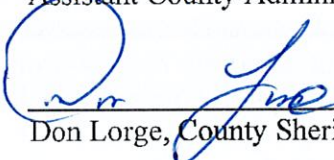
Section 19.01 This Agreement shall be effective as of the 1st day of January, 2020, and shall remain in effect until the 31st day of December, 2021, and shall remain in effect from year to year thereafter unless either party shall give written notice prior to any anniversary date of its desire to amend or terminate the Agreement.

In witness thereof, the parties hereto have set their signatures on this 16th day of Feb, 2021.

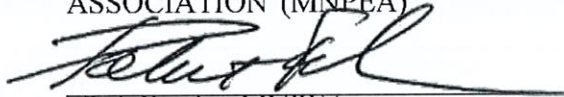
COUNTY OF MILLE LACS

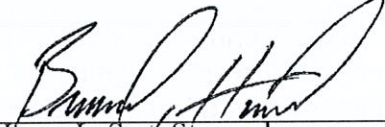

Dave Oshin, Genny Reynolds
Vice Chairman of the Board


Holly Wilson
Assistant County Administrator


Don Lorge, County Sheriff

MINNESOTA PUBLIC EMPLOYEES
ASSOCIATION (MNPEA)


Rob Fowler, MNPEA


Jason LaSart, Steward
Bradley Hunt



2020 Uniform Payscale MPEA
2.5% general adjustment

Grade	MIN	1	2	3	4	5	6	7	8	9	10	11
A	\$ 11.67	\$ 12.17	\$ 12.51	\$ 12.85	\$ 13.19	\$ 13.54	\$ 13.88	\$ 14.22	\$ 14.56	\$ 14.90	\$ 15.24	\$ 15.58
B	\$ 12.46	\$ 12.99	\$ 13.36	\$ 13.72	\$ 14.09	\$ 14.45	\$ 14.81	\$ 15.18	\$ 15.54	\$ 15.90	\$ 16.27	\$ 16.63
C	\$ 13.30	\$ 13.87	\$ 14.26	\$ 14.65	\$ 15.04	\$ 15.42	\$ 15.81	\$ 16.20	\$ 16.59	\$ 16.98	\$ 17.37	\$ 17.75
D	\$ 14.20	\$ 14.81	\$ 15.22	\$ 15.64	\$ 16.05	\$ 16.47	\$ 16.88	\$ 17.29	\$ 17.71	\$ 18.12	\$ 18.54	\$ 18.95
E	\$ 15.16	\$ 15.81	\$ 16.25	\$ 16.69	\$ 17.13	\$ 17.58	\$ 18.02	\$ 18.46	\$ 18.90	\$ 19.35	\$ 19.79	\$ 20.23
F	\$ 16.18	\$ 16.87	\$ 17.35	\$ 17.82	\$ 18.29	\$ 18.76	\$ 19.24	\$ 19.71	\$ 20.18	\$ 20.65	\$ 21.13	\$ 21.60
G	\$ 17.27	\$ 18.01	\$ 18.52	\$ 19.02	\$ 19.53	\$ 20.03	\$ 20.53	\$ 21.04	\$ 21.54	\$ 22.05	\$ 22.55	\$ 23.06
H	\$ 18.44	\$ 19.23	\$ 19.77	\$ 20.30	\$ 20.84	\$ 21.38	\$ 21.92	\$ 22.46	\$ 23.00	\$ 23.54	\$ 24.07	\$ 24.61
I	\$ 19.68	\$ 20.53	\$ 21.10	\$ 21.68	\$ 22.25	\$ 22.82	\$ 23.40	\$ 23.97	\$ 24.55	\$ 25.12	\$ 25.70	\$ 26.27
J	\$ 20.96	\$ 21.86	\$ 22.47	\$ 23.08	\$ 23.70	\$ 24.31	\$ 24.92	\$ 25.53	\$ 26.14	\$ 26.76	\$ 27.37	\$ 27.98
K	\$ 22.32	\$ 23.28	\$ 23.93	\$ 24.58	\$ 25.24	\$ 25.89	\$ 26.54	\$ 27.19	\$ 27.84	\$ 28.50	\$ 29.15	\$ 29.80
L	\$ 23.77	\$ 24.79	\$ 25.49	\$ 26.18	\$ 26.88	\$ 27.57	\$ 28.27	\$ 28.96	\$ 29.65	\$ 30.35	\$ 31.04	\$ 31.74
M	\$ 25.32	\$ 26.41	\$ 27.15	\$ 27.88	\$ 28.62	\$ 29.36	\$ 30.10	\$ 30.84	\$ 31.58	\$ 32.32	\$ 33.06	\$ 33.80
N	\$ 26.97	\$ 28.12	\$ 28.91	\$ 29.70	\$ 30.48	\$ 31.27	\$ 32.06	\$ 32.85	\$ 33.63	\$ 34.42	\$ 35.21	\$ 36.00
O	\$ 28.72	\$ 29.95	\$ 30.79	\$ 31.63	\$ 32.47	\$ 33.30	\$ 34.14	\$ 34.98	\$ 35.82	\$ 36.66	\$ 37.50	\$ 38.34
P	\$ 30.59	\$ 31.90	\$ 32.79	\$ 33.68	\$ 34.58	\$ 35.47	\$ 36.36	\$ 37.26	\$ 38.15	\$ 39.04	\$ 39.94	\$ 40.83
Q	\$ 32.57	\$ 33.97	\$ 34.92	\$ 35.87	\$ 36.82	\$ 37.78	\$ 38.73	\$ 39.68	\$ 40.63	\$ 41.58	\$ 42.53	\$ 43.48
R	\$ 34.69	\$ 36.18	\$ 37.19	\$ 38.20	\$ 39.22	\$ 40.23	\$ 41.24	\$ 42.26	\$ 43.27	\$ 44.28	\$ 45.30	\$ 46.31
S	\$ 36.95	\$ 38.53	\$ 39.61	\$ 40.69	\$ 41.77	\$ 42.85	\$ 43.92	\$ 45.00	\$ 46.08	\$ 47.16	\$ 48.24	\$ 49.32
T	\$ 39.35	\$ 41.03	\$ 42.18	\$ 43.33	\$ 44.48	\$ 45.63	\$ 46.78	\$ 47.93	\$ 49.08	\$ 50.23	\$ 51.38	\$ 52.52
U	\$ 41.90	\$ 43.70	\$ 44.93	\$ 46.15	\$ 47.37	\$ 48.60	\$ 49.82	\$ 51.04	\$ 52.27	\$ 53.49	\$ 54.71	\$ 55.94
V	\$ 44.63	\$ 46.54	\$ 47.85	\$ 49.15	\$ 50.45	\$ 51.76	\$ 53.06	\$ 54.36	\$ 55.66	\$ 56.97	\$ 58.27	\$ 59.57
W	\$ 47.53	\$ 49.57	\$ 50.96	\$ 52.34	\$ 53.73	\$ 55.12	\$ 56.51	\$ 57.90	\$ 59.28	\$ 60.67	\$ 62.06	\$ 63.45
X	\$ 50.62	\$ 52.79	\$ 54.27	\$ 55.75	\$ 57.22	\$ 58.70	\$ 60.18	\$ 61.66	\$ 63.14	\$ 64.61	\$ 66.09	\$ 67.57
Y	\$ 53.91	\$ 56.22	\$ 57.80	\$ 59.37	\$ 60.94	\$ 62.52	\$ 64.09	\$ 65.67	\$ 67.24	\$ 68.81	\$ 70.39	\$ 71.96



2021 Uniform Payscale MPEA
2.5% general adjustment

Grade	MIN	1	2	3	4	5	6	7	8	9	10	11
A	\$ 11.96	\$ 12.48	\$ 12.83	\$ 13.17	\$ 13.52	\$ 13.87	\$ 14.22	\$ 14.57	\$ 14.92	\$ 15.27	\$ 15.62	\$ 15.97
B	\$ 12.77	\$ 13.32	\$ 13.69	\$ 14.06	\$ 14.44	\$ 14.81	\$ 15.18	\$ 15.56	\$ 15.93	\$ 16.30	\$ 16.67	\$ 17.05
C	\$ 13.63	\$ 14.22	\$ 14.62	\$ 15.01	\$ 15.41	\$ 15.81	\$ 16.21	\$ 16.61	\$ 17.00	\$ 17.40	\$ 17.80	\$ 18.20
D	\$ 14.55	\$ 15.18	\$ 15.60	\$ 16.03	\$ 16.45	\$ 16.88	\$ 17.30	\$ 17.73	\$ 18.15	\$ 18.58	\$ 19.00	\$ 19.43
E	\$ 15.54	\$ 16.20	\$ 16.66	\$ 17.11	\$ 17.56	\$ 18.02	\$ 18.47	\$ 18.92	\$ 19.38	\$ 19.83	\$ 20.28	\$ 20.74
F	\$ 16.58	\$ 17.30	\$ 17.78	\$ 18.26	\$ 18.75	\$ 19.23	\$ 19.72	\$ 20.20	\$ 20.69	\$ 21.17	\$ 21.65	\$ 22.14
G	\$ 17.70	\$ 18.46	\$ 18.98	\$ 19.50	\$ 20.01	\$ 20.53	\$ 21.05	\$ 21.56	\$ 22.08	\$ 22.60	\$ 23.12	\$ 23.63
H	\$ 18.90	\$ 19.71	\$ 20.26	\$ 20.81	\$ 21.36	\$ 21.92	\$ 22.47	\$ 23.02	\$ 23.57	\$ 24.12	\$ 24.68	\$ 25.23
I	\$ 20.17	\$ 21.04	\$ 21.63	\$ 22.22	\$ 22.81	\$ 23.40	\$ 23.98	\$ 24.57	\$ 25.16	\$ 25.75	\$ 26.34	\$ 26.93
J	\$ 21.49	\$ 22.41	\$ 23.03	\$ 23.66	\$ 24.29	\$ 24.92	\$ 25.54	\$ 26.17	\$ 26.80	\$ 27.43	\$ 28.05	\$ 28.68
K	\$ 22.88	\$ 23.86	\$ 24.53	\$ 25.20	\$ 25.87	\$ 26.54	\$ 27.20	\$ 27.87	\$ 28.54	\$ 29.21	\$ 29.88	\$ 30.54
L	\$ 24.37	\$ 25.41	\$ 26.13	\$ 26.84	\$ 27.55	\$ 28.26	\$ 28.97	\$ 29.68	\$ 30.40	\$ 31.11	\$ 31.82	\$ 32.53
M	\$ 25.95	\$ 27.07	\$ 27.82	\$ 28.58	\$ 29.34	\$ 30.10	\$ 30.86	\$ 31.61	\$ 32.37	\$ 33.13	\$ 33.89	\$ 34.64
N	\$ 27.64	\$ 28.83	\$ 29.63	\$ 30.44	\$ 31.25	\$ 32.05	\$ 32.86	\$ 33.67	\$ 34.48	\$ 35.28	\$ 36.09	\$ 36.90
O	\$ 29.44	\$ 30.70	\$ 31.56	\$ 32.42	\$ 33.28	\$ 34.14	\$ 35.00	\$ 35.86	\$ 36.72	\$ 37.58	\$ 38.44	\$ 39.29
P	\$ 31.35	\$ 32.69	\$ 33.61	\$ 34.53	\$ 35.44	\$ 36.36	\$ 37.27	\$ 38.19	\$ 39.10	\$ 40.02	\$ 40.93	\$ 41.85
Q	\$ 33.39	\$ 34.82	\$ 35.79	\$ 36.77	\$ 37.74	\$ 38.72	\$ 39.69	\$ 40.67	\$ 41.64	\$ 42.62	\$ 43.59	\$ 44.57
R	\$ 35.56	\$ 37.08	\$ 38.12	\$ 39.16	\$ 40.20	\$ 41.24	\$ 42.27	\$ 43.31	\$ 44.35	\$ 45.39	\$ 46.43	\$ 47.47
S	\$ 37.87	\$ 39.49	\$ 40.60	\$ 41.71	\$ 42.81	\$ 43.92	\$ 45.02	\$ 46.13	\$ 47.23	\$ 48.34	\$ 49.45	\$ 50.55
T	\$ 40.33	\$ 42.06	\$ 43.24	\$ 44.42	\$ 45.59	\$ 46.77	\$ 47.95	\$ 49.13	\$ 50.30	\$ 51.48	\$ 52.66	\$ 53.84
U	\$ 42.95	\$ 44.79	\$ 46.05	\$ 47.30	\$ 48.56	\$ 49.81	\$ 51.07	\$ 52.32	\$ 53.57	\$ 54.83	\$ 56.08	\$ 57.34
V	\$ 45.74	\$ 47.71	\$ 49.04	\$ 50.38	\$ 51.71	\$ 53.05	\$ 54.38	\$ 55.72	\$ 57.06	\$ 58.39	\$ 59.73	\$ 61.06
W	\$ 48.72	\$ 50.81	\$ 52.23	\$ 53.65	\$ 55.07	\$ 56.50	\$ 57.92	\$ 59.34	\$ 60.77	\$ 62.19	\$ 63.61	\$ 65.03
X	\$ 51.88	\$ 54.11	\$ 55.62	\$ 57.14	\$ 58.65	\$ 60.17	\$ 61.68	\$ 63.20	\$ 64.71	\$ 66.23	\$ 67.74	\$ 69.26
Y	\$ 55.26	\$ 57.63	\$ 59.24	\$ 60.85	\$ 62.47	\$ 64.08	\$ 65.69	\$ 67.31	\$ 68.92	\$ 70.53	\$ 72.15	\$ 73.76