

PROCEEDINGS OF THE MURRAY COUNTY BOARD OF COMMISSIONERS
MURRAY COUNTY GOVERNMENT CENTER – SLAYTON, MINNESOTA
January 4, 2018, 8:30 a.m.

Pursuant to notice, the Murray County Board of Commissioners convened with the following members present: Commissioners, Lori Gunnink, James Jens and David Thiner. Also, present Aurora Heard, County Coordinator, Laurel Pugh, County Labor Attorney. Excused Absence: Commissioner Glenn Kluis and Commissioner Gerald Magnus

8:30 a.m. The County Board met with AFSCME Jailer/Dispatcher Unit for labor negotiations.

Also, present Eric Austin, AFSCME Labor Representative, Donna Mollema, Assistant Jail Administrator, Jailer/Dispatchers Janette Engels and Jacki Jurrens.

The County proposed the following wage increases for 2018:

Dept	Last Name	First Name	Title	Current Hourly Rate	Annual Hours	2018 proposed hourly increase	2018 Proposed Wage	2018 Annual proposed increase
Sheriff	Mollema	Donna	Assistant Jail Administrator	\$24.40	2080	\$1.68	26.08	\$3,494.40
Sheriff	Brockberg	Daniel	Dispatcher/Jailer	\$16.35	2080	\$3.60	19.95	\$7,488.00
Sheriff	Engels	Jannette	Dispatcher/Jailer	\$19.88	2080	\$1.40	21.28	\$2,912.00
Sheriff	Heidebrink	Jon	Dispatcher/Jailer	\$17.67	2080	\$2.28	19.95	\$4,742.40
Sheriff	Jurrens	Jacki	Dispatcher/Jailer	\$19.88	2080	\$1.40	21.28	\$2,912.00
Sheriff	Schreier	McKenna	Dispatcher/Jailer	\$15.91	1248	\$4.04	19.95	\$5,041.92

The County proposed the following:

- Increase the step placement by one step recommended by the compensation/classification consultant for Donna Mollema, Jacki Jurrens, and Jannette Engels. At the previous negotiation session concern was expressed by AFSCME regarding these employees’ years of service and their wage increase in comparison to employees that have not been employed as long.
- Eliminate shift differential.
- Include language in the contract referring to the current county policies regarding Holidays, Vacations, Jury Duty, Sick Leave, and Funeral Leave.
- A step and a 2.5% COLA for 2019 and a step and a 2.5% COLA for 2020.

9:00 a.m. The meeting was recessed while AFSCME Jailer/Dispatchers caucused.

9:30 a.m. The meeting was called back to order. AFSCME Jailer/Dispatchers proposed the following counter proposal:

- AFSCME would accept the following placement:

Dept	Last Name	First Name	Title	Current Hourly Rate	Annual Hours	2018 proposed hourly increase	2018 Proposed Wage	2018 Annual proposed increase
Sheriff	Mollema	Donna	Assistant Jail Administrator	\$24.40	2080	\$1.68	26.08	\$3,494.40
Sheriff	Brockberg	Daniel	Dispatcher/Jailer	\$16.35	2080	\$3.60	19.95	\$7,488.00
Sheriff	Engels	Jannette	Dispatcher/Jailer	\$19.88	2080	\$1.40	21.28	\$2,912.00
Sheriff	Heidebrink	Jon	Dispatcher/Jailer	\$17.67	2080	\$2.28	19.95	\$4,742.40
Sheriff	Jurrens	Jacki	Dispatcher/Jailer	\$19.88	2080	\$1.40	21.28	\$2,912.00
Sheriff	Schreier	McKenna	Dispatcher/Jailer	\$15.91	1248	\$4.04	19.95	\$5,041.92

- Keep tentative agreement on shift differential of .25 cents from 4:00 p.m. to 8:00 a.m.
- Accept most current and revised date for Articles 16-20: Holidays, Vacations, Jury Duty, Sick Leave, and Funeral Leave.
- Leave Article 21.
- Include language requiring an email for all personnel policy changes.
- Have holiday pay for twelve (12) hours if an employee works the holiday.
- Accept a step and a 2.5% COLA for 2019 and a step and a 2.5% COLA for 2020.

The County Board discussed the AFSCME Jailer/Dispatcher proposal and proposed the following:

- Increase holiday pay to twelve (12) hours if an employee works the holiday and works a twelve (12) hour shift.
- The AFSCME Labor Representative can be added to the mass email regarding personnel policy changes, if an employee does not have a county email address their personal email address can be added to the mass email.
- For the duration of this contract, accept most current and revised date for Articles 16-20: Holidays, Vacations, Jury Duty, Sick Leave, and Funeral Leave.
- Eliminate shift differential and propose the following wages:

Dept	Last Name	First Name	Title	Current Hourly Rate	Annual Hours	2018 proposed hourly increase	2018 Proposed Wage	2018 Annual proposed increase
Sheriff	Mollema	Donna	Assistant Jail Administrator	\$24.40	2080	\$1.68	26.08	\$3,494.40
Sheriff	Brockberg	Daniel	Dispatcher/Jailer	\$16.35	2080	\$3.60	19.95	\$7,488.00
Sheriff	Engels	Jannette	Dispatcher/Jailer	\$19.88	2080	\$1.40	21.28	\$2,912.00
Sheriff	Heidebrink	Jon	Dispatcher/Jailer	\$17.67	2080	\$2.28	19.95	\$4,742.40
Sheriff	Jurrens	Jacki	Dispatcher/Jailer	\$19.88	2080	\$1.40	21.28	\$2,912.00
Sheriff	Schreier	McKenna	Dispatcher/Jailer	\$15.91	1248	\$4.04	19.95	\$5,041.92

AFSCME Labor Representative Eric Austin inquired how it went from having somewhat of an agreement on shift differential to getting rid of shift differential. Labor Attorney Laurel Pugh explained it was because of the increase in a step from the compensation study results recommendation for Jurrens, Mollema and Engels. She explained the extra money for the step increase had to come from somewhere.

9:55 a.m. The meeting was recessed while AFSCME Jailer/Dispatchers caucused.

10:07 a.m. The meeting was called back to order. AFSCME Jailer/Dispatchers proposed the following counter proposal:

- AFSCME Jailer/Dispatchers would like language in the contract regarding notifying the Labor Representative if there are changes to county policy.
- AFSCME Jailer/Dispatchers is not willing to give up shift differential, AFSCME proposed 4:00 p.m. -8:00 a.m. and an across the Board .20 cents for hours worked during that time.

The County Board reviewed the following recommended wage increases from the compensation/classification study:

Dept	Last Name	First Name	Title	Current Hourly Rate	Annual Hours	2018 proposed hourly increase	2018 Proposed Wage	2018 Annual proposed increase
Recorders Total								
Sheriff	Mollema	Donna	Assistant Jail Administrator	\$24.40	2080	\$0.98	25.38	\$2,038.40
Sheriff	Brockberg	Daniel	Dispatcher/Jailer	\$16.35	2080	\$3.60	19.95	\$7,488.00
Sheriff	Engels	Jannette	Dispatcher/Jailer	\$19.88	2080	\$0.74	20.62	\$1,539.20
Sheriff	Heidebrink	Jon	Dispatcher/Jailer	\$17.67	2080	\$2.28	19.95	\$4,742.40
Sheriff	Jurrens	Jacki	Dispatcher/Jailer	\$19.88	2080	\$0.74	20.62	\$1,539.20
Sheriff	Schreier	McKenna	Dispatcher/Jailer	\$15.91	1248	\$4.04	19.95	\$5,041.92

The County Board reviewed the following increases for Donna Mollema, Jacki Jurrens, and Jannette Engels that were proposed if shift differential were eliminated:

Dept	Last Name	First Name	Title	Current Hourly Rate	Annual Hours	2018 proposed hourly increase	2018 Proposed Wage	2018 Annual proposed increase
Sheriff	Mollema	Donna	Assistant Jail Administrator	\$24.40	2080	\$1.68	26.08	\$3,494.40
Sheriff	Engels	Jannette	Dispatcher/Jailer	\$19.88	2080	\$1.40	21.28	\$2,912.00
Sheriff	Jurens	Jacki	Dispatcher/Jailer	\$19.88	2080	\$1.40	21.28	\$2,912.00

Eric Austin, AFSCME Labor Representative commented that this group has been historically grossly underpaid. Austin stated he hesitated to bring this up but the last two times we have been violating policy 910, Labor Negotiations Committee. This county policy states the county shall have a Labor Negotiations Committee. Austin commented the policy doesn't say that labor negotiations shall be in an open meeting. Austin stated AFSCME will be filing for mediation with the Bureau of Mediation Services.

Labor Attorney Pugh stated the county has not violated Policy Number 910, as the county does have a labor negotiations committee. Per state statute the county can hold an open meeting for labor negotiations. The purpose of having it in an open meeting with the full Board was to be efficient and transparent as the Board is all here and two Commissioners don't have to go back and forth to the full Board to get authority to do negotiations again. The county and LELS Union were able to settle the Sheriff's Deputies negotiations in one day. Pugh explained the county is legally entitled to have negotiations in an open meeting.

10:27 a.m. The meeting was recessed.

The County Board met with the AFSCME Highway Unit for labor negotiations.

Commissioners, Lori Gunnink, James Jens and David Thiner. Also, present Aurora Heard, County Coordinator, Laurel Pugh, County Labor Attorney, Randy Groves, County Engineer. Excused Absence: Commissioner Glenn Kluis and Commissioner Gerald Magnus

Also Present: Eric Austin, AFSCME Labor Representative, Highway Maintenance Employees Jody Penoyer, Bruce Bertrand, Brian Rosenberg, Bruce Platt, Scott Nelson, Paul Kirchner, Chad Muecke and Darren Saner.

11:25 a.m. the meeting was called back to order.

The County Board and AFSCME reviewed the following tentative agreement:

- Articles: 3.1, 3.2, 3.4, and 3.6.; With Article 3.2 having three employees from the bargaining unit to act as Steward.
- Article 11, increase the clothing allowance to \$350.00 and to use the LELS contract language regarding clothing allowance reimbursement.
- Article 12

The County proposed the following wages for 2018:

Last Name	First Name	Title	Current Hourly Rate	2018 County Proposed Hourly Increase	2018 County Proposed Wage	2018 County Proposed Annual Increase
Lambertus	Lonnie	Engineer Technician II	\$20.09	\$2.33	22.42	\$4,846.40
Bertrand	Bruce	Highway Maintenance Worker	\$18.13	\$1.82	19.95	\$3,785.60
Goettig	Jeffrey	Highway Maintenance Worker	\$19.54	\$1.08	20.62	\$2,246.40
Ireton	Jay	Highway Maintenance Worker	\$20.92	\$1.03	21.95	\$2,142.40
Kirchner	Paul	Highway Maintenance Worker	\$20.92	\$1.03	21.95	\$2,142.40
Nelson	Scott	Highway Maintenance Worker	\$18.59	\$1.36	19.95	\$2,828.80
Penoyer	Jody	Highway Maintenance Worker	\$20.92	\$1.03	21.95	\$2,142.40
Platt	Bruce	Highway Maintenance Worker	\$20.92	\$1.03	21.95	\$2,142.40
Rosenberg	Brian	Highway Maintenance Worker	\$17.66	\$2.29	19.95	\$4,763.20
Sauer	Jay	Highway Maintenance Worker	\$20.92	\$1.03	21.95	\$2,142.40
Shaw	Randy	Highway Maintenance Worker	\$20.92	\$1.03	21.95	\$2,142.40
Muecke	Chad	Highway Maintenance Worker	\$17.66	\$2.29	19.95	\$4,763.20
Engesser	Donald	Highway Maintenance Worker/Signs	\$19.99	\$1.16	21.15	\$2,412.80
Saner	Darren	Lead Mechanic	\$23.31	\$1.25	24.56	\$2,600.00
Muecke	Steve	Mechanic	\$18.11	\$2.80	20.91	\$5,824.00

The county proposed:

- A step plus 2.5% COLA in 2019 and a step plus 2.5% COLA in 2020.

11:50 a.m. The meeting was recessed while AFSCME Highway caucused.

12:25 p.m. The meeting was called back to order.

AFSCME Highway proposed the following wages for 2018:

Dept	Last Name	First Name	Title	Current Hourly Rate	2018 County Proposed Hourly Increase	2018 County Proposed Step	2018 County Proposed Annual Increase	2018 Union Proposal Hourly Rate	Union Proposal 2018 Hourly Increase	2018 Union proposal annual increase
Highway	Lambertus	Lonnie	Engineer Technician II	\$20.09	\$2.33	22.42	\$4,846.40	\$22.42	\$2.33	\$4,846.40
Highway	Bertrand	Bruce	Highway Maintenance Worker	\$18.13	\$1.82	19.95	\$3,785.60	\$19.95	\$1.82	\$3,785.60
Highway	Goettig	Jeffrey	Highway Maintenance Worker	\$19.54	\$1.08	20.62	\$2,246.40	\$21.28	\$1.74	\$3,619.20
Highway	Ireton	Jay	Highway Maintenance Worker	\$20.92	\$1.03	21.95	\$2,142.40	\$22.61	\$1.69	\$3,515.20
Highway	Kirchner	Paul	Highway Maintenance Worker	\$20.92	\$1.03	21.95	\$2,142.40	\$22.61	\$1.69	\$3,515.20
Highway	Nelson	Scott	Highway Maintenance Worker	\$18.59	\$1.36	19.95	\$2,828.80	\$20.62	\$2.03	\$4,222.40

Highway	Penoyer	Jody	Highway Maintenance Worker	\$20.92	\$1.03	21.95	\$2,142.40	\$22.61	\$1.69	\$3,515.20
Highway	Platt	Bruce	Highway Maintenance Worker	\$20.92	\$1.03	21.95	\$2,142.40	\$22.61	\$1.69	\$3,515.20
Highway	Rosenberg	Brian	Highway Maintenance Worker	\$17.66	\$2.29	19.95	\$4,763.20	\$19.95	\$2.29	\$4,763.20
Highway	Sauer	Jay	Highway Maintenance Worker	\$20.92	\$1.03	21.95	\$2,142.40	\$22.61	\$1.69	\$3,515.20
Highway	Shaw	Randy	Highway Maintenance Worker	\$20.92	\$1.03	21.95	\$2,142.40	\$22.61	\$1.69	\$3,515.20
Highway	Muecke	Chad	Highway Maintenance Worker	\$17.66	\$2.29	19.95	\$4,763.20	\$19.95	\$2.29	\$4,763.20
Highway	Engesser	Donald	Highway Maintenance Worker/Signs	\$19.99	\$1.16	21.15	\$2,412.80	\$21.85	\$1.86	\$3,868.80
highway	Saner	Darren	Lead Mechanic	\$23.31	\$1.25	24.56	\$2,600.00	\$25.35	\$2.04	\$4,243.20
highway	Muecke	Steve	Mechanic	\$18.11	\$2.80	20.91	\$5,824.00	\$20.91	\$2.80	\$5,824.00

- AFSCME would accept a step and 2.5% COLA for 2019 and a step and 2.5% COLA for 2020.
- AFSCME would be willing to drop all of the policy revision date language but would still like language about an email when policies change.
- AFSCME is wondering about eye glasses reimbursement or stipend.
- AFSCME would like retro pay to January 1, 2018 for whatever is settled.

Labor Attorney Laurel Pugh inquired about the stipend for safety glasses. Austin explained it is a common thing to have safety glasses reimbursement in a contract usually in the neighborhood of \$250.00 for the life of a contract to replace eyeglasses. There was discussion on the type of glasses that have to be worn. There was discussion regarding the dollar amount for prescription safety glasses is in current county policy #508.

The County's counter proposal:

- Change the county policy and increase safety eyeglasses replacement to \$250.00.
- Make everything retroactive to January 1, 2018.
- Keep wage offer as previously offered by the county.
- Add policy language as part of the contract as previously discussed.
- Add AFSCME representative and personal email addresses to county email regarding policy changes.

The Board explained the extra county program aid Murray County is scheduled to receive in 2018 is how the wage increases from the compensation study was going to be paid for. Austin stated AFSCME Highway is looking to take care of the folks that are grossly underpaid on the beginning of the scale and to do a little bit of honoring of those folks who put in a lot of time for the county. Austin stated some are getting raises in the 4-5% range and folks that are being

brought up to the minimum are getting raises in the 10-13% range and they are trying to close that gap.

12:50 p.m. The meeting was recessed while AFSCME Highway caucused.

1:12 p.m. The meeting was called back to order.

AFSCME Highway counter proposal:

- Accept the county's proposed wage placements for 2018 if they could have a 3% COLA and a step for 2019 and a 3% COLA and a step for 2020.
- Accept the policy revision date language.
- Accept the eye glasses policy change.
- Accept the retro pay.

Austin stated they would like to see some movement regarding wages as they did not feel there had been a lot of movement. Austin understands the wage study was done and he didn't think it was something to be completely congratulated for given how grossly underpaid folks were to begin with. Austin hopes the 3% COLA will benefit some of those employees that have been here for twenty plus years given their commitment and years of service to the county.

The County Board discussed the 2.5% COLA and step the county had offered was a total increase of 5.5% per year. The Board discussed the proposed additional 0.5% COLA requested from AFSCME Highway for a total of a 3% COLA in 2019 and 2020 plus a step. The Board consensus was to offer the 2018 wages as previously offered by the County and recommended by the compensation/classification study consultant. Pugh addressed Austin's comment regarding the county not having a lot of movement regarding wages and stated a lot of movement happened before we got to the bargaining table. Pugh stated the county is standing by the wage offer they had previously proposed. Austin stated AFSCME Highway will file for mediation with the Bureau of Mediation Services.

1:45 The meeting was adjourned.

ATTEST:

Aurora Heard, County Coordinator

James Jens, Chairman of the Board