

**LETTER OF UNDERSTANDING  
BETWEEN  
GOODHUE COUNTY AND  
AFSCME LOCAL #737**

This Letter of Understanding is entered into between Goodhue County (hereinafter EMPLOYER) and AFSCME Local #737 (hereinafter AFSCME).

WHEREAS, the EMPLOYER and AFSCME are parties to a collective bargaining agreement; and

WHEREAS, the EMPLOYER intends to change the grades of one position effective January 1, 2023 as a result of a job evaluation as follows:

<u>Job Title</u>	<u>Current Grade</u>	<u>New Grade</u>
Administrative Assistant LUM	79	80

NOW, THEREFORE, the parties hereto have agreed as follows:

1. The implementation of the grade change as noted above shall be implemented in the manner described in attachment A.
2. Non-Precedent. It is understood that the terms of the Agreement are without precedent or prejudice to future cases or other matters. This Agreement is based upon the unique circumstances of the present matter and shall not constitute a precedent with respect to any other claim, grievance, negotiations or dispute arising between the County and the Union or any member of the bargaining unit covered by the Labor Agreement between the County and the Union.
3. Complete Agreement. This Letter of Understanding represents the complete and total agreement between the parties regarding changing the pay grades.

**FOR THE COUNTY:**

**FOR THE UNION:**

\_\_\_\_\_  
Linda Flanders                      Date  
Board Chair

\_\_\_\_\_  
Ethan Seaberg                      Date  
Local Union Chair

\_\_\_\_\_  
Scott Arneson                      Date  
County Administrator

\_\_\_\_\_  
Max Forrester                      3/17/2023  
Business Agent                      Date

## ATTACHMENT A

Job Title	Employee Name	Current Grade/Step	New Grade/Step	Current Pay Rate	New Pay Rate	Anniversary Month	Step increase	Grade/Step
Administrative Assistant LUM	Patricia Field	79/2	80/1	\$20.18	\$20.18	April, 2023	\$21.19	80/2
	Kathy Bauer	79/4	80/3	\$22.09	\$22.20	November, 2023	\$23.21	80/4
	Susan Peters	79/7	80/6	\$24.98	\$25.21	June, 2023	\$26.22	80/7
	Carolyn Kelly	79/9	80/8	\$26.90	\$27.23	October, 2023	\$28.24	80/9