

**MEMORANDUM OF UNDERSTANDING**  
**Between**  
**CITY OF HASTINGS**  
**And**  
**INTERNATIONAL UNION OF OPERATING**  
**ENGINEERS, LOCAL 49**

VIII-04

The City of Hastings hired Abdo Solutions to conduct a compensation study, utilizing current wage data. The wage comparisons vary for each position, with some falling below the market rate and others at or even above the market rate. The Union and the City of Hastings have agreed to implement the following changes to the current collective bargaining agreement based on the compensation study.

<u>Job Titles</u>	<u>Current Wages</u>	<u>Starting 7-4-2022</u>	<u>New Wages 1-1-2023</u>
	<u>1.1.2022</u>	<u>7.4.2022</u>	<u>1.1.2023</u>
Electrician	\$38.30	No Change	\$39.45
HEO/Mechanic	\$35.07	\$36.83	\$37.93
HEO	\$34.66	No Change	\$35.70
LEO	\$33.66	\$34.53	\$35.57
Maintenance III	\$33.90	No Change	\$34.92
Parkskeeper/Forester	\$34.65	\$38.19	\$39.34
Parkskeeper II	\$34.19	No Change	\$35.22
Parkskeeper I/Arena	\$31.50	No Change	\$32.45
Senior Eng. Tech	\$37.03	No Change	\$38.14
Eng. Aide II	\$35.68	(See Steps Below) \$42.95	(See Steps Below) \$44.24
Eng. Aide I	\$34.41	No Change	\$35.44
PT Bldg. Services	\$26.87	\$29.05	\$29.92

**HEO/Mechanic**, LEO, Parkskeeper/Forester, and PT Bldg. Services titles will receive retro pay from 7.4.2022 based on the new wage rates listed above.

**PW Senior Operator Wages**

	<b>Current Wages</b>	<b>July 4, 2022</b>	<b>January 1, 2023</b>
Start:	\$35.08	\$38.00	\$39.14
6 months:	\$35.69	\$41.10	\$42.33
12 months:	\$36.35	\$44.22	\$45.55
24 months:	\$37.61	\$47.33	\$48.75

**Eng. Aide II Wages**

	<b>Current Wages</b>	<b>July 4, 2022</b>	<b>January 1, 2023</b>
Start:	\$24.98	\$30.07	\$30.97
12 months:	\$28.54	\$34.36	\$35.39
24 months:	\$32.11	\$38.66	\$39.82
36 months:	\$35.68	\$42.95	\$44.24

Employees currently in the PW Senior Operator, and Eng. Aide II titles will move to the new step system at the closet step above their current pay rate on July 4, 2022 (including retro pay). These employees will advance an additional step on January 1, 2023. After these initial steps, current employees shall advance any remaining steps on an annual basis (one step per year). Future employees shall advance through the step system as shown above.

For the City of Hastings:

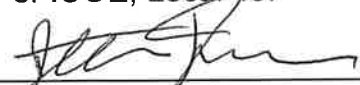
\_\_\_\_\_  
Dan Wietecha,  
City Administrator

Dated \_\_\_\_\_

\_\_\_\_\_  
Mary Fasbender, Mayor

\_\_\_\_\_  
Kelly Murtaugh, City Clerk

For IUOE, Local 49:

  
\_\_\_\_\_  
Jonathan Turner,  
Area Business Representative

Dated 9-23-2022