

MEMORANDUM OF UNDERSTANDING

Wage Adjustment 2022-2023

This Memorandum of Understanding (MOU) is entered into by the City of Hastings (City) and the Minnesota Teamsters Public and Law Enforcement Employees Union, Local No. 320 (Teamsters) for the purpose of implementing the wage adjustment as a result of the recent Compensation and Classification Study.

WHEREAS, Teamsters is the sole representative for fire captains and marshal for the City of Hastings Fire Department;

WHEREAS, the City of Hastings recently concluded the Compensation and Classification Study resulting in a recommended wage adjustment for fire captains and marshal;

WHEREAS, the City and Teamsters hereby agree to fully implement the wage adjustment to all fire captains and marshal covered by the collective bargaining agreement, as described below.

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

1. Extend the 2022 Collective Bargaining Agreement one year through December 31, 2023.
2. For Captains currently above the new scale, maintain current wage plus 3.0% Cost of Living Adjustment (COLA) on January 1, 2023. At 24 Month step, enter new scale.

	Start	12 Month	24 Month
Captain 2022	\$32.13	\$33.22	\$36.66
Captain 2023	\$33.09	\$34.22	\$37.76

3. For Captains currently below the new scale, provide wage increase of 75% of the difference between the two scales retroactive to July 4, 2022. Then, effective January 1, 2023, provide an additional market adjustment of 25% of the difference between the two scales plus 3% Cost of Living Adjustment (COLA).

	24 Month
Captain 2022	\$36.09
Captain 2023	\$37.76

4. For Marshal currently below the new scale, provide wage increase of 75% of the difference between the two scales retroactive to July 4, 2022. Then, effective January 1, 2023, provide an additional market adjustment of 25% of the difference between the two scales plus 3% Cost of Living Adjustment (COLA).

	Start	6 Month	12 Month	24 Month	36 Month
Marshal 2022	\$36.83	\$39.49	\$42.19	\$45.60	\$48.28
Marshal 2023	\$38.19	\$41.39	\$44.58	\$47.77	\$50.96

5. For employees newly hired during this term.

	Start	12 Month	24 Month
Fire Captain 2022	\$29.37	\$33.02	\$36.66
Fire Captain 2023	\$30.25	\$34.01	\$37.76

	Start	6 Month	12 Month	24 Month	36 Month
Marshal 2022	\$37.08	\$40.18	\$43.28	\$46.38	\$49.48
Marshal 2023	\$38.19	\$41.39	\$44.58	\$47.77	\$50.96

Agreed this _____ day of October, 2022.

City of Hastings:

Teamsters, Local No. 320:

Mary Fasbender, Mayor

Vance Rolfson, Business Agent

Dan Wietecha, City Administrator

Adam Harklerode, Steward

Kelly Murtaugh, City Clerk