

MEMORANDUM OF UNDERSTANDING

City Policy Updates

This Memorandum of Understanding (MOU) is entered into by the City of Hastings and the International Union of Operating Engineers, Local No. 49 for the purpose of implementing the recently adopted City personnel policy updates.

WHEREAS, IUOE, Local No. 49 is the sole representative for designated employees of Parks, Public Works and Facilities Maintenance for the City of Hastings;

WHEREAS, the City of Hastings recently adopted personnel policy updates that impact all employees of the City;

WHEREAS, the City and IUOE hereby agree to implement the personnel policy updates for all employees covered by the collective bargaining agreement, as described below;

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

1. Article X – Holidays (Effective June 5, 2023)
 - a. Add Juneteenth

2. Article XI – Wage Rates and Incentives (Effective June 5, 2023, not retroactive)
 - a. 11.5 Longevity Pay – Longevity shall be payable as follows:

After 5 years employment	1% monthly base pay
After 10 years employment	2% monthly base pay
After 15 years employment	3% monthly base pay
After 20 years employment	4% monthly base pay

3. Article XXI – Vacation (Effective June 5, 2023, not retroactive)
 - a. 21.1 The employees shall be granted the following vacation schedule:

Years of Service	Hours of Vacation
0-1	48
2	96
3	104
4	112
5	120
6	128
7	128
8	136
9	136
10	144
11	144
12	152
13	160

14	168
15	176
20 or more	200

Agreed this 10 day of ~~April~~^{May}, 2023.

City of Hastings:

Mary Fasbender, Mayor

Dan Wietecha, City Administrator

Kelly Murtaugh, City Clerk

IUOE, Local No. 49:



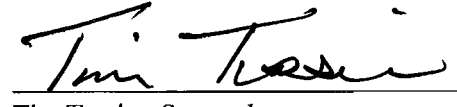
Jonathan Turner, Business Agent



Josh Siringek, Steward



Robert Clark, Steward



Tim Tessier, Steward