

Notice & Agenda

Swift County Board of Commissioners

Tuesday, September 1, 2015

9:00 AM

Swift County Board Room – 301 14th St N, Benson, MN

If you need any type of accommodation to participate in this meeting, please contact the County Administrator at 320-314-8399 at least 48 hours prior to the meeting. Times are only estimates and items may be taken out of order.

<u>Time</u>	<u>Reference</u>	<u>Item</u>
9:00 a.m.		Call to Order and Roll Call
9:01 a.m.		Approve Agenda
9:03 a.m.		Consent Agenda
	1-2	(1) Minutes from the August 18, 2015 Meeting
	3-5	(2) Consider approving a resolution setting a wheelage tax in 2016 for transportation improvements in Swift County
9:04 a.m.		Consider Approval of Commissioner warrants and review Auditor warrants reviewed
9:05 a.m.		Commissioner and Board reports
9:20 a.m.		Citizens Comments
9:20 a.m.		Presentation from Maggie Boese on the Safe Communities Coalition
9:30 a.m.		Sen. Lyle Koenen and Rep. Tim Miller, Legislative Update
10:00 a.m.		Update from Rick Lee, CEO of Woodland Centers
10:15 a.m.		Kim Saterbak, County Auditor
	6-9	Consider accepting a bid for tax-forfeited property in the City of Appleton Parcels #22-0291-000, & #22-0297-100 from Bill and Ann Hanson
10:25 a.m.		Mike Pogge-Weaver, County Administrator
	10	2016 Preliminary Budget Presentation County Administrator Report
		Other Business
	11-17	Consider approving a MOU between AFSCME Local #2538 – Human Services Unit and Swift County on implementing the Classification and Compensation Study
	None	Strategic Plan Update
11:15 a.m.		Adjournment

SWIFT COUNTY BOARD MINUTES

August 18, 2015

Chairman Peter Peterson called the meeting to order at 11:00 AM with all present. Also in attendance were County Administrator Mike Pogge-Weaver and Mary Fischer from Southern Prairie Community Care.

Chairman Peter Peterson asked if there were any changes to the agenda. There were none.

08-18-15-01 Commissioner Hendrickx moved and Commissioner Edward Pederson seconded to approve the agenda as presented. Motion carried unanimously.

08-18-15-02 Commissioner Fox moved and Commissioner Rudningen seconded to approve the Consent Agenda which consisted of: (1) Minutes from the August 4, 2015 Regular Meeting, (2) Approval of the 2015 Emergency Management Performance Grant, (3) Approval of increasing credit card purchasing limits for certain employees, (4) Approval of an application from Northern Lights Trails for an exempt permit to conduct lawful gambling in Swift Falls, and (5) Appointment of Eddie Massey to the Revolving Loan Fund Advisory Board. Motion carried unanimously.

08-18-15-03 Commissioner Fox moved and Commissioner Rudningen seconded to approve the Commissioner warrants as follows: Revenue: \$66,505.45; Solid Waste: \$29,835.77; Road and Bridge: \$370,532.82; County Ditches: \$1416.33; and County Health Insurance: \$424.00 which includes the following bills over \$2,000: Anoka County Human Services, \$2,375.00; Boyer Trucks, Inc., \$3,834.42; Braun Intertec Corp, \$14,141.16; Computer Professionals Unlimited Inc., \$5,238.24; Duininck Inc., \$260,679.06; Johnson Controls, \$2,773.00; MN Counties Intergovernmental Trust, \$3,555.85; Pflipsen Trucking LLC, \$14,457.65; Riley Brothers Companies, \$84,680.34; Soil Conservation Office, \$25,000.00; and Waste Management of Northern Minnesota, \$10,240.10. Motion carried unanimously.

Board and Committee Reports were given as follows: Chairman Pete Peterson reported on a meeting on the Prairie Correctional Facility and Countryside Public Health. Commissioner Fox reported on the MCIT Training, Pitch with the Commissioner of Health, Restorative Practices, Woodland Centers, Pomme de Terre River Watershed, and Well-Being Committee. Commissioner Edward Pederson reported on the MCIT Training and Soil and Water Conservation. Commissioner Rudningen reported on the MCIT Training, Well-being Committee, SCEMO, and RASP. Commissioner Hendrickx reported on Corrections, Woodland Centers, the meeting on the Prairie Correctional Facility, and AMC.

Administrator Pogge-Weaver updated the board on the CCA discussions, the CPA Taskforce, the September 1st meeting with our legislators, the feasibility study on developing a regional broadband network, and the budget.

Chairman Peterson asked for citizen's comments. There were none.

Southern Prairie Community Care Executive Director Mary Fischer and Medical Director Norris Anderson gave an update to the board.

Swift County Soil and Water Conservation District Chairman Dale Schlieman and Office Manager Sheri Gades gave an update to the board.

The board recessed for lunch at 12:04 PM and reconvened at 1:00 PM.

Southwest Initiative Foundation Program Officer Cheryl Glaeser gave an update to the board.

Attorney Kurt Deter updated the board on the new buffer strip requirements.

Veteran Services Officer Dave Barrett presented the board with the VSO Annual Report.

VSO Barrett further requested the board approve applying for the 2016 Enhancement Grant.

08-18-15-04 Commissioner Hendrickx moved and Commissioner Rudningen seconded to approve applying for the grant. Motion carried unanimously.

Pioneerland Library System Librarians Cindy Hendrickx, Vicki Bartz, and Dawn Erickson gave an update to the board.

Environmental Services Director Scott Collins requested approval of Conditional Use Permit #4997 for Dennis Smith (owner) for expansion of a feedlot from 475 animal units to 950 animal units of beef finish cattle and constructing a new 200' by 120' total confinement mono-slope shed located in the NW ¼ of Section 27 in Moyer Township.

08-18-15-05 Commissioner Rudningen moved and Commissioner Hendrickx seconded to approve CUP #4997. Motion carried unanimously.

Administrator Pogge-Weaver presented the board with a resolution in support of a broadband grant application and committing to financially backing the project subject to specific terms.

08-18-15-06 Commissioner Rudningen moved and Commissioner Fox seconded to approve a resolution supporting Federated Telephone Cooperative's Border to Border Broadband Development Grant and commit to financially backing the project subject to certain terms and final legal review. Motion carried 4-1 with Commissioner Edward Pederson opposing.

Administrator Pogge-Weaver presented the board with the preliminary 2016 budget requests and a discussion was held.

Chairman Peter Peterson adjourned the meeting at 3:03 PM.

WITNESSED:

Peter Peterson, Chair

ATTEST:

Michel Pogge-Weaver, Clerk of the Board



Request for Board Action

BOARD MEETING DATE:
September 1, 2015

Commissioner's Report

Department Information

ORIGINATING DEPARTMENT: Administration	REQUESTOR: Mike Pogge-Weaver	REQUESTOR PHONE: 320-314-8399
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Agenda Item Details

BRIEF DESCRIPTION OF YOUR REQUEST: Consider approving a resolution setting a wheelage tax in 2016 for transportation improvements in Swift County	
AGENDA YOU ARE REQUESTING TIME ON: Consent Agenda	ARE YOU SEEKING APPROVAL OF A CONTRACT? No
IS THIS MANDATED? No	EXPLANATION OF MANDATE: n/a
BACKGROUND/JUSTIFICATION: At the May 5th meeting, the Board discussed and voted to extend the \$10.00 wheelage tax for an additional year for 2016. Attached is the formal resolution that the Board needs to approve formalizing that action.	
PREVIOUS ACTION ON REQUEST / OTHER PARTIES INVOLVED? Discussed at the May 6th meeting	

Budget Information

FUNDING: The wheelage tax is used to support transportation infrastructure in Swift County.

Review/Recommendation

COUNTY ATTORNEY: Danielle Olson	COUNTY ADMINISTRATOR: Mike Pogge-Weaver
RECOMMENDATIONS: Was not submitted for review	RECOMMENDATIONS: Approve
COMMENTS: None	COMMENTS: None

**BOARD OF COMMISSIONERS
SWIFT COUNTY, MINNESOTA**

RESOLUTION AUTHORIZING A WHEELAGE TAX

Motion by Commissioner _____ Seconded by Commissioner _____

WHEREAS, Swift County's transportation infrastructure forms the backbone of the county's economy and has a direct impact on future economic development; and

WHEREAS, funding for highway and bridge systems in Minnesota has remained stagnant and is failing to keep pace with growing population and growing demands including increased freight shipments; and

WHEREAS, local governments throughout the state are challenged with maintaining local transportation systems while state funding has not kept up with the needs on the State Aid system; and

WHEREAS, the Minnesota State Legislature's 2013 Transportation Appropriation Bill (Chapter 117, Article 3, Section 4) included expansion of authority for all 87 Minnesota counties to impose a wheelage tax at a \$10.00 per vehicle rate to provide additional revenue for highways and bridges; and

WHEREAS, Minn. Stat. 163.051 further provides that the board may provide by resolution for collection of the wheelage tax by county officials or it may request that the tax be collected by the state registrar of motor vehicles, and the state registrar of motor vehicles shall collect such tax on behalf of the county if requested; and

WHEREAS, Minn. Stat. 163.051, Subd. 4, provides that the treasurer of each county receiving proceeds from the wheelage tax is to deposit such proceeds in the county road and bridge fund, which moneys shall be used for purposes authorized by law which are highway purposes within the meaning of the Minnesota Constitution, Article 14; and

WHEREAS, The Swift County Board desires to implement such a wheelage tax and have the state registrar of motor vehicles collect the tax to help improve the quality of the county road system, prolong the useful life of county roads and provide a smoother driving surface and a safer highway system.

NOW, THEREFORE, BE IT RESOLVED, that the Swift County Board of Commissioners authorize and impose a wheelage tax as provided for in Minn. Stat. 163.051(2013 Regular Session Law, Chapter 117, Article 3, Section 4) of \$10.00 for the year 2015, subject to levy limits and other factors, on each motor vehicle which is kept in Swift County when not in operation and which is subject to taxation and registration under Chapter 168.

BE IT FURTHER RESOLVED that the county requests the state registrar of motor vehicles to collect the wheelage tax on behalf of the county.

Adopted on a _____ vote by the Swift County Board of County Commissioners the 20th day of May, 2014.

Swift County Board of Commissioners

Joe Fox, Chairman

ATTEST:

Michel J. Pogge-Weaver
County Administrator and Clerk of the Board

I, Michel J. Pogge-Weaver, Clerk of the County Board in and for the County of Swift, Minnesota, do hereby certify that the above is a true and correct copy of a resolution adopted by the Board of County Commissioners on the 20th day of May, 2014.

Michel J. Pogge-Weaver
Clerk of the County Board

I, Kim Saterbak, Swift County Auditor in and for the County of Swift, Minnesota, do hereby certify that the above is a true and correct copy of a resolution adopted by the Board of County Commissioners on the 20th day of May, 2014.

Kim Saterbak
Swift County Auditor



Request for Board Action

BOARD MEETING DATE:
September 1, 2015

Commissioner's Report

Department Information

ORIGINATING DEPARTMENT: Auditor	REQUESTOR: Kim Saterbak	REQUESTOR PHONE: 320-843-6108
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Agenda Item Details

BRIEF DESCRIPTION OF YOUR REQUEST: Consider accepting a bid for tax-forfeited property in the City of Appleton Parcels #22-0291-000, & #22-0297-100 from Bill and Ann Hanson	
AGENDA YOU ARE REQUESTING TIME ON: 10:15	ARE YOU SEEKING APPROVAL OF A CONTRACT? No
IS THIS MANDATED? Yes	EXPLANATION OF MANDATE: Submitted bid for a Tax-Forfeited Property must be approved by the Board of Commissioners
BACKGROUND/JUSTIFICATION: Parcels #22-0291-000, & #22-0297-100 were tax-forfeited to the State of Minnesota for lack of property tax payment. A bid on these properties have been submitted by Bill and Ann Hanson. I attached detailed information on each of these parcels, in addition to the submitted bid letter. For the purchase of Parcels #22-0291-000 and 22-00297-100, they are offering a bid of \$200.00 with the intention of building a single family home with a value greater than \$50,000 within the next 3 to 5 years on these parcels.	
PREVIOUS ACTION ON REQUEST / OTHER PARTIES INVOLVED?	

Budget Information

FUNDING: n/a

Review/Recommendation

COUNTY ATTORNEY: Danielle Olson	COUNTY ADMINISTRATOR: Mike Pogge-Weaver
RECOMMENDATIONS: Was not submitted for review	RECOMMENDATIONS: Review and consider taking an action
COMMENTS: None	COMMENTS: None

To Whom it may concern,

I Ann Hanson and my husband Bill Hanson would like to purchase lots in the H + D Addition parcel # 22-0791-000 and H + D addition parcel # 22-0797-100.

They are next to our lot. We would like to build on both lots and our lot in the near future. We have looked at the lots and figured it is going to cost a lot to clean up and remove the Debris that has been left there.

We keep our lot mowed and clean so we would like to clean them up. Nothing has been done on them for a number of years.

So with that being said we would like to purchase the above two parcels for \$ 200.00 for both.

Thank you for your time on this matter and waiting to hear from you.

Ann Hanson

Hanson Lot Request



Just a little history on these parcels.....

Parcel #22-0291-000

- Forfeited in 2002
- Annual tax amount in 2001 of \$54.00
- Request to purchase made by Vincent Hughes on April 20, 2015 for \$250.00 (includes parcel #22-0297-100)
- Special Assessments of \$2,700 – mainly comprised of Appleton utility charges. (Special assessments are “written off” at tax forfeiture, but we have typically tried to get enough to pay back the municipality, but this is not required).

Parcel #22-0297-100

- Forfeited in 2011
- Annual tax amount in 2010 of \$28.00
- Request to purchase made by Vincent Hughes on April 20, 2015 for \$250.00 (includes parcel #22-0291-000)
- No Special Assessments



Request for Board Action

BOARD MEETING DATE:
September 1, 2015

Commissioner's Report

Department Information

ORIGINATING DEPARTMENT: Administration	REQUESTOR: Mike Pogge-Weaver	REQUESTOR PHONE: 320-314-8399
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Agenda Item Details

BRIEF DESCRIPTION OF YOUR REQUEST: Presentation, review, and discussion of Swift County's Preliminary 2016 Budget and Levy	
AGENDA YOU ARE REQUESTING TIME ON: Other Business	ARE YOU SEEKING APPROVAL OF A CONTRACT? No
IS THIS MANDATED? Yes	EXPLANATION OF MANDATE: The County Board is required to approve preliminary levies and budgets prior to September 30. They are also required to set the TNT meeting by September 30.
BACKGROUND/JUSTIFICATION: The full budget and supporting document on the preliminary 2016 Budget and Levy is included in the supplemental material. The board is asked to review and discuss the proposed preliminary budget and levy. Action will be requested to be taken at the Board's September 15th meeting.	
PREVIOUS ACTION ON REQUEST / OTHER PARTIES INVOLVED? None	

Budget Information

FUNDING: n/a

Review/Recommendation

COUNTY ATTORNEY: Danielle Olson	COUNTY ADMINISTRATOR: Mike Pogge-Weaver
RECOMMENDATIONS: Did not review	RECOMMENDATIONS: Review and discuss
COMMENTS: n/a	COMMENTS: None



Request for Board Action

BOARD MEETING DATE:
September 1, 2015

Commissioner's Report

Department Information

ORIGINATING DEPARTMENT: Administration	REQUESTOR: Mike Pogge-Weaver	REQUESTOR PHONE: 320-314-8399
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Agenda Item Details

BRIEF DESCRIPTION OF YOUR REQUEST: Consider approving a MOU between AFSCME Local #2538 – Human Services Unit and Swift County on implementing the Classification and Compensation Study	
AGENDA YOU ARE REQUESTING TIME ON: Other Business	ARE YOU SEEKING APPROVAL OF A CONTRACT? No
IS THIS MANDATED? No	EXPLANATION OF MANDATE:
BACKGROUND/JUSTIFICATION: The County has been working on implementing a new Classification and Compensation Study that was completed last summer. This is the fourth of five employee groups that will be moving forward with implementation of the new Classification and Compensation Study. The only group to not move is the between AFSCME Local #2538 – Highway and Environmental Services Unit.	
PREVIOUS ACTION ON REQUEST / OTHER PARTIES INVOLVED? This agreement has been ratified by the full union group.	

Budget Information

FUNDING:	The approximate cost to the County to proceed with implementation with this group (AFSCME – Human Services Unit) over the contracts that are currently in place is \$29,000 for 2015 and \$66,000 for 2016.
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Review/Recommendation

COUNTY ATTORNEY: Danielle Olson	COUNTY ADMINISTRATOR: Mike Pogge-Weaver
RECOMMENDATIONS: Reviewed by the County's labor attorney and found to be acceptable to form.	RECOMMENDATIONS: Approve
COMMENTS: n/a	COMMENTS: None

RESOLUTION

**APPROVING A MOU WITH AFSCME LOCAL #2538 – HUMAN SERVICES UNIT
RELATED TO IMPLEMENTING THE CLASSIFICATION AND
COMPENSATION STUDY**

Motion by Commissioner _____ Seconded by Commissioner _____

BE IT RESOLVED, that the MOU between Swift County and AFSCME Local #2538 – Human Services Unit related to implementing the classification and compensation study and on file in the office of the Clerk of the Board is approved and the Board Chair and Clerk of the Board are hereby authorized to sign the same on behalf of Swift County.

Adopted on a _____ vote by the Swift County Board of County Commissioners the 1st day of September 2015.

Swift County Board of Commissioners

Peter Peterson, Chair

ATTEST:

Michel J. Pogge-Weaver
County Administrator and Clerk of the Board

Fox _____
P. Peterson _____

Hendrickx _____
Rudningen _____

E. Pederson _____

MEMORANDUM OF UNDERSTANDING

**Between
Swift County
and
AFSCME Council 65, Local #2538, Swift County Human Services Unit**

This Memorandum of Understanding (MOU) concerns the implementation of a new classification and compensation study that Swift County recently completed. This MOU is made and entered into this 1st day of September, 2015; by and between Swift County (hereinafter "Employer") and AFSCME Council 65, Local #2538, Swift County Human Services Unit (hereinafter "Union").

The Employer and the Union agree to the following amendments to the Master Agreement between the County of Swift and AFSCME Council 65, Local #2538, Swift County Human Services Unit – January 1, 2014 to December 31, 2016 (hereinafter “Master Agreement”):

- On January 1, 2015, employees shall progress on the current “Appendix A – Classification” in the Master Agreement as they would have prior to this MOU.
- On January 1, 2015, the attached “Appendix A.1 – Classification” shall be added to the Master Agreement.
- Related to step increases on anniversary dates starting on January 1, 2015 and for annual wage adjustments starting on January 1, 2016 “ARTICLE IX. SENIORITY AND RETIREMENT” shall be revised in the Master Agreement as follows:

ARTICLE IX. SENIORITY AND RETIREMENT

Section 6.

Step salary increases shall be granted on an employee’s anniversary date to their current position and as long as an employee is achieving a satisfactory performance evaluation. A step increase shall be effective for work performed on and after the employee’s anniversary date to their current position. Denial of a salary increase due to work performance issues requires a special performance evaluation to be completed at least sixty (60) days prior to the employee’s anniversary date. A copy of the special performance evaluation denying a step increase shall be provided to the Union representative at least fourth-five (45) days prior to the employee’s anniversary date.

The employer shall complete a supplemental performance review within six (6) months of an unsatisfactory performance evaluation in which a salary increase was withheld. If the employee received a satisfactory performance evaluation on the supplemental performance evaluation then the employee shall receive the

salary increase they would have otherwise been entitled to effective the date of the supplemental performance review.

If a performance review results in the denial of a step increase, that performance review shall be grievable by the employee.

Employees will be evaluated by their immediate supervisor as outlined in the County's Personnel Policies. Appeals of a review shall follow the County Personnel Policy.

Section 7.

General wage adjustments to the pay plan shall be effective for work performed on and after the effective date.

- Employees shall transition from Appendix A to Appendix A.1 using the following method:
 - Unless an exception is otherwise noted in this MOU, on an employee's first anniversary date after 1/1/2015, the employee shall receive any step increases on Appendix A and longevity pay to determine their hourly wage. Using this hourly wage, the employee shall then be placed on the wage table in Appendix A.1 using the following method:
 - If the hourly wage equals a step on the new wage scale then the employee moves to that step on the new wage scale.
 - If the hourly wage falls between two steps then the employee shall receive the higher of the two steps.
 - The following are the exception to how social workers will be transition to the new wage table in Appendix A.1:
 - For social workers hired in 2011-2013, they will be placed on the new pay plan one step higher than outlined above. This is to avoid having individuals that start in 2014 and 2015 being paid more than current employees.
 - For social workers hired in 2014 they will be placed on step 0 on July 1, 2015, then moved to step 1 on 1/1/2016, and then see a step annually after that on 1/1 of each year.
 - For social workers hired in 2015 hires they will be placed on step -1 on July 1, 2015, then move to step 0 on 1/1/2016, then move to step 1 on 7/1/2016, and then receive a step annually after that on 7/1 of each year.
 - Step -1 shall be eliminated as of 1/1/2016.
 - For social workers hired in 2016 hires they will start on step 0, then move to step 1 on 1/1/2017, and then receive a step annually after that on 1/1 of each year.
 - Step 0 shall be eliminated on 1/1/2017.

- For new social workers hired on and after 1/1/2017 they will start on step 1 and receive step increases on their anniversary dates.
 - Social workers who started on or prior to March 5, 1998 shall all be moved to the new pay plan together effective April 25, 2015 and be placed on Step 9 for their position as listed on “Appendix A.1 – Classification” on April 25, 2015. For these social workers, they shall be placed on Step 10 on April 25, 2016 subject to all other terms of this MOU.
- Longevity pay shall be discontinued once an employee is moved to the new pay plan.
- The current incumbent to the Support & Collections Specialist position shall remain on the old Appendix A and longevity included in the current master agreement until such time a new master agreement is mutually agreed to by both parties. The effect of deleting Article XIII – Longevity and Appendix A shall not impact this employee during the term of this MOU.
- For the Eligibility Worker position, new hires starting on or after January 1, 2015 will be placed on Step Ø through December 31, 2015. Step Ø shall be eliminated from the pay plan on December 31, 2016.
- Individuals in the position of Case Aide/Family Support and Educator; Eligibility Worker; or Information Systems Specialist, Sr. and are at the 12th yr step on “Appendix A. Wage Table” prior to the implementation of this MOU shall all be moved to the new pay plan together effective May 21, 2015 and be placed on Step 10 for their position as listed on “Appendix A.1 – Classification” on May 21, 2015.
- “Article XIII. Longevity” in the Master Agreement shall be deleted as of January 1, 2016.
- “Appendix A – Classification” shall be deleted as of January 1, 2016.
- Effective with the signing of this MOU, the following language shall be revised in the Master Agreement as follows:

Article VII Health, Welfare, and Expenses

Section 6.

2. Meal Expense Reimbursement.

Meal reimbursement, for expenses incurred outside of Swift County, is allowed at the following maximum rates: Breakfast - \$10.00; Noon - \$12.00; and Evening meal - \$18.00. For county related travel exceeding 24 hours meals may be aggregated up to \$40.00 per day. Employees may purchase groceries in lieu of restaurant meals; reimbursement will follow

the meal reimbursement schedule. Meal gratuity and alcoholic beverages are not reimbursable expenses.

This Memorandum of Understanding is effective once signed by the two parties and shall run through the end of the current 2014-2016 Master Agreement unless amended by mutual agreement of both parties.

For the Employer:

For the Union:

APPENDIX A.1 – CLASSIFICATION

January 1, 2015 Wage Table		Hourly Rate											
Title	Grade	-1	0	1	2	3	4	5	6	7	8	9	10
Office Support Specialist	6			13.65	14.06	14.47	14.92	15.36	15.83	16.29	16.78	17.29	17.81
Account Technician I	8			15.33	15.79	16.27	16.76	17.26	17.78	18.31	18.86	19.42	20.01
Case Aide/Family Support and Educator	10			17.23	17.75	18.28	18.83	19.39	19.98	20.57	21.19	21.83	22.48
Eligibility Worker	10		16.71	17.23	17.75	18.28	18.83	19.39	19.98	20.57	21.19	21.83	22.48
Information Systems Specialist, Sr.	10			17.23	17.75	18.28	18.83	19.39	19.98	20.57	21.19	21.83	22.48
Child Support Officer	11			18.26	18.81	19.37	19.96	20.55	21.18	21.81	22.46	23.14	23.83
Support and Collections Specialist	12			19.36	19.95	20.53	21.16	21.79	22.44	23.12	23.81	24.52	25.26
Lead Eligibility Worker	12			19.36	19.95	20.53	21.16	21.79	22.44	23.12	23.81	24.52	25.26
Social Worker	14	20.46	21.10	21.75	22.40	23.08	23.77	24.48	25.22	25.97	26.75	27.55	28.38

January 1, 2016 Wage Table		Hourly Rate											
Title	Grade	-1	0	1	2	3	4	5	6	7	8	9	10
Office Support Specialist	6			13.85	14.27	14.69	15.14	15.59	16.07	16.53	17.03	17.55	18.08
Account Technician I	8			15.56	16.03	16.51	17.01	17.52	18.05	18.58	19.14	19.71	20.31
Case Aide/Family Support and Educator	10			17.49	18.02	18.55	19.11	19.68	20.28	20.88	21.51	22.16	22.82
Eligibility Worker	10		16.97	17.49	18.02	18.55	19.11	19.68	20.28	20.88	21.51	22.16	22.82
Information Systems Specialist, Sr.	10			17.49	18.02	18.55	19.11	19.68	20.28	20.88	21.51	22.16	22.82
Child Support Officer	11			18.53	19.09	19.66	20.26	20.86	21.50	22.14	22.80	23.49	24.19
Support and Collections Specialist	12			19.65	20.25	20.84	21.48	22.12	22.78	23.47	24.17	24.89	25.64
Lead Eligibility Worker	12			19.65	20.25	20.84	21.48	22.12	22.78	23.47	24.17	24.89	25.64
Social Worker	14	20.78	21.42	22.08	22.74	23.43	24.13	24.85	25.60	26.36	27.15	27.96	28.81