



Board of County Commissioners Agenda Request

2D

Agenda Item #

Requested Meeting Date: May 12, 2026

Title of Item: Local 49 MOA (Sr. Engineering Tech Market Adjustment)

<input type="checkbox"/> REGULAR AGENDA <input checked="" type="checkbox"/> CONSENT AGENDA	Action Requested: <input checked="" type="checkbox"/> Approve/Deny Motion <input type="checkbox"/> Adopt Resolution (attach draft) <input type="checkbox"/> Hold Public Hearing <i>*provide copy of hearing notice that was published</i>	<input type="checkbox"/> Direction Requested <input type="checkbox"/> Discussion Item <input type="checkbox"/> Information Only
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Submitted by: Bobbie Danielson <i>Bobbie Danielson</i>	Department: HR Department
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Presenter (Name and Title): Bobbie Danielson, HR Director	Estimated Time Needed: N/A - Consent
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Summary of Issue:

Background: The County has had a vacancy in the Engineering Technician/Senior Engineering Technician position for nearly one (1) year. In response, the County reviewed external compensation data from its standard comparison counties. Based on this review, it was determined that the current (actual) rate of pay for the incumbent Senior Engineering Technician, Austin Diedrich, deviates from the market. The minimum and maximum rates are in line with the market, but his actual rate of pay is considerably lower.

Proposal: Effective May 17, 2026, the start of a new pay period, the hourly rate of pay for Austin Diedrich in the position of Senior Engineering Technician shall be increased from \$32.89 per hour to \$36.39 per hour. This represents a market adjustment of \$3.50 per hour. This adjustment is intended to address market competitiveness and retention concerns and does not establish a precedent for future adjustments.

The Local 49 business agent and membership are in agreement with this market adjustment.

Alternatives, Options, Effects on Others/Comments:

Recommended Action/Motion:
 Motion to authorize the Board Chair and Administrator to sign the Austin Diedrich Market Rate Adjustment MOA.

Financial Impact:
Is there a cost associated with this request? Yes No
What is the total cost, with tax and shipping? \$ 5,200
Is this budgeted? Yes No *Please Explain:*
 With a position vacancy, this cost can be covered in the 2026 Highway Dept budget.

MEMORANDUM OF AGREEMENT
Between Aitkin County and Local 49
(Austin Diedrich Market Rate Adjustment)

This Memorandum of Agreement (“MOA”) is entered into between Aitkin County (the “County”) and Local 49 (the “Union”).

Purpose

The purpose of this Agreement is to address a market rate pay adjustment for Austin Diedrich, Senior Engineering Technician.

Background

The County has had a vacancy in the Engineering Technician/Senior Engineering Technician position for nearly one (1) year. In response, the County reviewed external compensation data from its standard comparison counties. Based on this review, it was determined that the current (actual) rate of pay for the incumbent Senior Engineering Technician, Austin Diedrich, deviates from the market. The minimum and maximum rates are in line with the market, but his actual rate of pay is considerably lower.

Agreement

Effective May 17, 2026, the start of a new pay period, the hourly rate of pay for Austin Diedrich in the position of Senior Engineering Technician shall be increased from \$32.89 per hour to \$36.39 per hour. This represents a market adjustment of \$3.50 per hour. This adjustment is intended to address market competitiveness and retention concerns and does not establish a precedent for future adjustments.

Terms and Conditions

All other terms and conditions of the current collective bargaining agreement between the County and the Union shall remain in full force and effect.

Authorization

This Agreement shall become effective upon signature by both parties. Per County policy, all market rate adjustments must be recommended by the County Administrator or designee and approved by the Board.

For Aitkin County:

Name: _____

Title: Board Chair

Date:

Name: _____

Title: County Administrator

Date:

For Local 49:

Name: *Tamie Porter*

Title: Business Agent

Date: 04 / 28 / 2026