



July 29, 2022

Dana Wheeler, Executive Director, MGEC
5874 Blackshire Path
Inver Grove Heights, MN 55076

Via e-mail

Re: Range Reassignments

Dear Dana:

This letter notifies you of several range reassignments for MGEC classifications. The reassignments are based upon changes in the data from the final two fiscal quarters of FY2022, in particular, a decrease in applications and slight increase in voluntary resignations for reasons other than retirement.

The range reassignments identified below will become effective as of the first day of the second full pay period after ratification.

Current Classification Title	Job Code	Old Range	New Range
Radio Engineer 2	00585	9K	10K
Engineering Specialist Sr	002606	7K	8K
Engineering Specialist Prin	003909	9K	10K
Engineer Senior	000994	9K	10K
Engineer Princ	000997	11K	12K
Engineer Admin	000995	14K	15K
Land Surveyor Senior	001402	9K	10K
Land Surveyor Princ	001933	11K	12K
Land Surveyor Admin	003861	14K	15K

Each of these reassignments will proceed utilizing “low-cost implementation,” which means that all incumbents within these classifications will move to the new salary ranges with no immediate change to salary except:

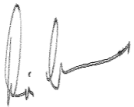
- (1) Any incumbents whose salary was below the minimum of the new range as of the date of implementation is moved to the minimum of the new range, and;
- (2) Any incumbent who has been at the maximum of their salary range for one year or more, and whose performance would otherwise qualify them for a progression increase in the prior year, was

eligible for a delayed progression increase of one-step upon the effective date of the range reassignment.

Example: An Engineer Senior is at Step 7 of Range 9 as of the date of the range reassignment, with an hourly rate of \$41.57 (incorporating the 2.5% ATBs). As of the date of the reassignment, the employee will move from Range 9 to Range 10, with no change to salary. As of the Engineer's next progression / anniversary date, the employee will move on-step in Range 10 to Step 7, with an hourly rate of \$43.21.

Example: An Engineer Prin who has been at Step K / 11 of Range 11, with an hourly rate of \$54.22 (incorporating the 2.5% ATBs) for more than one year as of the implementation date of the Range Reassignment. This employee will move immediately to Step K, / 11 of Range 12 with a new hourly rate of \$56.39.

Sincerely,



Dori Leland
Enterprise Director
Employee Classification and Compensation

cc: Corey Mathisen, President, MGEC
Jim Michels, MGEC Counsel
Jennifer Claseman, Enterprise Director for Labor Relations