

Addendum to Appendix A
Minimum Schedule of Wages and Experience for Credit Scale
White Bear Lake Wage Reopener

All departments and experience for credit scale across the board wage increase of 2%.
 Effective 3/30/17

NAR

| | Current | 3/30/17 |
|-----------|---------|---------|
| Start | 13.75 | 14.03 |
| Probation | 14.00 | 14.28 |
| 1 year | 14.25 | 14.54 |
| 2 years | 14.50 | 14.79 |
| 3 years | 14.75 | 15.05 |
| 4 years | 15.00 | 15.30 |
| 5 years | 15.25 | 15.56 |

Maintenance and Cooks

| | Current | 3/30/17 |
|-----------|---------|---------|
| Start | 12.25 | 12.50 |
| Probation | 12.50 | 12.75 |
| 1 year | 12.75 | 13.01 |
| 2 years | 13.00 | 13.26 |
| 3 years | 13.25 | 13.52 |
| 4 years | 13.50 | 13.77 |
| 5 years | 13.75 | 14.03 |

Other Aides

| | Current | 3/30/17 |
|-----------|---------|---------|
| Start | 11.50 | 11.73 |
| Probation | 11.75 | 11.99 |
| 1 year | 12.00 | 12.24 |
| 2 years | 12.25 | 12.50 |
| 3 years | 12.50 | 12.75 |
| 4 years | 12.75 | 13.01 |
| 5 years | 13.00 | 13.26 |

This scale is for assigning experience credit only. See: Original Appendix A.

/s/ Jamie Owsen 4/7/17
 For the Union Date

/s/ [Signature] 4/7/17
 For the Employer Date