



Bemidji City Hall • 317 4<sup>th</sup> Street NW  
Bemidji, Minnesota 56601-3116

**MEMORANDUM OF UNDERSTANDING (MOU)  
BETWEEN CITY OF BEMIDJI AND  
UNITED FOOD AND COMMERCIAL WORKERS UNION LOCAL # 1189**

Whereas, the City of Bemidji (City) desires to formally document, as part of the Union contract, the pay rate for Lead Liquor Sales Associate position. Two employees have been working under this job title and corresponding grade 6 pay level since various dates in 2019, and

Whereas, the UFCW Union Local # 1189 (Union) desires to work with the City regarding this matter,

Now, therefore, the City and Union agree to the following amendment to Schedule A - Wages to the current labor agreement:

**1. Schedule A – Wages**

Effective upon signature, 2021 hourly rate of pay for Lead Liquor Sales Associate (Pay Grade 6) position will be as follows for each corresponding step:

A	B	C	D	E	F	G	H	I
22.01	22.67	23.35	24.05	24.77	25.52	26.28	27.07	27.88

This MOU shall be in effect immediately and remain in effect for the remainder of the contract (December 2021).

In witness whereof, the parties hereto agree on this 15<sup>th</sup> day of December 2020.

City of Bemidji

UFCW Local 1189

Nate Mathews, City Manager

Adam Evenstad, Business Agent

April Lancaster, Union Steward