

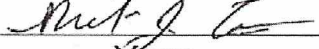
MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("MOU") is made by and between City of Hibbing ("Employer") and International Association of Firefighters Local No.173 ("Union").

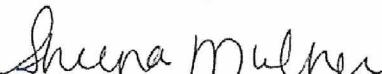
The Employer's base pay schedules in effect on the latest date affixed to the signatures hereto for June 1, 2022 through December 31, 2022 and calendar years 2023, 2024, and 2025 are attached hereto for informational purposes only.

CITY OF HIBBING

INTERNATIONAL ASSOCIATION OF
FIREFIGHTERS LOCAL NO.173

By 
Mayor

By 
President

By 
City Clerk

By 
Secretary

Date: 11/23/2022

Date: 11/8/22

**City of Hibbing
2023 Base Pay Structure**

	Grade	A	B	C	D	E	F	G
		Start	12 mo.	24 mo.	36 mo.	48 mo.	60 mo.	72 mo.
	1	\$34,195.20	\$35,620.00	\$37,044.80	\$38,469.60	\$39,894.40	\$41,319.20	\$42,744.00
	2	\$36,332.40	\$37,846.25	\$39,360.10	\$40,873.95	\$42,387.80	\$43,901.65	\$45,415.50
	3	\$38,603.18	\$40,211.64	\$41,820.11	\$43,428.57	\$45,037.04	\$46,645.50	\$48,253.97
	4	\$41,015.87	\$42,724.87	\$44,433.86	\$46,142.86	\$47,851.85	\$49,560.85	\$51,269.84
	5	\$43,579.37	\$45,395.17	\$47,210.98	\$49,026.79	\$50,842.59	\$52,658.40	\$54,474.21
	6	\$46,303.08	\$48,232.37	\$50,161.67	\$52,090.96	\$54,020.26	\$55,949.55	\$57,878.84
	7	\$49,197.02	\$51,246.89	\$53,296.77	\$55,346.65	\$57,396.52	\$59,446.40	\$61,496.27
EMT	8	\$52,271.83	\$54,449.82	\$56,627.82	\$58,805.81	\$60,983.80	\$63,161.80	\$65,339.79
	9	\$55,538.82	\$57,852.94	\$60,167.06	\$62,481.17	\$64,795.29	\$67,109.41	\$69,423.53
Paramedic	10	\$59,010.00	\$61,468.75	\$63,927.50	\$66,386.25	\$68,845.00	\$71,303.75	\$73,762.50
	11	\$62,698.12	\$65,310.54	\$67,922.97	\$70,535.39	\$73,147.81	\$75,760.23	\$78,372.65
	12	\$66,616.76	\$69,392.45	\$72,168.15	\$74,943.85	\$77,719.55	\$80,495.25	\$83,270.94
	13	\$70,780.30	\$73,729.48	\$76,678.66	\$79,627.84	\$82,577.02	\$85,526.20	\$88,475.38
	14	\$75,204.07	\$78,337.57	\$81,471.08	\$84,604.58	\$87,738.08	\$90,871.59	\$94,005.09
	15	\$79,904.33	\$83,233.67	\$86,563.02	\$89,892.37	\$93,221.71	\$96,551.06	\$99,880.41
	16	\$84,898.35	\$88,435.78	\$91,973.21	\$95,510.64	\$99,048.07	\$102,585.50	\$106,122.93
	17	\$90,204.49	\$93,963.01	\$97,721.53	\$101,480.05	\$105,238.57	\$108,997.10	\$112,755.62
	18	\$95,842.27	\$99,835.70	\$103,829.13	\$107,822.56	\$111,815.99	\$115,809.41	\$119,802.84
	19	\$101,832.42	\$106,075.43	\$110,318.45	\$114,561.47	\$118,804.48	\$123,047.50	\$127,290.52
	20	\$108,196.94	\$112,705.15	\$117,213.35	\$121,721.56	\$126,229.76	\$130,737.97	\$135,246.18
	21	\$114,959.25	\$119,749.22	\$124,539.19	\$129,329.16	\$134,119.13	\$138,909.09	\$143,699.06
	22	\$122,144.20	\$127,233.55	\$132,322.89	\$137,412.23	\$142,501.57	\$147,590.91	\$152,680.25
	23	\$129,778.22	\$135,185.64	\$140,593.07	\$146,000.49	\$151,407.92	\$156,815.34	\$162,222.77

Notes:

Step increases will be awarded on an employee's anniversary date in their position conditional upon satisfactory performance. If the employee does not achieve satisfactory performance, then the employee's performance will be reviewed again within 30 calendar days of such review. If the employee achieves satisfactory performance in such review, then the employee's wage will move effective the first calendar day after the date of such review. If the employee does not achieve satisfactory performance in such review, then the City Administrator may authorize another review in which the employee's wage could move after that review.

- Employees starting in a position may be placed on any step at the discretion of the City Administrator. Any employee that starts in a position at a step higher than Step A will receive a step increase based on the length of service in the position equivalent to the difference between the subsequent step length of service and current step length of service.
- Employees promoted to a position that is in a higher pay grade will be placed on a step that is at least equivalent to, but not less than, their base wage before they were promoted.
- No step increases will be awarded under this structure after December 31, 2023.

**City of Hibbing
2024 Base Pay Structure**

EMT
Paramedic

Grade	A	B	C	D	E	F	G
	Start	12 mo.	24 mo.	36 mo.	48 mo.	60 mo.	72 mo.
1	\$35,050.08	\$36,510.50	\$37,970.92	\$39,431.34	\$40,891.76	\$42,352.18	\$43,812.60
2	\$37,240.71	\$38,792.41	\$40,344.10	\$41,895.80	\$43,447.50	\$44,999.19	\$46,550.89
3	\$39,568.25	\$41,216.93	\$42,865.61	\$44,514.29	\$46,162.96	\$47,811.64	\$49,460.32
4	\$42,041.27	\$43,792.99	\$45,544.71	\$47,296.43	\$49,048.15	\$50,799.87	\$52,551.59
5	\$44,668.85	\$46,530.05	\$48,391.25	\$50,252.46	\$52,113.66	\$53,974.86	\$55,836.06
6	\$47,460.65	\$49,438.18	\$51,415.71	\$53,393.23	\$55,370.76	\$57,348.29	\$59,325.82
7	\$50,426.94	\$52,528.07	\$54,629.19	\$56,730.31	\$58,831.43	\$60,932.56	\$63,033.68
8	\$53,578.63	\$55,811.07	\$58,043.51	\$60,275.96	\$62,508.40	\$64,740.84	\$66,973.28
9	\$56,927.29	\$59,299.26	\$61,671.23	\$64,043.20	\$66,415.17	\$68,787.14	\$71,159.11
10	\$60,485.25	\$63,005.47	\$65,525.68	\$68,045.90	\$70,566.12	\$73,086.34	\$75,606.56
11	\$64,265.58	\$66,943.31	\$69,621.04	\$72,298.77	\$74,976.50	\$77,654.24	\$80,331.97
12	\$68,282.17	\$71,127.26	\$73,972.36	\$76,817.45	\$79,662.54	\$82,507.63	\$85,352.72
13	\$72,549.81	\$75,572.72	\$78,595.63	\$81,618.54	\$84,641.44	\$87,664.35	\$90,687.26
14	\$77,084.17	\$80,296.01	\$83,507.85	\$86,719.69	\$89,931.54	\$93,143.38	\$96,355.22
15	\$81,901.93	\$85,314.51	\$88,727.09	\$92,139.68	\$95,552.26	\$98,964.84	\$102,377.42
16	\$87,020.80	\$90,646.67	\$94,272.54	\$97,898.41	\$101,524.27	\$105,150.14	\$108,776.01
17	\$92,459.60	\$96,312.09	\$100,164.57	\$104,017.06	\$107,869.54	\$111,722.02	\$115,574.51
18	\$98,238.33	\$102,331.59	\$106,424.86	\$110,518.12	\$114,611.39	\$118,704.65	\$122,797.91
19	\$104,378.23	\$108,727.32	\$113,076.41	\$117,425.50	\$121,774.60	\$126,123.69	\$130,472.78
20	\$110,901.86	\$115,522.78	\$120,143.69	\$124,764.60	\$129,385.51	\$134,006.42	\$138,627.33
21	\$117,833.23	\$122,742.95	\$127,652.67	\$132,562.39	\$137,472.10	\$142,381.82	\$147,291.54
22	\$125,197.81	\$130,414.38	\$135,630.96	\$140,847.53	\$146,064.11	\$151,280.69	\$156,497.26
23	\$133,022.67	\$138,565.28	\$144,107.89	\$149,650.51	\$155,193.12	\$160,735.73	\$166,278.34

Notes:

- Step increases will be awarded on an employee's anniversary date in their position conditional upon satisfactory performance. If the employee does not achieve satisfactory performance, then the employee's performance will be reviewed again within 30 calendar days of such review. If the employee achieves satisfactory performance in such review, then the employee's wage will move effective the first calendar day after the date of such review. If the employee does not achieve satisfactory performance in such review, then the City Administrator may authorize another review in which the employee's wage could move after that review.
- Employees starting in a position may be placed on any step at the discretion of the City Administrator. Any employee that starts in a position at a step higher than Step A will receive a step increase based on the length of service in the position equivalent to the difference between the subsequent step length of service and current step length of service.
- Employees promoted to a position that is in a higher pay grade will be placed on a step that is at least equivalent to, but not less than, their base wage before they were promoted.
- No step increases will be awarded under this structure after December 31, 2024.

**City of Hibbing
2025 Base Pay Structure**

	Grade	A	B	C	D	E	F	G
		Start	12 mo.	24 mo.	36 mo.	48 mo.	60 mo.	72 mo.
	1	\$35,926.33	\$37,423.26	\$38,920.19	\$40,417.12	\$41,914.05	\$43,410.98	\$44,907.92
	2	\$38,171.73	\$39,762.22	\$41,352.71	\$42,943.19	\$44,533.68	\$46,124.17	\$47,714.66
	3	\$40,557.46	\$42,247.35	\$43,937.25	\$45,627.14	\$47,317.04	\$49,006.93	\$50,696.83
	4	\$43,092.30	\$44,887.81	\$46,683.33	\$48,478.84	\$50,274.35	\$52,069.86	\$53,865.38
	5	\$45,785.57	\$47,693.30	\$49,601.04	\$51,508.77	\$53,416.50	\$55,324.23	\$57,231.96
	6	\$48,647.17	\$50,674.13	\$52,701.10	\$54,728.07	\$56,755.03	\$58,782.00	\$60,808.96
EMT	7	\$51,687.62	\$53,841.27	\$55,994.92	\$58,148.57	\$60,302.22	\$62,455.87	\$64,609.52
	8	\$54,918.09	\$57,206.35	\$59,494.60	\$61,782.85	\$64,071.11	\$66,359.36	\$68,647.62
	9	\$58,350.47	\$60,781.74	\$63,213.01	\$65,644.28	\$68,075.55	\$70,506.82	\$72,938.09
Paramedic	10	\$61,997.38	\$64,580.60	\$67,163.83	\$69,747.05	\$72,330.28	\$74,913.50	\$77,496.72
	11	\$65,872.21	\$68,616.89	\$71,361.57	\$74,106.24	\$76,850.92	\$79,595.59	\$82,340.27
	12	\$69,989.23	\$72,905.45	\$75,821.66	\$78,737.88	\$81,654.10	\$84,570.32	\$87,486.54
	13	\$74,363.56	\$77,462.04	\$80,560.52	\$83,659.00	\$86,757.48	\$89,855.96	\$92,954.44
	14	\$79,011.28	\$82,303.41	\$85,595.55	\$88,887.69	\$92,179.82	\$95,471.96	\$98,764.10
	15	\$83,949.48	\$87,447.38	\$90,945.27	\$94,443.17	\$97,941.06	\$101,438.96	\$104,936.85
	16	\$89,196.32	\$92,912.84	\$96,629.35	\$100,345.87	\$104,062.38	\$107,778.89	\$111,495.41
	17	\$94,771.09	\$98,719.89	\$102,668.69	\$106,617.48	\$110,566.28	\$114,515.07	\$118,463.87
	18	\$100,694.29	\$104,889.88	\$109,085.48	\$113,281.07	\$117,476.67	\$121,672.27	\$125,867.86
	19	\$106,987.68	\$111,445.50	\$115,903.32	\$120,361.14	\$124,818.96	\$129,276.78	\$133,734.60
	20	\$113,674.41	\$118,410.85	\$123,147.28	\$127,883.71	\$132,620.15	\$137,356.58	\$142,093.01
	21	\$120,779.06	\$125,811.52	\$130,843.98	\$135,876.45	\$140,908.91	\$145,941.37	\$150,973.83
	22	\$128,327.75	\$133,674.74	\$139,021.73	\$144,368.72	\$149,715.71	\$155,062.70	\$160,409.69
	23	\$136,348.24	\$142,029.41	\$147,710.59	\$153,391.77	\$159,072.94	\$164,754.12	\$170,435.30

Notes:

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- Employees promoted to a position that is in a higher pay grade will be placed on a step that is at least equivalent to, but not less than, their base wage before they were promoted.
- No step increases will be awarded under this structure after December 31, 2025.