

FY 2019 Regional Library Basic System Support Aid Calculation

FY 2019 Appropriation	\$17,570,000
Current RLBSF Funds:	\$13,570,000
Additional new funds:	\$4,000,000

2019-2020 Model #2: Add \$4M and move 10% from Equalization to Base

Formula Factor												Columns added to State Library version		
FY Allocation												(Theoretical increase to FY2019 table)		
		Population (57.5%)		Area (12.5%)		Basic (15%)		Equalization (15%)		\$17,570,000				
		\$10,102,750		\$2,196,250		\$2,635,500		\$2,635,500						
System	2017 Population	% of adj State Pop.	Share	% of State Area	Share	% of Basic System Services	Share	% of State Equal.	Share	System % of FY RLBSF Allocation	Total FY19	Actual FY18	\$ change FY2018 to FY 2019	% change FY2018 to FY 2019
Arrowhead	313,119	5.63%	\$568,515.51	22.28%	\$489,286.63	8.33%	\$219,625	15.17%	\$399,746	9.55%	\$1,677,173.29	\$1,353,917.12	\$323,256.17	23.88%
East Central	180,759	3.25%	\$328,195.65	6.50%	\$142,724.54	8.33%	\$219,625	15.20%	\$400,583	6.21%	\$1,091,128.42	\$881,408.53	\$209,719.89	23.79%
Great River	485,780	8.73%	\$882,008.00	6.18%	\$135,619.22	8.33%	\$219,625	23.79%	\$626,870	10.61%	\$1,864,121.85	\$1,606,252.31	\$257,869.54	16.05%
Kitchigami	172,031	3.09%	\$312,348.63	8.77%	\$192,687.79	8.33%	\$219,625	6.48%	\$170,790	5.10%	\$895,451.53	\$645,051.03	\$250,400.50	38.82%
Lake Agassiz	148,127	2.66%	\$268,947.26	9.43%	\$207,100.39	8.33%	\$219,625	2.66%	\$70,101	4.36%	\$765,773.68	\$500,550.99	\$265,222.69	52.99%
MELSA	3,077,122	55.30%	\$5,586,986.33	3.50%	\$76,862.52	8.33%	\$219,625	21.20%	\$558,741	36.67%	\$6,442,214.97	\$5,371,978.90	\$1,070,236.07	19.92%
Northwest	47,405	0.85%	\$86,071.04	7.03%	\$154,340.54	8.33%	\$219,625	1.97%	\$51,955	2.91%	\$511,991.43	\$299,900.01	\$212,091.42	70.72%
Pioneerland	158,744	2.85%	\$288,224.05	7.82%	\$171,724.93	8.33%	\$219,625	1.85%	\$48,644	4.14%	\$728,217.67	\$464,650.45	\$263,567.22	56.72%
Plum Creek		2.10%	\$212,416.90	7.33%	\$161,081.42	8.33%	\$219,625	0.00%	\$0	3.38%	\$593,123.32	\$346,748.71	\$246,374.62	71.05%
SELCO	509,182	9.15%	\$924,497.92	8.49%	\$186,379.21	8.33%	\$219,625	11.59%	\$305,552	9.31%	\$1,636,054.20	\$1,267,188.08	\$368,866.12	29.11%
Traverse des Sioux	229,135	4.12%	\$416,029.69	6.44%	\$141,474.80	8.33%	\$219,625	0.10%	\$2,519	4.44%	\$779,648.08	\$492,300.96	\$287,347.11	58.37%
Viking	125,855	2.26%	\$228,509.03	6.24%	\$136,968.00	8.33%	\$219,625	0.00%	\$0	3.33%	\$585,102.03	\$340,052.92	\$245,049.11	72.06%
Total	5,564,251	100.00%	\$10,102,750	100.00%	\$2,196,250	100%	\$2,635,500	100.00%	\$2,635,500	100.00%	\$17,570,000	\$13,570,000	\$4,000,000	

FY 2019 Regional Library Basic System Support Aid Calculation

FY 2019 Appropriation	\$18,570,000
Current RLBSS Funds:	\$13,570,000
Additional new funds:	\$5,000,000

2019-2020 Model #3: Add \$5M and move 10% from Equalization to Base

Formula Factor		Population (57.5%)		Area (12.5%)		Basic (15%)		Equalization (15%)		\$18,570,000		Columns added to State Library version		
FY Allocation		\$10,677,750		\$2,321,250		\$2,785,500		\$2,785,500				(Theoretical increase to FY2019 table)		
System	2017 Population	% of adj State Pop.	Share	% of State Area	Share	% of Basic System Services	Share	% of State Equal.	Share	System % of FY RLBSS Allocation	Total FY19	Actual FY18	\$ change FY2018 to FY 2019	% change FY2018 to FY 2019
Arrowhead	313,119	5.63%	\$600,872.68	22.28%	\$517,134.48	8.33%	\$232,125	14.99%	\$417,437	9.52%	\$1,767,568.78	\$1,353,917.12	\$413,651.66	30.55%
East Central	180,759	3.25%	\$346,874.97	6.50%	\$150,847.74	8.33%	\$232,125	14.80%	\$412,338	6.15%	\$1,142,186.10	\$881,408.53	\$260,777.57	29.59%
Great River	485,780	8.73%	\$932,207.66	6.18%	\$143,338.01	8.33%	\$232,125	23.40%	\$651,885	10.55%	\$1,959,555.22	\$1,606,252.31	\$353,302.91	22.00%
Kitchigami	172,031	3.09%	\$330,126.02	8.77%	\$203,654.65	8.33%	\$232,125	6.28%	\$175,032	5.07%	\$940,937.42	\$645,051.03	\$295,886.39	45.87%
Lake Agassiz	148,127	2.66%	\$284,254.44	9.43%	\$218,887.55	8.33%	\$232,125	2.69%	\$75,044	4.36%	\$810,311.40	\$500,550.99	\$309,760.41	61.88%
MELSA	3,077,122	55.30%	\$5,904,970.76	3.50%	\$81,237.17	8.33%	\$232,125	22.36%	\$622,812	36.84%	\$6,841,145.31	\$5,371,978.90	\$1,469,166.41	27.35%
Northwest	47,405	0.85%	\$90,969.79	7.03%	\$163,124.86	8.33%	\$232,125	1.94%	\$54,078	2.91%	\$540,297.28	\$299,900.01	\$240,397.27	80.16%
Pioneerland	158,744	2.85%	\$304,628.38	7.82%	\$181,498.69	8.33%	\$232,125	1.84%	\$51,201	4.14%	\$769,453.22	\$464,650.45	\$304,802.77	65.60%
Plum Creek	116,992	2.10%	\$224,506.65	7.33%	\$170,249.41	8.33%	\$232,125	0.00%	\$0	3.38%	\$626,881.05	\$346,748.71	\$280,132.35	80.79%
SELCO	509,182	9.15%	\$977,115.90	8.49%	\$196,987.02	8.33%	\$232,125	11.51%	\$320,739	9.30%	\$1,726,966.75	\$1,267,188.08	\$459,778.66	36.28%
Traverse des Sioux	229,135	4.12%	\$439,708.10	6.44%	\$149,526.87	8.33%	\$232,125	0.18%	\$4,934	4.45%	\$826,294.04	\$492,300.96	\$333,993.08	67.84%
Viking	125,855	2.26%	\$241,514.67	6.24%	\$144,763.56	8.33%	\$232,125	0.00%	\$0	3.33%	\$618,403.23	\$340,052.92	\$278,350.31	81.85%
Total	5,564,251	100%	\$10,677,750	100%	\$2,321,250	100%	\$2,785,500	100%	\$2,785,500	100%	\$18,570,000	\$13,570,000	\$5,000,000	

1.1 A bill for an act
1.2 relating to education; appropriating money for regional library systems; modifying
1.3 the distribution of aid to regional public library systems; appropriating money;
1.4 amending Minnesota Statutes 2018, sections 134.001, subdivisions 5, 6, by adding
1.5 a subdivision; 134.351, subdivisions 1, 2, 3, 4; 134.355, subdivisions 5, 6, 7, 8,
1.6 by adding a subdivision.

1.7 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MINNESOTA:

1.8 Section 1. Minnesota Statutes 2018, section 134.001, is amended by adding a subdivision
1.9 to read:

1.10 Subd. 3a. **Regional library system.** "Regional library system" means a library system
1.11 organized under subdivision 4 or 6.

1.12 **EFFECTIVE DATE.** This section is effective for state aid for fiscal year 2020 and
1.13 later.

1.14 Sec. 2. Minnesota Statutes 2018, section 134.001, subdivision 5, is amended to read:

1.15 Subd. 5. **Basic System services.** "Basic System services" means services offered by all
1.16 regional public library systems either directly or by contract. These services shall include,
1.17 but are not limited to, communication among participants; resource sharing; long-range
1.18 planning for cooperative programs and services; delivery of materials; services and programs;
1.19 reciprocal borrowing; development and maintenance of bibliographic databases and
1.20 integrated library software, collections, and staff; and cooperative reference service.

1.21 **EFFECTIVE DATE.** This section is effective for state aid for fiscal year 2020 and
1.22 later.

2.1 Sec. 3. Minnesota Statutes 2018, section 134.001, subdivision 6, is amended to read:

2.2 Subd. 6. **Multicounty, multitype library system.** "Multicounty, multitype library
2.3 system" means a cooperative network composed of any combination of public libraries,
2.4 regional public library systems, public or private school libraries, public or private college
2.5 or university libraries and any other libraries ~~which~~ that share services and resources within
2.6 a multicounty area.

2.7 **EFFECTIVE DATE.** This section is effective for state aid for fiscal year 2020 and
2.8 later.

2.9 Sec. 4. Minnesota Statutes 2018, section 134.351, subdivision 1, is amended to read:

2.10 Subdivision 1. **Establishment.** The commissioner of education, upon the advice of ~~the~~
2.11 ~~Advisory Council to the~~ Director of the Division of State Library Services, may approve
2.12 the establishment of multicounty, multitype library systems and the geographic boundaries
2.13 of those systems.

2.14 **EFFECTIVE DATE.** This section is effective July 1, 2019.

2.15 Sec. 5. Minnesota Statutes 2018, section 134.351, subdivision 2, is amended to read:

2.16 Subd. 2. **Services.** Each multicounty, multitype library system ~~is encouraged to~~ may
2.17 develop services for library members including, but not limited to the following: referral
2.18 of users, intrasystem reciprocal borrowing programming, services, resources, and training
2.19 to support and improve elementary and secondary school library media staff and programs,
2.20 information and digital literacy training for media specialists and teachers to improve student
2.21 success in postsecondary education and work settings, cooperative collection development,
2.22 ~~cooperative reference services,~~ staff development, facilitation of cooperation among member
2.23 libraries, technical assistance in library operations, research and development, cooperative
2.24 ~~storage facilities,~~ publicity, communications, and community relations.

2.25 **EFFECTIVE DATE.** This section is effective July 1, 2019.

2.26 Sec. 6. Minnesota Statutes 2018, section 134.351, subdivision 3, is amended to read:

2.27 Subd. 3. **Agreement.** In order for a multicounty, multitype library system to qualify for
2.28 planning, development, or operating aid pursuant to sections 134.353 and 134.354, each
2.29 participating library in the system ~~shall~~ must adopt ~~an organizational~~ a membership agreement
2.30 providing for the following:

3.1 (a) (1) sharing of resources, including books, materials, and staff expertise, among all
3.2 participating libraries;

3.3 ~~(b) (2) long-range planning for cooperative programs;~~

3.4 ~~(c) the development of a delivery system for services and programs;~~

3.5 ~~(d) the development of a bibliographic database; and~~

3.6 ~~(e) a communications system among all cooperating libraries.~~ (3) ensuring that
3.7 participation in the multicounty, multitype library system supplements, not supplants,
3.8 financial resources previously available to each participating library; and

3.9 (4) a process for appointing governing board members from among participating libraries
3.10 when required under subdivision 4, paragraph (b).

3.11 **EFFECTIVE DATE.** This section is effective July 1, 2019.

3.12 Sec. 7. Minnesota Statutes 2018, section 134.351, subdivision 4, is amended to read:

3.13 Subd. 4. **Governance.** ~~(a) In any area where the boundaries of a proposed multicounty,~~
3.14 ~~multitype library system coincide with the boundaries of the regional library system or~~
3.15 ~~district, the regional library system or district board shall be designated as the governing~~
3.16 ~~board for the multicounty, multitype library system. In any area where a proposed~~
3.17 ~~multicounty, multitype library system encompasses more than one regional library system~~
3.18 ~~or district, the governing board of the multicounty, multitype library system shall consist~~
3.19 ~~of nine members appointed by the cooperating regional library system or district boards~~
3.20 ~~from their own membership in proportion to the population served by each cooperating~~
3.21 ~~regional library system or district. In each multicounty, multitype library system there shall~~
3.22 ~~be established an advisory committee consisting of two representatives of public libraries,~~
3.23 ~~two representatives of school media services, one representative of special libraries, one~~
3.24 ~~representative of public supported academic libraries, and one representative of private~~
3.25 ~~academic libraries. The advisory committee shall recommend needed policy to the system~~
3.26 ~~governing board.~~ In any area where the boundaries of a multicounty, multitype library
3.27 system coincide with the boundaries of the regional public library system or district and a
3.28 merger or acquisition has occurred between the multicounty, multitype library system and
3.29 the regional public library system or district, the regional public library system or district
3.30 board shall be designated as the governing board for the multicounty, multitype library
3.31 system, except that the governing board membership must include a member from each
3.32 type of member library included in the multicounty, multitype library system. The fiscal or

4.1 calendar year designation shall be defined in the agreement adopted by the regional public
 4.2 library system or district.

4.3 ~~(b) Upon recommendation from its advisory committee, a multitype library cooperation~~
 4.4 ~~system governing board may choose to reconstitute the governance of the multitype system~~
 4.5 ~~by the creation of a combined board which replaces the previous governing board and~~
 4.6 ~~advisory committee. A combined board shall consist of five or seven citizens, not employed~~
 4.7 ~~in library or information services, and four library or information service workers. The~~
 4.8 ~~constituent regional public library system boards shall select the citizen members from the~~
 4.9 ~~at-large population of the region. In any area where a multicounty, multitype library system~~
 4.10 ~~encompasses more than one regional public library system, cooperating regional system~~
 4.11 ~~boards shall appoint citizen members of the combined board members in proportion to the~~
 4.12 ~~population of each cooperating regional system. The combined board members who are~~
 4.13 ~~library and information workers shall be selected, one from each type of library: academic,~~
 4.14 ~~public, school, and special. Governing board members of the combined board shall serve~~
 4.15 ~~two-year terms for no more than three successive terms with the members of the first~~
 4.16 ~~combined board serving one- and two-year terms as determined by lot with a simple majority~~
 4.17 ~~serving for two years. Elections shall be pursuant to the adopted bylaws of the multitype~~
 4.18 ~~system and may provide additional requirements to those in this section. New combined~~
 4.19 ~~governing boards shall take effect at the beginning of the fiscal year, July 1, and shall~~
 4.20 ~~continue the authority, ownership, and obligations of the previously constituted multitype~~
 4.21 ~~system in its region. In any area where a multicounty, multitype library system encompasses~~
 4.22 more than one regional library system or district, the governing board of the multicounty,
 4.23 multitype library systems shall consist of at least five but not more than nine library members
 4.24 appointed from the membership as provided in the agreement under subdivision 3. Governing
 4.25 board members of multicounty, multitype library systems shall serve three-year terms for
 4.26 no more than three successive terms, with the members of the first board serving one- and
 4.27 two-year terms as determined by lot with a simple majority serving for two years.

4.28 **EFFECTIVE DATE.** This section is effective July 1, 2019, and applies to board member
 4.29 terms beginning on or after that date.

4.30 Sec. 8. Minnesota Statutes 2016, section 134.355, subdivision 5, is amended to read:

4.31 Subd. 5. **Base aid distribution.** Five ~~Five~~ Fifteen percent of the available aid funds shall be
 4.32 paid to each system as base aid for basic system services.

4.33 **EFFECTIVE DATE.** This section is effective for state aid for fiscal year 2020 and
 4.34 later.

5.1 Sec. 9. Minnesota Statutes 2016, section 134.355, subdivision 6, is amended to read:

5.2 Subd. 6. **Adjusted net tax capacity per capita distribution.** ~~Twenty-five~~ Fifteen percent
5.3 of the available aid funds shall be distributed to regional public library systems based upon
5.4 the adjusted net tax capacity per capita for each member county or participating portion of
5.5 a county as calculated for the ~~second~~ third year preceding the fiscal year for which aid is
5.6 provided. Each system's entitlement shall be calculated as follows:

5.7 (a) Multiply the adjusted net tax capacity per capita for each county or participating
5.8 portion of a county by .0082.

5.9 (b) Add sufficient aid funds that are available under this subdivision to raise the amount
5.10 of the county or participating portion of a county with the lowest value calculated according
5.11 to paragraph (a) to the amount of the county or participating portion of a county with the
5.12 next highest value calculated according to paragraph (a). Multiply the amount of the
5.13 additional aid funds by the population of the county or participating portion of a county.

5.14 (c) Continue the process described in paragraph (b) by adding sufficient aid funds that
5.15 are available under this subdivision to the amount of a county or participating portion of a
5.16 county with the next highest value calculated in paragraph (a) to raise it and the amount of
5.17 counties and participating portions of counties with lower values calculated in paragraph
5.18 (a) up to the amount of the county or participating portion of a county with the next highest
5.19 value, until reaching an amount where funds available under this subdivision are no longer
5.20 sufficient to raise the amount of a county or participating portion of a county and the amount
5.21 of counties and participating portions of counties with lower values up to the amount of the
5.22 next highest county or participating portion of a county.

5.23 (d) If the point is reached using the process in paragraphs (b) and (c) at which the
5.24 remaining aid funds under this subdivision are not adequate for raising the amount of a
5.25 county or participating portion of a county and all counties and participating portions of
5.26 counties with amounts of lower value to the amount of the county or participating portion
5.27 of a county with the next highest value, those funds are to be divided on a per capita basis
5.28 for all counties or participating portions of counties that received aid funds under the
5.29 calculation in paragraphs (b) and (c).

5.30 **EFFECTIVE DATE.** This section is effective for state aid for fiscal year 2020 and
5.31 later.

6.1 Sec. 10. Minnesota Statutes 2016, section 134.355, subdivision 7, is amended to read:

6.2 Subd. 7. **Population determination.** A regional public library system's population shall
6.3 be determined according to must be calculated using the most recent estimate available
6.4 under section 477A.011, subdivision 3, at the time the aid amounts are calculated, which
6.5 must be by May 1 in the year the calculation is made.

6.6 **EFFECTIVE DATE.** This section is effective for state aid for fiscal year 2020 and
6.7 later.

6.8 Sec. 11. Minnesota Statutes 2016, section 134.355, subdivision 8, is amended to read:

6.9 Subd. 8. **Eligibility.** (a) A regional public library system may apply for regional library
6.10 telecommunications aid on behalf of itself and member public libraries.

6.11 (b) The aid must be used for connections and other eligible non-voice-related e-rate
6.12 program category one services. Aid may be used for e-rate program category two services
6.13 as identified in the Federal Communication Commission's eligible services list for the current
6.14 and preceding four funding years, if sufficient funds remain once category one needs are
6.15 met in each funding year. If sufficient funds remain after meeting category one and category
6.16 two needs in each funding year, aid may be used for other regional public library technology,
6.17 network infrastructure, security, and telecommunications services.

6.18 (c) To be eligible, a regional public library system must be officially designated by the
6.19 commissioner of education as a regional public library system as defined in section 134.34,
6.20 subdivision 3, and each of its participating cities and counties must meet local support levels
6.21 defined in section 134.34, subdivision 1. A public library building that receives aid under
6.22 this section must be open a minimum of 20 hours per week. Exceptions to the minimum
6.23 open hours requirement may be granted by the Department of Education on request of the
6.24 regional public library system for the following circumstances: short-term closing for
6.25 emergency maintenance and repairs following a natural disaster; in response to exceptional
6.26 economic circumstances; building repair or maintenance that requires public services areas
6.27 to be closed; or to adjust hours of public service to respond to documented seasonal use
6.28 patterns.

6.29 **EFFECTIVE DATE.** This section is effective for state aid for fiscal year 2020 and
6.30 later.

7.1 Sec. 12. Minnesota Statutes 2018, section 134.355, is amended by adding a subdivision
7.2 to read:

7.3 Subd. 11. Excess telecommunication aid transfer. If the commissioner determines
7.4 that any amount of regional library telecommunications aid will be unawarded at the end
7.5 of any fiscal year, the commissioner must distribute the unawarded amount to systems in
7.6 proportion to the amount of base aid the system received under subdivision 5 for that fiscal
7.7 year.

7.8 EFFECTIVE DATE. This section is effective for revenue in fiscal year 2020 and later.

7.9 Sec. 13. APPROPRIATIONS.

7.10 Subdivision 1. Department of Education. The sums indicated in this section are
7.11 appropriated from the general fund to the Department of Education for the fiscal years
7.12 designated.

7.13 Subd. 2. Regional library system aid. (a) For library system aid under Minnesota
7.14 Statutes, sections 134.34, 134.353, and 134.354:

7.15 \$ 2020

7.16 \$ 2021

7.17 The 2020 appropriation includes \$..... for 2019 and \$..... for 2020.

7.18 The 2021 appropriation includes \$..... for 2020 and \$..... for 2021.

7.19 (b) In each fiscal year, the aid entitlement for regional public library aid under Minnesota
7.20 Statutes, section 134.34, equals \$17,570,000 and the aid entitlement for multicounty,
7.21 multitype library aid under Minnesota Statutes, sections 134.353 and 134.354, equals
7.22 \$2,000,000.

7.23 Subd. 3. Regional library telecommunications aid. For regional library
7.24 telecommunications aid under Minnesota Statutes, section 134.355:

7.25 \$ 2020

7.26 \$ 2021

7.27 The 2020 appropriation includes \$..... for 2019 and \$..... for 2020.

7.28 The 2021 appropriation includes \$..... for 2020 and \$..... for 2021.

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is entered into between the Great River Regional Library (hereafter “GRRL”) and the American Federation of State, County and Municipal Employees, AFL-CIO, Council 65 (hereafter “Union”) representing the Library Services Coordinator bargaining unit.

WHEREAS, GRRL and the Union have entered into a collective bargaining agreement for a period through December 31, 2019, which provides a general wage and movement within range reopener for 2019 as stated in Article 16. Wages, subsection 16.1 Salary Range; and 16.2 Range Movement.

WHEREAS, GRRL has approved its 2019 budget with specific general wage and movement within range increases for employees in 2019.

NOW, THEREFORE, the parties hereby agree to the following regarding 2019 general wage and movement within range increases:

1. Effective on the first day of the pay period in which January 1 falls, a 1.0% general wage increase for eligible employees not to exceed the maximum of the pay range.
2. Effective on the first day of the pay period in which January 1 falls, a movement within range increase for eligible employees to be determined as follows based on the location of current pay within the pay range:

Quartile 1:	2.0%
Quartile 2:	1.5%
Quartile 3:	1.5%
Quartile 4:	up to 1.0% not to exceed the maximum of the range
3. This Memorandum of Agreement represents the complete and total agreement between the parties regarding this matter.

IN WITNESS WHEREOF, the parties have caused this Memorandum of Agreement to be executed this _____ day of _____, 2018.

GREAT RIVER REGIONAL
LIBRARY BOARD

AMERICAN FEDERATION OF STATE,
COUNTY, AND MUNICIPAL EMPLOYEES,
AFL-CIO, COUNCIL 65

By: _____

By: _____

Title: _____

Title: _____

By: _____

By: _____

Title _____

Title _____

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is entered into between the Great River Regional Library (hereafter “GRRL”) and the American Federation of State, County and Municipal Employees, AFL-CIO, Council 65 (hereafter “Union”) representing the General bargaining unit.

WHEREAS, GRRL and the Union have entered into a collective bargaining agreement for a period through December 31, 2019, which provides a general wage and movement within range reopener for 2019 as stated in Article 16. Wages, subsection 16.1 Salary Range; and 16.2 Range Movement.

WHEREAS, GRRL has approved its 2019 budget with specific general wage and movement within range increases for employees in 2019.

NOW, THEREFORE, the parties hereby agree to the following regarding 2019 general wage and movement within range increases:

1. Effective on the first day of the pay period in which January 1 falls, a 1.0% general wage increase for eligible employees not to exceed the maximum of the pay range.
2. Effective on the first day of the pay period in which January 1 falls, a movement within range increase for eligible employees to be determined as follows based on the location of current pay within the pay range:

Quartile 1:	2.0%
Quartile 2:	1.5%
Quartile 3:	1.5%
Quartile 4:	up to 1.0% not to exceed the maximum of the range
3. This Memorandum of Agreement represents the complete and total agreement between the parties regarding this matter.

IN WITNESS WHEREOF, the parties have caused this Memorandum of Agreement to be executed this _____ day of _____, 2018.

GREAT RIVER REGIONAL
LIBRARY BOARD

By: _____

Title: _____

By: _____

Title _____

AMERICAN FEDERATION OF STATE,
COUNTY, AND MUNICIPAL EMPLOYEES,
AFL-CIO, COUNCIL 65

By: _____

Title: _____

By: _____

Title _____