



509 W. 5th Street
Red Wing, MN 55066

To: Marty Kelly, Sheriff
From: County Board of Commissioners
Date: Tuesday, October 7, 2025
Subject: 2026 Budget for Sheriff's Office & Salary for Sheriff

For our consideration in setting your salary and the budget for your office for 2026, please provide the following information, in writing, to the County Board by November 12, 2025.

1. Duties and Responsibilities: Provide a description of the duties and responsibilities of your office for the Board's consideration in setting your salary and the budget for your office for 2026. This should include identification and a description of any changes in the duties and responsibilities of your office, whether mandated by statute or otherwise, that occurred in 2025 and any anticipated changes for 2026. Also, please identify any increases and decreases in the workload in your office in recent years and explain how you believe those changes in the workload are relevant for the County Board to consider in setting your salary and the budget for your office for 2026.
2. Performance: Provide a description of your performance as Sheriff for the County Board to consider in setting your salary and the budget for your office for 2026. Please include areas in which you believe your performance has exceeded goals and objectives, and identify any awards or commendations you have received. Also provide information regarding goals or performance objectives that were not achieved by you and/or your office during 2026. Provide the same information for any positions in your office for which you are requesting a salary increase.
3. Experience and Qualifications: Provide information regarding your education, experience and qualifications for the County Board's consideration in setting your salary and the budget for your office for 2026. Provide the same information for any positions in your office for which you are requesting a salary increase.
4. Requested Increases in Budget Line Items: If you are requesting an increase in any line item in your budget other than salaries and benefits, submit a written explanation for each such increase. If you are requesting that money be budgeted in any amount for capital expenditures, furniture and fixtures, submit a written explanation for the request. Please explain why the requested budget is necessary to discharge the duties of your office.
5. Other. Provide any other information that you want the County Board to consider in setting your salary and the budget for your office for 2026, including data from other counties regarding salaries paid to other Sheriffs and members of the Sheriff's

office. If you provide salary data for our consideration, describe why you believe the data is relevant, e.g., how the counties you have selected are similar to Goodhue County, whether the workload in the other Sheriff's offices is similar to the workload in your office, whether the experience and qualifications of the Sheriff and staff members in the counties you have selected are similar to your experience and qualifications, etc.

Time will be set aside at a Personnel Committee and County Board meeting for you to make a presentation to the County Board regarding your salary request for 2026 and your requested budget for your office.



Marty Kelly
Goodhue County Sheriff

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To: Honorable County Board of Commissioners

From: Sheriff Marty Kelly

Date: Wednesday, November 12, 2025

Subject: 2026 Budget for Sheriff's Office & Salary for Sheriff and Chief Deputy

Dear Honorable Commissioners,

Below you will find the answers to your questioner dated 10-7-2025. I tried diligently to include everything that I do as your sheriff, but as you know, things change very quickly, and we may have to respond to something never seen before, so please keep that in mind as you read this.

Question #1: Duties and Responsibilities:

1. Leadership and Administration

- Office Oversight: Serve as the chief law enforcement officer of the Sheriff's Office, managing its overall operations and personnel. Also serve as chief law enforcement officer for the cities of Pine Island, Wanamingo, Goodhue, Bellechester and Dennison.
- Policy Development: Develop, implement, review and enforce policies and procedures for the Sheriff's Office.
- Budget Management: Oversee the preparation, presentation, and management of the Sheriff's Office 17.4-million-dollar budget, ensuring efficient use of taxpayer funds.
- Supervisory Responsibilities: Direct and supervise 115 staff members, including deputies, administrative staff, volunteers and other employees.
- Strategic Planning: Set long-term and short-term goals for the office and establish strategies to achieve them.
- Hiring and Training: Oversee recruitment, hiring, and training of personnel, ensuring proper qualifications and ongoing professional development.
- Performance Evaluations: Conduct and oversee staff performance evaluations, ensuring fairness and consistency. I take great pride in personally reviewing each staff member's self-

appraisal to understand their perspective and recognize how they feel about their performance and development and following up with them as necessary.

- **Public Reporting:** Regularly report to five city councils, two school boards, and the county board of commissioners to ensure transparency, accountability, and alignment with community and governmental expectations.

2. Statutory Obligations

As per Minnesota Statute 387.03, the sheriff is required to:

- **Preserve the Peace:** Keep and maintain the peace within the county. To achieve this, the sheriff may call upon individuals or the power of the county as deemed necessary.
- **Apprehend Felons:** Pursue and apprehend all felons within the jurisdiction.
- **Execute Legal Processes:** Execute all processes, writs, precepts, and orders issued or made by lawful authority.
- **Court Attendance:** Attend district court sessions and fulfill all duties related to the judiciary.
- **Recreational Vehicle Accidents:** Investigate recreational vehicle accidents involving personal injury or death occurring outside municipal boundaries.
- **Search and Rescue:**
 - Search for and drag for drowned bodies.
 - Search for and locate lost persons.
 - When authorized by the county board, purchase boats and other equipment or hire airplanes for search purposes.

The county is mandated by Minnesota Statute §403 to administer, operate and maintain the county's 911 and ARMER radio systems. The Sheriff administers these mandated duties:

- **911 System (§403.02 – 403.11):** The Sheriff administers continuous 24/7 emergency call handling through a Public Safety Answering Point (PSAP) that meets state and federal standards.
- **ARMER Radio (§403.36 – 403.40 & §373.041):** The Sheriff must ensure county participation in the statewide interoperable radio network, maintaining infrastructure, encryption, and system reliability for all public safety partners.

These statutory duties ensure the sheriff's role is deeply rooted in public safety and legal compliance, as outlined by state law.

3. Law Enforcement and Public Safety

- Crime Prevention: Develop and implement strategies to prevent and reduce crime in Goodhue County.
- Law Enforcement: Enforce local, state, and federal laws within the county. Enforce ordinances within contracted municipal jurisdictions when necessary.
- Criminal Investigations: Oversee investigations of crimes, including homicides, thefts, drug-related offenses, and more.
- Traffic Enforcement: Supervise or delegate enforcement of traffic laws and accident investigations.
- Emergency Response: Coordinate responses to emergencies such as natural disasters, riots, nuclear power plant emergencies or large-scale accidents.
- Court Security: Ensure the safety and security of courthouses, judges, and court personnel.
- Service of Civil Processes: Serve legal documents such as subpoenas, eviction notices, and restraining orders.
- Jail Administration: Operate and manage our Adult Detention Center, ensuring inmate care, custody, and control.

4. Community Engagement

- Public Relations: Serve as the public face of the Sheriff's Office, fostering positive relationships with the community.
- Community Policing: Engage in programs to build trust between law enforcement and residents.
- Educational Outreach: Promote crime prevention education and awareness programs in schools, businesses, and community groups.
- Media Relations: Act as or appoint a Public Information Officer (PIO) to communicate with the press and public about law enforcement activities and issues.
- Victim Support: Provide resources and assistance to victims of crimes.
- Community Accountability: Use regular reports to city councils, school boards, and the county board as opportunities to address community concerns and demonstrate the office's efforts in public safety.

5. Collaboration and Partnerships

- Interagency Cooperation: Work with local, state, and federal agencies on joint law enforcement initiatives.
- Judicial System Coordination: Collaborate with district attorneys, judges, and court officials to ensure smooth judicial processes.

- Community Organizations: Partner with nonprofits, schools, and other organizations to address social issues like drug addiction, mental health, and domestic violence.
- County Government Relations: Report to and collaborate with county commissioners, city councils, and school boards to address policy needs and funding priorities.

6. Accountability and Ethics

- Legal Compliance: Ensure that all office activities comply with local, state, and federal laws.
- Transparency: Provide regular updates and reports to the public and governmental bodies on office activities and outcomes.
- Internal Investigations: Address misconduct or complaints against deputies or staff through appropriate disciplinary measures.
- Ethical Leadership: Set a standard of integrity and ethics for the office.

7. Specialized Functions

- K-9 Unit Management: Supervise the use of police dogs in tracking, drug detection, and apprehensions.
- Search and Rescue Operations: Lead or coordinate search and rescue efforts for missing persons.
- SWAT or Tactical Units: Oversee the training, deployment and operation of specialized tactical response teams.
- Dive Team: Oversee the training, deployment and operation of specialized Dive Team operators for rescue and recovery purposes.
- Drone Team: Oversee the training, deployment and operation of specialized Drone Team members.
- School Resource Officers: Assign deputies to work with schools to enhance safety and build relationships with students.
- Civil Asset Forfeiture: Manage the seizure and allocation of assets acquired through criminal activity.

8. Political and Electoral Responsibilities

- Constituent Engagement: Respond to inquiries and concerns from citizens.
- Public Meetings: Attend county board meetings, city council sessions, township meetings and school board meetings to address law enforcement issues and present updates.
- Policy Advocacy: Advocate for legislation and policies that improve public safety.

9. Training and Professional Development

- Personal Development: Stay informed about changes in law enforcement practices, technologies, and laws.
- Deputy Development: Support continuing education and certification for deputies and staff.

10. Miscellaneous Duties

- Civil Defense Leadership: Coordinate civil defense or homeland security efforts.
- Event Security: Plan and implement security for public events, parades, and festivals.

Changes in Duties and Responsibilities for 2025

The following updates highlight developments and changes in the duties and responsibilities of the Sheriff's Office in 2025 and for the upcoming year 2026:

- SRO (School Resource Officer) Contracts:
Continued agreements with Zumbrota-Mazeppa Schools and Pine Island School to provide School Resource Officers. These contracts continue to enhance school safety, foster positive relationships between law enforcement and students, and proactively address concerns within educational environments.
- Contract Policing for the City of Goodhue:
2025 marked the second full year of contracted law enforcement services provided to the City of Goodhue. This ongoing partnership continues to provide consistent police coverage, strengthen community engagement, and ensure efficient delivery of public safety services.
- Body-Worn Camera Program Implementation:
The Body-Worn Camera Program is now fully implemented across both the Patrol Division and Adult Detention Center. This initiative has enhanced accountability, transparency, and officer safety. Training, policy development, and data management processes have been incorporated into daily operations to ensure continued compliance and program success.
- Inmate Housing Contracts:
The inmate housing agreement with Dakota County has been successfully extended through 2026, continuing to provide necessary housing flexibility and support for detention operations. The Hennepin County housing agreement remains active and is utilized as needed to manage population levels and operational demands.
- Law Enforcement Center Facility Study:
The facility and space study has advanced into the planning and evaluation phase, focusing on long-term infrastructure improvements to support current and future operational needs. Recommendations are under review to ensure the Law Enforcement Center continues to meet safety, efficiency, and liability-reduction goals for Goodhue County.

Impact on Workload and Salary

These changes and additional responsibilities have substantially increased the workload for the Sheriff's Office. Despite the added duties, no additional compensation was provided for managing these expanded responsibilities.

Question #2: Performance

As Sheriff of Goodhue County, I am proud to report several accomplishments and areas where my performance and that of my office have exceeded expectations, demonstrating our commitment to public safety, operational excellence, and professional standards.

Accomplishments

- **Second Year of Contracted Policing for Goodhue:**
Successfully implemented Year 2 of contracted law enforcement services for the City of Goodhue. This continued partnership ensures effective community policing while enhancing resource utilization across the county and maintaining strong relationships with contract cities, townships, and school boards.
- **Body-Worn Camera Program Implementation:**
Launched a comprehensive Body-Worn Camera Program for the Patrol Division and Adult Detention Center, funded with \$480,000 in public safety allocations. This program improves transparency, accountability, and public trust in our operations.
- **Inmate Housing Contracts:**
 - Successfully housed and secured a housing contract with Dakota County, renewed through 2026, to address facility capacity challenges.
 - Successfully housed Hennepin County inmates and will be mindful if they need to house more inmates in our county in 2026
- **SRO (School Resource Officer) Contracts:**
Continued agreements with Zumbrota-Mazeppa Schools and Pine Island School to provide School Resource Officers. These contracts enhance school safety, foster positive relationships between law enforcement and students, and proactively address concerns within educational environments.
- **Facility and Space Study:**
Continued work on the facility and space study for the Law Enforcement Center, addressing evolving operational demands and ensuring adequate infrastructure for personnel and detainees. The study remains a work in progress.

Challenges and Goals Not Fully Achieved

While significant progress has been made, the following areas remain a priority for future improvement:

- **Facility Needs Assessment:** Implementation of solutions to address space constraints and reduce liability for Goodhue County is a long-term objective.

Summary

In 2025, our office exceeded numerous goals while addressing complex challenges such as inmate housing and implementing critical initiatives like the body-worn camera program. Looking ahead to 2026, I remain focused on building new partnerships, addressing infrastructure needs, and continuing to provide the highest level of service to Goodhue County residents—while being a responsible steward of taxpayers' dollars. In the coming years, we will support the county board in managing budget shortfalls by carefully evaluating each position as it becomes vacant to identify opportunities for savings and improved efficiency, as we just did in the last budget meeting saving the county a significant amount of money not only in 2025, but into 2026 and 2027 as well.

In keeping with the request letter from the Board of Commissioners under Item #2, *Performance*, I would like to address the following directive: *"Provide the same information for any positions in your office for which you are requesting a salary increase."* While I have not submitted such a request during my seven years as your Sheriff, I feel very strongly about the following recommendation. I am writing to formally request a pay increase for Chief Deputy Jonathan Huneke, who currently serves at Grade 119, Step 9. This recommendation is made in recognition of his exceptional performance, steadfast leadership, and the significant responsibilities he continues to manage within the Sheriff's Office.

Chief Deputy Huneke has consistently demonstrated excellence across every measurable category of performance, as outlined in his 2025 supervisory evaluation. His leadership, initiative, and critical decision-making have been instrumental in maintaining efficient and professional operations within our office. Jon is my right-hand man, someone who brings not only problems but also well-thought-out solutions, ensuring our office functions at the highest level of efficiency and integrity.

In addition to his regular duties, Chief Deputy Huneke has taken on significant oversight responsibilities related to the Xcel Energy Nuclear Power Plant. This work requires a high degree of coordination, technical understanding, and readiness to respond to complex safety and security matters. The additional workload and the critical nature of these duties demand an elevated level of expertise, accountability, and time commitment that goes well beyond standard expectations.

Given Jon's 25+ years of outstanding service to Goodhue County, his proven leadership record, and the critical scope of his work, including his ongoing involvement with the Xcel Energy Nuclear Power Plant, I strongly recommend that he receive a step increase from Grade 119, Step 9 to Grade 119, Step 12.

Thank you for your consideration of this well-deserved recognition for Chief Deputy Huneke's continued dedication and exceptional service to Goodhue County.

Question #3: Experience and Qualifications:

I bring extensive education, training, and over three decades of experience in law enforcement to my role as Sheriff of Goodhue County. This is supported by a strong educational foundation and a proven record of leadership and service, which I believe merits consideration in setting my salary and the office budget for 2026.

I graduated in 1988 from Mankato State University with a Bachelor of Science degree in Law Enforcement and a minor in Psychology. To further enhance my qualifications, I completed the POST Skills program at Alexandria Technical College, laying a strong foundation for my career in law enforcement.

I began my law enforcement career with the City of Red Wing on March 1, 1989. Over the years, I served in multiple roles that expanded my skills and responsibilities. These roles included:

- Patrol Division Officer: Ensuring community safety and responding to incidents.
- Investigative Division (SRO): Serving as a School Resource Officer, fostering positive relationships with youth and enhancing school safety.
- Emergency Response Team (ERT) Operator: Participating in high-risk operations requiring specialized skills.
- Bike Patrol Officer: Engaging in community policing and maintaining a visible presence in the community.
- Sergeant: Leading and supervising teams within the department, further developing my leadership and administrative expertise.
- Medico-legal death investigator for the Southeast Minnesota Regional Medical Examiner's Office from 2005 to 2013

In 2018, I successfully ran for and was elected Sheriff of Goodhue County. Since then, I have dedicated myself to serving the community with integrity, innovation, and efficiency. Now, as I complete my 36th year in law enforcement, I continue to lead the Sheriff's Office with a steadfast commitment to public safety, community engagement, operational excellence, and community trust.

Question #4: Requested Increases in Budget Line items:

COMPARING 2025 BUDGET TO 2026 BUDGET

Operating Budget as of 11/4/25 (this is not the final budget)

Total Decrease in Revenues of \$67,941

- Increase in revenues of \$295,769.
 - Increase in Police Aid and city law enforcement contracts.
- Decrease in revenues of \$184,814 due to changes in grant funding from the 2025 budget to 2026 budget.
 - There is a decrease in grant expenses of \$140,549 to offset this decrease in grant revenues.
- Decrease in Use of Fund Balance by \$114,461 due to decrease in expenses.
- Decrease in other revenues by \$64,435.
 - Decrease in revenues due to loss of boarding inmates, decrease in officer service fees and other miscellaneous expenses.

Total Decrease in Other Expenditures of \$251,861

- Decrease in grant expenditures of \$140,549 due to changes in grant funding from the 2025 budget to 2026 budget.
- Decrease in Use of Fund Balance expenses of \$114,461.
- Increase of other miscellaneous expenditures by \$3,149.

Total Increase in Salary and Benefits of \$556,481

- These increases are due to wage adjustments, step increases and health insurance increases.

In Summary, there is an increase of \$372,561 to the tax levy request in 2026 compared to 2025.

Capital Plan

All the items in the 2026 capital plan are replacements for old equipment that have met their useful life, which includes the following:

- Tactical Vests
- Squads
- Computers
- Fingerprint System

Fiscal Responsibility

The following chart demonstrates our office budget since I assumed the role of Sheriff in 2019. Over this period, our office has consistently operated under budget by a total of just over \$3.5 million dollars through 2024, underscoring a strong commitment to fiscal responsibility and accountability to our taxpayers.

This track record reflects prudent financial management, careful allocation of resources, and a steadfast commitment to maximizing the value of taxpayer dollars while maintaining high-quality law enforcement services.

	2019	2020	2021	2022	2023	2024
Revenue Budget	\$2,896,157	\$2,830,636	\$2,075,738	\$2,492,333	\$2,231,524	\$3,412,105
Revenue Actual	\$2,824,499	\$2,485,325	\$2,151,533	\$2,381,499	\$2,513,297	\$3,351,234
	(\$71,658)	(\$345,311)	\$75,795	(\$110,834)	\$281,773	(\$60,871)
Expense Budget	\$13,691,207	\$13,666,667	\$12,828,658	\$13,786,515	\$14,618,079	\$17,389,164
Expense Actual	\$12,996,179	\$12,445,040	\$12,470,960	\$13,516,958	\$14,087,090	\$16,938,810
	(\$695,028)	(\$1,221,627)	(\$357,698)	(\$269,557)	(\$530,989)	(\$450,354)
Net Budget	\$10,795,050	\$10,836,031	\$10,752,920	\$11,294,182	\$12,386,555	\$13,977,059
Net Actual	\$10,171,680	\$9,959,715	\$10,319,427	\$11,135,459	\$11,573,793	\$13,587,576
	\$623,370	\$876,316	\$433,493	\$158,723	\$812,762	\$389,483
	94%	92%	96%	99%	93%	97%

2025 actual figures are coming in better than budget year-to-date and will end the year better than budget.

Question #5: Other:

For the County Board's consideration in setting my salary and the budget for my office for 2026, I respectfully present additional information, including comparative salary data and a summary of accomplishments and responsibilities that highlight the unique demands of my role.

Comparative Data:

Wright County, the only other Minnesota county with a nuclear generating plant, provides a relevant comparison for my position. The Sheriff of Wright County earned \$191,000 last year, with an increase anticipated for 2026. While all sheriffs bring varying levels of education and experience, Goodhue County's unique challenges, including the presence of Xcel Energy's nuclear facility and the ongoing training and planning that go along with that and the Lake Byllesby Dam, align my role closely with that of Wright County.

Unique Responsibilities and Accomplishments:

Over my tenure, I have managed a variety of complex, high-stakes situations and spearheaded numerous initiatives that have advanced public safety and modernized the Sheriff's Office. Below is a summary of key responsibilities and achievements:

1. Crisis and Incident Management:

- Navigated the challenges of COVID-19 and the aftermath of George Floyd's death, which significantly impacted law enforcement and community relations.
- Managed the first Officer-Involved Shooting (OIS) in Goodhue County history.
- Successfully resolved high-profile cases, including two infant deaths from over two decades ago.

2. Operational Enhancements:

- Oversaw the takeover of policing for the City of Goodhue.
- Implemented a new inmate housing contract with Dakota and Hennepin Counties for 2024-2025.
- Enhanced River and Port Security, particularly focusing on nuclear and dam-related safety.

3. Leadership and Engagement:

- Provide oversight for 21 townships, five city councils, the Prairie Island Tribal Council, and two school boards.
- Led countywide community engagement efforts, significantly expanding outreach and trust-building initiatives.
- Introduced and expanded wellness programs such as Lodestar, Peer Support, ACH for ADC, and a Chaplain program.

4. Technology and Modernization:

- Implemented new technologies like GrayKey and PenLink to enhance investigative capabilities.
- Digitized historical records, improving efficiency and accessibility.
- Launched the Body-Worn Camera (BWC) program for both the Patrol Division and Adult Detention Center, to be fully operational in 2025.
- NextGen 911 will be coming to our county in the near future as these processes are being worked now.

5. Training and Workforce Development:

- Expanded training programs to mitigate liabilities, including countywide training for all law enforcement and made crisis intervention training a priority.
- Addressed staffing shortages by improving recruitment and retention strategies.

6. Infrastructure and Space Management:

- Initiated a building assessment and space study to identify and address future needs.
- Purged old equipment, creating additional functional space.
- Continue the process of scanning all old cases and files to reduce the physical storage space needed, improve efficiency, and maximize available space within our facility. This project is nearly complete.

Personal Dedication:

Throughout my tenure as your sheriff, I have been on-call 24/7 for the last seven years, often sacrificing personal time to prioritize the needs of Goodhue County.

This combination of leadership, innovation, and unwavering dedication underscores the value I bring to the position and highlights the evolving demands on the Sheriff's Office. I believe this information demonstrates the merit of my salary and budget requests, ensuring Goodhue County remains at the forefront of public safety and community engagement.

Salary Request Justification:

Finally, I am respectfully requesting a 6.64% salary increase for 2026, amounting to \$205,181. This request reflects five key factors and assumes the County will have a general wage adjustment (GWA) of three percent.

1. General Wage Adjustment (GWA):

A three percent GWA aligns with anticipated economic adjustments, ensuring that compensation remains equitable and consistent with inflationary trends.

2. Vacation Cash-Out Adjustment:

Other department heads in Goodhue County are afforded the ability to cash in unused vacation time at the end of the year, an option not available to myself or the County Attorney. This results in an approximate annual financial discrepancy of \$7,000. A 3.64 percent increase is requested to account for this disparity, ensuring consistency with other department heads in our organization.

3. Comparable Adjustments:

This requested increase is comparable to the step increases that all other department heads in the County will be receiving as part of their compensation adjustments in 2026. The range of percentage increases among Goodhue County department heads for 2026 is 3 to 7.29 percent according to the numbers I received from Human Resources last week. Some numbers will actually go up with the DDA assessment that the board approved as well.

4. MN Paid Leave Act

This act requires me and the county to pay for leave time that I do not qualify for given my position as an elected sheriff. This will amount to \$771 per year with no benefit to me.

5. Retirement Benefits:

My position does not qualify for any type of severance package upon my retirement. This distinction further underscores the need for equitable salary consideration in recognition of long-term service and the absence of post-employment compensation available to all other positions within Goodhue County.

This request is both fair and reflective of the extensive responsibilities and workload inherent to the role of Sheriff, as well as the unique contributions I have made to the Sheriff's Office and the county throughout my tenure. I appreciate your time and thoughtful consideration of this request.

Respectfully submitted,



Marty Kelly
Goodhue County Sheriff

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