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Date: December 8, 2025
To: Honorable Goodhue County Commissioners
From: Jessica Ahlbrecht, HR Manager
Re: 2026 Compensation for Non-Union Employees

Goodhue County values the contributions of all employees as they strive to effectively promote the safety, health, and well-being of our residents.

The County continues to engage in the bargaining process with employees represented by a labor union. We recently settled with the LELS #92 unit. This agreement included a 3% general wage adjustment effective on December 20, 2025 which is the first day of the first full pay period that includes January 1, 2026.

To demonstrate the County's commitment to supporting all employees and ensure equity in overall compensation, we recommend the County Board implement a 3% general wage adjustment for employees not covered by a collective bargaining agreement.

Thank you for your consideration of this recommendation.

Recommendation

1. Approve a 3% general wage adjustment for all non-union employees effective December 20, 2025.

