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Date: December 1, 2026

To: Honorable Goodhue County Commissioners

From: Jessica Ahlbrecht, HR Manager

Re: 2027 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.

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 19, 2026.