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TO: Goodhue County Commissioners
FROM: Tom Day, HR Manager
DATE: March 3, 2026

RE: Collective Bargaining Agreement with Law Enforcement Labor Services (LELS),
Unit #78 representing ADC Sergeants and Public Safety Telecommunicator Sergeants.

Goodhue County and Law Enforcement Labor Services (LELS) Unit #46, representing ADC Sergeants and Public Safety Telecommunicator Sergeants, have reached a collective bargaining agreement for the term of January 1, 2026 through December 31, 2028.

The agreement includes:

- Condensing the first tier of vacation accrual to 0-5 years at 8 working hours per month;
- 3% general wage adjustment in 2026, 2027 & 2028;
- Adding Juneteenth to the list of paid holidays;
- Modifications to starting compensation language;
- Increases to hourly shift differential amounts;
- Minnesota Paid Family & Medical Leave (PFML) provisions.

In addition to these changes, the agreement also includes edits to language, formatting, and organization that do not alter the substantive terms and conditions of employment.

We ask the Board to approve the attached contract.

Find your Good here.

LABOR AGREEMENT
between
COUNTY OF GOODHUE

AND

LAW ENFORCEMENT LABOR SERVICES, INC.
(LOCAL # 46)

January 1, 2026 through December 31, 2028

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ARTICLE 1 - PURPOSE OF AGREEMENT

This AGREEMENT is entered into as of January 1, 2026 between THE COUNTY OF GOODHUE, hereinafter called the EMPLOYER, and LAW ENFORCEMENT LABOR SERVICES, INC., hereinafter called LELS.

It is the intent and purpose of this AGREEMENT to:

- 1.1 Establish procedures for the resolution of disputes concerning this AGREEMENT'S interpretation and/or application; and
- 1.2 Place in written form the parties' agreement upon terms and conditions of employment, for the duration of this AGREEMENT.

ARTICLE 2- RECOGNITION

- 2.1 The EMPLOYER recognizes LELS as the exclusive representative for all essential Public Safety Telecommunicator and Adult Detention Center Sergeants employed by the Goodhue County Sheriff's Department, Red Wing, Minnesota, who are public employees within the meaning of Minn. Stat. 179A.03, subd. 14, excluding confidential and all other employees.
- 2.2 In the event the EMPLOYER and LELS are unable to agree as to the inclusion or exclusion of a new or modified job class, the issue shall be submitted to the Bureau of Mediation Services (BMS) for determination.
- 2.3 Neither LELS nor the EMPLOYER shall discriminate against any employee because of LELS membership or non-membership.

ARTICLE 3 - DEFINITIONS

- 3.1 LELS: Law Enforcement Labor Services, Inc.
- 3.2 LELS MEMBER: A member of Law Enforcement Labor Services, Inc. (Local No. 46)
- 3.3 EMPLOYEE: A member of the exclusively-recognized bargaining unit.
- 3.4 DEPARTMENT: The Goodhue County Sheriff's Department.
- 3.5 EMPLOYER: The County of Goodhue.
- 3.6 UNION OFFICER: Officer elected or appointed by Law Enforcement Labor Services, Inc. (Local #46).

- 3.7 OVERTIME: Work performed at the express authorization of the EMPLOYER in excess of the employee's scheduled shift.
- 3.8 SCHEDULED SHIFT: A consecutive work period including rest breaks and a lunch break.
- 3.9 REST BREAKS: Periods during the SCHEDULED SHIFT during which the employee remains on continual duty and is responsible for assigned duties.
- 3.10 LUNCH BREAKS: A period during the SCHEDULED SHIFT during which the employee remains on continual duty and is responsible for assigned duties.
- 3.11 STRIKE: Concerted action in failing to report for duty, the willful absence from one's position, the stoppage of work, slow-down, or abstinence in whole or in part from the full, faithful and proper performance of the duties of employment for the purposes of inducing, influencing or coercing a change in the conditions or compensation or the rights, privileges or obligations of employment.

ARTICLE 4 - EMPLOYER SECURITY

LELS agrees that during the life of this AGREEMENT that LELS will not cause, encourage, participate in or support any strike, slow-down or other interruption of or interference with the normal functions of this EMPLOYER.

ARTICLE 5 - EMPLOYER AUTHORITY

- 5.1 The EMPLOYER retains the full and unrestricted right to operate and manage all employees, facilities, and equipment; to establish functions and programs; to set and amend budgets; to determine the utilization of technology; to establish and modify the organizational structure; to select, direct, and determine the number of personnel; to establish work schedules, and to perform any inherent managerial function not specifically limited by this AGREEMENT.
- 5.2 Any term and condition of employment not specifically established or modified by this AGREEMENT shall remain solely within the discretion of the EMPLOYER to modify, establish, or eliminate.

ARTICLE 6 - UNION SECURITY

- 6.1 In recognition of LELS as the exclusive representative, the EMPLOYER shall:
 - a) Deduct from the first and second payroll of the month an amount sufficient to provide payments of dues established by LELS from the wages of all employees authorizing, in writing, such a deduction; and
 - b) Remit such deduction to the appropriate designated officers of LELS.

- 6.2 LELS may designate employees from the bargaining unit to act as a Steward and an alternate and shall inform the EMPLOYER in writing of such choice and changes in the position of Steward and/or alternate.
- 6.3 The EMPLOYER agrees to notify LELS of any new employee covered by this AGREEMENT.
- 6.4 The EMPLOYER shall make space available on the employee bulletin board for posting LELS notice(s) and announcement(s).
- 6.5 LELS agrees to indemnify and hold the EMPLOYER harmless against any and all claims, suits, orders, or judgments brought or issued against the EMPLOYER as a result of any action taken or not taken by the EMPLOYER under the provisions of this ARTICLE.

ARTICLE 7 - EMPLOYEE RIGHTS - GRIEVANCE PROCEDURE

7.1 Definition of a Grievance

A grievance is defined as a dispute or disagreement as to the interpretation or application of the specific terms and conditions of this AGREEMENT.

7.2 Union Representation

The EMPLOYER will recognize REPRESENTATIVES designated by LELS as the grievance representatives of the bargaining unit having the duties and responsibilities established by this ARTICLE. LELS shall notify the EMPLOYER in writing of the names of such LELS REPRESENTATIVES and of their successors when so designated as provided by Section 6.2 of this AGREEMENT.

7.3 Processing of a Grievance

It is recognized and accepted by LELS and the EMPLOYER that the processing of grievances as hereinafter provided is limited by the job duties and responsibilities of the Employees and shall therefore be accomplished during normal working hours only when consistent with such Employee duties and responsibilities. The aggrieved Employee and an LELS Representative shall be allowed a reasonable amount of time without loss in pay when a grievance is investigated and presented to the EMPLOYER during normal working hours provided that the Employee and the LELS Representative have notified and received the approval of the designated supervisor who has determined that such absence is reasonable and would not be detrimental to the work programs of the EMPLOYER.

7.4 Procedure

Grievances, as defined by Section 7.1, shall be resolved in conformance with the following procedure:

Step 1. An Employee claiming a violation concerning the interpretation or application of this AGREEMENT shall, within twenty-one (21) calendar days after such alleged violation has occurred, present such grievance to the Employee's supervisor as designated by the EMPLOYER. The EMPLOYER-designated representative will discuss and give an answer to such Step 1 grievance within (10) calendar days after receipt. A grievance not resolved in Step 1 and appealed to Step 2 shall be placed in writing setting forth the nature of the grievance, the facts on which it is based, the provision or provisions of the AGREEMENT allegedly violated, the remedy requested, and shall be appealed to Step 2 within ten (10) calendar days after the EMPLOYER-designated representative's final answer in Step 1. Any grievance not appealed in writing to Step 2 by LELS within ten (10) calendar days shall be considered waived.

Step 2. If appealed, the written grievance shall be presented by LELS and discussed with the EMPLOYER-designated Step 2 representative. The EMPLOYER-designated representative shall give LELS the EMPLOYER'S Step 2 answer in writing within ten (10) calendar days after receipt of such Step 2 grievance. A grievance not resolved in Step 2 may be appealed to Step 3 within ten (10) calendar days following the EMPLOYER-designated representative's final Step 2 answer. Any grievance not appealed in writing to Step 3 by the LELS within ten (10) calendar days shall be considered waived.

Step 3. If appealed, the written grievance shall be presented by LELS and discussed with the EMPLOYER-designated Step 3 representative. The EMPLOYER-designated representative shall give LELS the EMPLOYER'S Step 3 answer in writing within ten (10) calendar days after receipt of such Step 3 grievance. A grievance not resolved in Step 3 may be appealed to Step 4 by the UNION within ten (10) calendar days following the EMPLOYER-designated representative's final answer in Step 3. Any grievance not appealed in writing to Step 4 by LELS within ten (10) calendar days shall be considered waived.

Step 4. A grievance unresolved in Step 3 and appealed to Step 4 by LELS shall be submitted to arbitration subject to the provisions of the Public Employer Labor Relations Act (PELRA) as amended. The selection of an arbitrator shall be made in accordance with the "Rules Governing the Arbitration of Grievances" as established by the Bureau of Mediation Services (BMS). The Union shall submit a request for arbitration within 30 days of the Employer's step 3 response.

7.5 Arbitrator's Authority

A. The arbitrator shall have no right to amend, modify, nullify, ignore, add to, subtract from the terms and conditions of this AGREEMENT. The arbitrator shall consider and decide only the specific issue(s) submitted in writing by the EMPLOYER and LELS, and shall have no authority to make a decision on any other issue not so submitted.

B. The arbitrator shall be without power to make decisions contrary to, or inconsistent

with, or modifying or varying in any way the application of laws, rules, or regulations having the force and effect of law. The arbitrator's decision shall be submitted in writing within thirty (30) days following close of the hearing or the submission of briefs by the parties, whichever be later, unless the parties agree to an extension. The decision shall be binding on both the EMPLOYER and LELS and shall be based solely on the arbitrator's interpretation or application of the express terms of this AGREEMENT and to the facts of the grievance presented.

C. The fees and expenses for the arbitrator's services and proceedings shall be borne equally by the EMPLOYER and LELS providing that each party shall be responsible for compensating its own representatives and witnesses. If either party desires a verbatim record of the proceedings, it may cause such a record to be made, providing it pays for the record. If both parties desire a verbatim record of the proceedings the cost shall be shared equally.

7.6 Waiver

If a grievance is not presented within the time limits set forth above, it shall be considered "waived." If a grievance is not appealed to the next step within the specified time limit or any agreed extension thereof, it shall be considered settled on the basis of the EMPLOYER'S last answer. If the EMPLOYER does not answer a grievance or an appeal thereof within the specified time limits, LELS may elect to treat the grievance as denied at that step and immediately appeal the grievance to the next step. The time limit in each step may be extended by mutual written agreement of the EMPLOYER and LELS in each step.

7.7 Choice of Remedy

If, as a result of the written EMPLOYER response in Step 3 the grievance remains unresolved, and if the grievance involves the suspension, demotion, or discharge of an employee who has completed the required probationary period, the grievance may be appealed either to Step 4 of ARTICLE 7, or a procedure such as Civil Service or Veterans Preference. The election set forth above shall not apply to claims subject to the jurisdiction of the United States Equal Employment Opportunity Commission. If appealed to any procedure other than Step 4 of ARTICLE 7 the grievance is not subject to the arbitration procedure as provided in Step 4 of ARTICLE 7. The aggrieved employee shall indicate in writing which procedure is to be utilized -- Step 4 of ARTICLE 7 or another appeal procedure -- and shall give a statement to the effect that the choice of any other hearing precludes the aggrieved employee from making a subsequent appeal through Step 4 of ARTICLE 7.

ARTICLE 8 - SAVINGS CLAUSE

This AGREEMENT is subject to the laws of the United States, the State of Minnesota and the EMPLOYER. In the event any provision of this AGREEMENT shall be held to be contrary to law by a court of competent jurisdiction from whose final judgment or decree no appeal has been taken within the time provided, or federal or state administrative ruling or regulation, such

provisions shall be voided. All other provisions of this AGREEMENT shall continue in full force and effect. The voided provision may be renegotiated in the written request of either party.

ARTICLE 9 - SENIORITY

- 9.1 An employee in the bargaining unit who transfers from another department of the EMPLOYER shall accumulate total seniority from the other department only for the purposes of calculating vacation and sick leave.
- 9.2 Seniority shall be determined by the employee's length of continuous employment with the EMPLOYER, by classification recognized by this AGREEMENT. Seniority rosters shall be maintained by the EMPLOYER, on the basis of time and grade and time within specific classification.
- 9.3 The initial probationary period shall be one (1) year. During the probationary period a newly-hired or rehired employee may be discharged at the sole discretion of the EMPLOYER.
- 9.4 The probationary period of a promoted or reassigned position shall be one (1) year for any promoted or reassigned positions. During the probationary period of a promoted or reassigned employee, the employee may be replaced in their previous position at the sole discretion of the EMPLOYER.
- 9.5 A reduction of work force will be accomplished on the basis of bargaining unit seniority. The employee in a position to be reduced from force retains departmental seniority in each of the bargaining unit classes in which he has worked. He may choose demotion instead of lay-off if a lower level vacancy exists or he may choose the position of another employee with less departmental seniority in the same or formerly-held class. An employee refusing either of these options shall automatically terminate employment with the Department. An employee on lay-off shall have an opportunity to return to work within two (2) years of the time of his lay-off before any new employee is hired, except that, any employee on lay-off who is notified by registered mail to return to work and fails to do so within fourteen (14) work days shall be considered to have voluntarily terminated employment with the County.
- 9.6 Senior employees will be given preference with regard to transfer, job classification assignments and promotions when the job-relevant qualifications of employees are equal.

ARTICLE 10 - DISCIPLINE

- 10.1 The EMPLOYER will discipline employees for just cause only. Discipline will be one or more of the following forms:
 - a) oral reprimand;
 - b) written reprimand;
 - c) suspension;

- d) demotion; or
- e) discharge.

- 10.2 Suspensions, demotions and discharges will be in written form.
- 10.3 Written reprimands, to become part of an employee's personnel file shall be read and acknowledged by signature of the employee. Employees and LELS will receive a copy of such reprimands and notices of suspension and discharge.
- 10.4 Employees may examine their own individual personnel files at reasonable times, under the direct supervision of the EMPLOYER.
- 10.5 Discharges will be preceded by a five (5) day suspension without pay. This provision does not apply to Veterans.
- 10.6 Employees will not be questioned concerning an investigation of disciplinary action unless the employee has been given an opportunity to have a LELS representative at such questioning.
- 10.7 Grievances relating to this ARTICLE involving suspension, demotion or discharge shall be initiated by LELS in Step 2 of the grievance procedure under ARTICLE 7.

ARTICLE 11 - INJURY ON DUTY

In the event an employee is injured on duty without negligence of the employee and while performing their general duties as a Law Enforcement Sergeant for the EMPLOYER, a leave of absence, with pay (excluding the year-end holiday pay), may be granted for a period not to exceed seven hundred twenty (720) work hours beginning with the fourth (4th) day after an injury. The first twenty-four (24) hours of an injury shall be charged to an employee's sick leave account. The amount paid by the EMPLOYER shall be the difference between Workers' Compensation payments and the employee's regular rate of pay.

ARTICLE 12 - OVERTIME

- 12.1 Employees will be paid at one and one-half (1 ½) times the employee's regular rate of pay for hours worked in excess of the employee's regularly scheduled shift.
- 12.2 Overtime shall be distributed as equally as practicable.
- 12.3 For the purpose of computing overtime compensation, overtime hours worked shall not be pyramided, compounded, or paid twice for the same hours worked.
- 12.4 Employees have the obligation to work overtime or call-backs if requested by the EMPLOYER unless unusual circumstances prevent the employee from so working.

- 12.5 In lieu of overtime pay as provided in this section, employees may elect to receive compensatory time at the rate of one and one-half (1½) hour for each hour worked. Employees may accumulate up to eighty-four (84) hours of compensatory time. Employees may carry up to and including eighty-four (84) hours of compensatory time over to the next year. Any excess hours above eighty-four (84) will be paid the first pay period in December.

ARTICLE 13 - CALL-BACK, COURT TIME

13.1 Call-Back Time

An employee who is called to duty during their scheduled off-duty time shall receive a minimum of four (4) hours pay at one and one-half (1 ½) times the employee's base pay rate. An extension or early report to a regularly scheduled shift for duty does not qualify the employee for the four (4) hours minimum.

13.2 Court Time

An employee who is required to appear in court during their scheduled off-duty time shall receive a minimum of four (4) hours pay at one and one-half (1 ½) times the employee's base pay rate. An extension or early report to a regularly scheduled shift for court appearance does not qualify the employee for the four (4) hour minimum.

Employees required to appear in court during their off-duty time who are cancelled with less than twenty-four (24) hours notice shall receive two (2) hours pay at their regular rate.

ARTICLE 14 - VACATIONS

- 14.1 Full-time employees shall earn paid vacation according to the following schedule:
- | | |
|-------------------|-----------------------------|
| 0 - 5 years | 8 working hours per month. |
| 6 - 9 years | 10 working hours per month. |
| 10 - 14 years | 12 working hours per month. |
| 15 years and over | 14 working hours per month. |
- 14.2 Newly hired employees will earn vacation benefits calculated from the day of employment. Once earned, vacation can be used at any time during the probationary period, subject to supervisor's approval.
- 14.3 Limited carry-over accrued vacation: Since vacations provide a necessary period of rest, relaxation and refreshment, all employees are expected to take their accumulated vacation within the year following accrual. Not more than two hundred and forty (240) hours shall be carried over from one year to the next by any employee unless otherwise approved by the EMPLOYER. Every effort should be made by the Department Heads to encourage the employee to take the vacation earned during the year in which it was earned. Every effort should be made by Department Heads to schedule the work load so that vacation is possible for every eligible employee.
- 14.4 For Detention Deputy Sergeants, requested vacation periods shall be submitted from September 1st through November 30th and granted on the basis of departmental seniority for the next calendar year. For Public Safety Telecommunicator Sergeants, vacation periods shall be selected on the basis of departmental seniority until April 1st of each calendar year.
- 14.5 All employees, upon retirement or termination, shall be entitled to the accumulated vacation pay. Employees discharged for just cause shall not receive accrued vacation leave.

ARTICLE 15 - SICK LEAVE, FUNERAL LEAVE

- 15.1 Sick leave shall be earned by permanent full-time employees at the rate of eight (8) hours for each full month of service.
- 15.2 Earned sick leave may be accumulated to a maximum of nine hundred sixty (960) hours.
- 15.3 To be eligible for sick leave payment, an employee must notify the Department head or their designee, prior to the starting time of their scheduled shift. This notice may be waived if the Department head determines that the employee could not reasonably be expected to comply with this requirement because of circumstances beyond the control of the employee.
- 15.4 Accumulated paid sick leave may be approved for paid employee absences for the following reasons:

15.4.1 Because of employee illness or injury which prevents the employee from performing job duties and responsibilities

15.4.2 Because of serious illness or death in the employee's immediate family.

15.5 The Sheriff or their designee, at their discretion, may require a doctor's certificate showing the nature of any injury or illness of two shifts. In the case of suspected abuse, said two shift minimum shall not apply. The documentation provisions referenced in the Earned Sick and Safe Time Act, Minn. Stat. 181.9447, subd. 3, shall not apply to paid leave available to an employee for absences from work in excess of the minimum amount required by ESST.

15.6 Sick leave shall be granted for dental or medical appointments.

15.7 An employee may be allowed up to three working days per year, with pay, as funeral leave, said time not to be deducted from sick leave or vacation time for death in the immediate family. Immediate family is defined as Parents, spouse or children of the employee, the employee's brothers or sisters, mother-in-law or father-in-law, grandparents, grandchildren, or any relative or ward of the employee who has resided in the employee's household for a reasonable period.

Should an employee have more than one death to an immediate family member, in the same calendar year, the employee will be allowed to use up to three days of sick leave.

Employee will be allowed one (1) work day with pay for funeral leave in the event of the death of an employee's brother-in-law or sister-in-law, uncle, aunt, niece, nephew or the uncle, aunt or grandparent of the employee's spouse. If time beyond the one workday is required, the employee may be allowed up to two days of sick leave, based on the approval of the department head or County Administrator.

If the employee is requested to be a pallbearer, the employee shall be granted one working day off with pay.

15.8 Employees are not eligible to utilize leave for the purposes listed under the Earned Sick and Safe Time Act, Minn. Stat. 181.9447, subd. 1, clause (4), if the employee's preassigned or foreseeable work duties during a public emergency or weather event would require the employee to respond to such an emergency or event.

ARTICLE 16 - WORK SCHEDULES

16.1 The normal work year is two-thousand and eighty (2,080) hours to be accounted for each employee through:

a) hours worked on assigned shifts;

- b) holidays;
- c) assigned training; and
- d) authorized leave time.

16.2 Holidays and authorized leave time is to be calculated on the basis of actual length of time of the assigned shifts.

16.3 Nothing contained in this or any other ARTICLE shall be interpreted to be a guarantee of a minimum or maximum number of hours the EMPLOYER may assign the employees.

ARTICLE 17 - INSURANCE

17.1 Health Savings Account (HSA) medical insurance will be available to all eligible employees. The EMPLOYER's annual contribution to an employee's HSA account will be in the amount equal to 50% of the deductible and shall be made every payroll period in an equivalent amount.

17.2 The EMPLOYER will pay the monthly premium for full-time employees for individual group medical insurance coverage and pay for sixty percent (60%) of the cost of the employee's dependent EMPLOYER group health insurance premium.

17.3 The employee shall have the option of insuring dependents by paying the additional cost of the premium.

17.4 The EMPLOYER will pay the monthly premium for \$40,000 life insurance for employees.

17.5 In the event the health insurance provisions of this Agreement fail to meet the requirements of the Affordable Care Act and its related regulations or cause the Employer to be subject to a penalty, tax or fine, the Union and the Employer will meet immediately to bargain over alternative provisions so as to comply with the Act and avoid and/or minimize any penalties, taxes or fines for the Employer.

ARTICLE 18 - HOLIDAYS

- 18.1 The following days will be observed as paid holidays:
- | | |
|------------------------|-------------------------|
| New Year's Day | Indigenous People's Day |
| Martin Luther King Day | Veteran's Day |
| President's Day | Thanksgiving Day |
| Memorial Day | Day after Thanksgiving |
| Juneteenth | Christmas Eve Day |
| Independence Day | Christmas Day |
| Labor Day | |

18.2 Employees covered by this agreement shall be given one hundred and four (104) hours of

leave with pay during the year to compensate for holidays.

18.3 In the event the Employer is unable to schedule the one hundred and four (104) hours of leave, employees shall be paid for any accrued, unused, and unscheduled leave time in conjunction with the first pay period following December 1 of each year.

18.4 In addition to the one hundred and four (104) hours of leave, employees scheduled to work on any of the above listed holidays shall be paid at one and one-half (1½) times their regular rate for all hours actually worked on the holiday.

ARTICLE 19 - SEVERANCE PAY

All permanent employees upon 4 weeks notice of retirement or termination shall be entitled to sixty percent (60%) of the unused sick leave as severance pay. The County may grant an exception to this 4 week notice period at its discretion. Employees discharged for just cause shall not receive accrued sick leave.

ARTICLE 20 - UNIFORM ALLOWANCE AND MAINTENANCE

20.1 The EMPLOYER shall provide an initial issue of three (3) uniforms and all required equipment to each newly hired employee. After the first year of employment, employees shall receive \$950 for uniforms, footwear, outwear and uniform maintenance. The County agrees to replace personal items (i.e. eyeglasses or wristwatches) that are damaged in the line of duty that are not replaced through Court ordered restitution. Equal payments shall be made on or about July 1st and December 31st of each year for a total of \$950.

20.2 In order to receive the semiannual allowance the employee must be currently employed by the county. An employee separating will be given a prorated allowance based on the actual months of service in relation to a full year.

20.3 The County will not replace uniforms, clothing, or equipment damaged as a result of normal wear and tear. The employee will be expected to use their uniform allowance for this purpose.

ARTICLE 21 - WORKING OUT OF CLASSIFICATION

Employees assigned by the EMPLOYER to assume the responsibilities and authority of a higher job classification for four (4) or more hours shall receive the salary schedule of the higher classification for the duration of this assignment.

ARTICLE 22 - LEAVES OF ABSENCE

22.1 Military Leave

All existing Federal and State Statutes, applicable to the rights of an employee who is on a leave of absence from Goodhue County for military service, shall be applicable under

this AGREEMENT.

22.2 Court Duty

Any employee called and selected for Jury Duty, shall receive regular compensation and other benefits for such duty. Pay received for Jury Duty must be given to the EMPLOYER by the employee. Pay for the expenses may be kept by the employee.

22.3 Family Medical Leave

The County will provide leave benefits in accordance with the Federal Family Medical Leave Act. An extended Leave without pay may be granted by mutual consent of the County and the employee. During a leave without pay, seniority shall continue to accrue. Other benefits will cease to accrue. During the extended leave without pay, the employee may continue health and life insurance coverage at their own expense.

22.4 General Leave Regulations

All employees covered by this AGREEMENT are encouraged to give as much prior notice for any leave of absence as possible so that the employer can make appropriate adjustments of staff, to ensure continuation of service to the citizens of Goodhue County.

22.5 Personal Leave of Absence

Personal leaves include all leaves of absence granted for reasons other than for those stated above and shall be granted at the discretion of the EMPLOYER for a period of time not to exceed seven-hundred and twenty (720) hours. Seniority, sick leave or vacation leave shall not accrue during personal leave. Personal leave is automatically extended to the employee on sick leave where accumulated paid leave expires, until such time as the EMPLOYER decides on a formal extension of personal Leave.

22.6 Minnesota Paid Leave

Effective January 1, 2026, the Employer and employee will split the premiums associated with Paid Family and Medical Leave (PFML), or an equivalent plan, on a 50/50 basis, with the employee share payable through payroll deductions pursuant to Minn. Stat. 268B.14.

Employees may utilize accrued paid sick leave to supplement PFML not to exceed 100% of the regular wage of the employee. In the event sick leave is exhausted, employees may utilize other accrued paid leave to supplement PFML, not to exceed 100% of the regular wage of the employee.

ARTICLE 23 - JOB POSTING AND EXAMINATION FOR PROMOTIONS

Any position covered by this AGREEMENT, when vacant, shall be posted for fifteen (15) consecutive days, in a prominent place, for information of the members of the unit.

ARTICLE 24 - MILEAGE AND MEAL ALLOWANCE

Any reimbursement for mileage or meal allowance, as a result of approved staff training opportunities, to be paid as a result of this AGREEMENT, shall be reimbursed in accordance with the EMPLOYER'S current policies.

ARTICLE 25 - LEGAL PROTECTION

The EMPLOYER shall provide, through insurance coverage or otherwise, defense, necessary legal expense and other costs, to an employee, against whom a claim is made or a lawsuit is commenced, which is based upon the conduct of the employee acting in the regular course of employment, except for intentional torts, crimes or ordinance violations committed by such employee.

ARTICLE 26 - WAGES

Employees shall be paid in accordance with Appendix A Salary Schedule attached hereto and made a part of this AGREEMENT. New employees will be placed at the "Start" level of Appendix A unless the Union agrees to a higher placement. Public Safety Telecommunicator Sergeants, Detention Deputy Sergeants, and ADC Training and Compliance Sergeant will be placed at a grade 111. An employee promoted to a Sergeant position will be placed at grade 111 (Public Safety Telecommunicator Sergeant, Detention Deputy Sergeant and Training and Compliance Sergeant) at a step commensurate with the employee's experience, qualifications and other relevant factors permitted by law.

The promotion will not result in a reduction of base rate of pay but may result in the maintenance of current base rate of pay at the time of promotion. Step movement will continue on January 1 until the top of the scale is reached.

ARTICLE 27 – SHIFT DIFFERENTIAL

An hourly shift differential shall be paid when the employee works a majority of their shift between 6:00 p.m. and 6:00 a.m.

\$1.25 per hour effective the first day of the first full pay period that includes January 1, 2026

\$1.30 per hour effective the first day of the first full pay period that includes January 1, 2027

\$1.35 per hour effective the first day of the first full pay period that includes January 1, 2028

ARTICLE 28 - WAIVER

28. 1 Any and all prior agreements, resolutions, practices, policies, rules and regulations

regarding terms and conditions of employment, to the extent inconsistent with the provisions of this AGREEMENT, are hereby superseded.

28.2 The parties mutually acknowledge that during the negotiations which resulted in this AGREEMENT, each had the unlimited right and opportunity to make demands and proposals with respect to any term or condition of employment not removed by law from bargaining. All agreements and understandings arrived at by the parties are set forth in writing in this agreement for the stipulated duration of this AGREEMENT. The EMPLOYER and the UNION each voluntarily and unqualifiedly waives the right to meet and negotiate regarding any and all terms and conditions of employment referred to or covered in this AGREEMENT or with respect to any term or condition of employment not specifically referred to or covered by this AGREEMENT, even though such terms or conditions may not have been within the knowledge or contemplation of either or both of the parties at the time this CONTRACT was negotiated or executed.

ARTICLE 29 - DURATION

This AGREEMENT shall become effective as of January 1, 2026 and shall remain in effect through December 31, 2028 and shall continue in effect from year-to-year thereafter, unless either party shall notify the other, in writing, ninety (90) days prior to the termination date, that it desires to modify this AGREEMENT.

The Union and Employer shall have an initial meeting to begin negotiations for the successor Labor Agreement, no later than October 15, 2028.

IN WITNESS WHEREOF, the parties have executed this AGREEMENT on this ____ day of _____, 2026.

FOR THE COUNTY

FOR LAW ENFORCEMENT LABOR SERVICES, INC., LOCAL #46

Brian Bone

Jeffrey Davis

APPENDIX A

WAGE SCHEDULE

Effective the first day of the first full pay period that includes January 1, 2026 | 3% General Wage Adjustment

	Step 1	2	3	4	5	6	7	8	9	10	11	12
Grade 111	\$32.45	\$34.06	\$35.68	\$37.30	\$38.92	\$40.55	\$42.17	\$43.80	\$45.41	\$47.04	\$48.67	\$50.27

Effective the first day of the first full pay period that includes January 1, 2027 | 3% General Wage Adjustment

	1	2	3	4	5	6	7	8	9	10	11	12
Grade 111	\$33.42	\$35.08	\$36.75	\$38.42	\$40.09	\$41.77	\$43.44	\$45.11	\$46.77	\$48.45	\$50.13	\$51.78

Effective the first day of the first full pay period that includes January 1, 2028 | 3% General Wage Adjustment

	1	2	3	4	5	6	7	8	9	10	11	12
Grade 111	\$34.42	\$36.13	\$37.85	\$39.57	\$41.29	\$43.02	\$44.74	\$46.46	\$48.17	\$49.90	\$51.63	\$53.33

B. F.T.O. Pay

Employees assigned as Field Training Officers shall receive one (1) hour of compensatory time for each shift spent with a trainee.

**LETTER OF UNDERSTANDING
BETWEEN
GOODHUE COUNTY
AND
LAW ENFORCEMENT LABOR SERVICES, INC. #46**

This Letter of Understanding is entered into between Goodhue County (hereinafter EMPLOYER) and Law Enforcement Labor Services, Inc. #46 (hereinafter LELS #46).

WHEREAS, the EMPLOYER and LELS #46 are parties to a collective bargaining agreement; and

WHEREAS, the parties have expressed the desire to undertake an 11.5-hour shift for the Public Safety Telecommunicator Sergeants in the Sheriff's Department for the period commencing January 1, 2026 and running consecutively through December 31, 2028.

NOW, THEREFORE, the parties hereto have executed this Letter of Understanding as follows:

HOURS OF WORK

1. Public Safety Telecommunicator Sergeants regularly scheduled shift shall be 11.5 hours per day.
2. Public Safety Telecommunicator Sergeants will be guaranteed at least 1840 hours of work in the 52-week period.
3. Public Safety Telecommunicator Sergeants will not be regularly scheduled to work more than 2093 hours per year.
4. Overtime will not be paid to work normally scheduled 11.5-hour shifts; however, any hours worked in excess of 2080 hours per year will be paid at the overtime rate.
5. No Public Safety Telecommunicator Sergeant will work in excess of 2240 hours in the 52-week period.
6. If a Public Safety Telecommunicator Sergeant is laid off from employment prior to the completion of the 52-week period, the employee's earnings will be recomputed for each work week worked within the 52-week period.
7. If a Public Safety Telecommunicator Sergeant is terminated for just cause or resigns from employment prior to the completion of the 52-week period, the employee's earnings will not be recomputed for each work week worked within the 52-week work period.
8. Any hours paid for but not worked will be excluded from the 2240 hour count during the 52-week period.

9. The exception to these hours would be for the Administrative PST Sgt. Which will be a M-F 40 hours per week (80 hours per pay period) , who may work some holidays and weekends when needed, but would not normally scheduled for holidays and weekends.

DURATION

1. This Letter of Understanding shall remain in effect until December 31, 2028. During this period the Letter of Understanding may be cancelled by either party with a 60-day written notice.

COMPLETE AGREEMENT

1. This Letter of Understanding represents the complete and total agreement between the parties regarding 11.5 hour shifts for Public Safety Telecommunicator Sergeants.

IN WITNESS WHEREOF, the parties hereto have executed this Letter of Understanding this _____ day of _____, 2026.

County Board Chair

Scott Arneson, Administrator

Brian Bone

Brian Bone, Business Agent

Jeffrey Davis

Jeff Davis, Local President

**LETTER OF UNDERSTANDING
BETWEEN
GOODHUE COUNTY
AND
LAW ENFORCEMENT LABOR SERVICES, INC. #46**

This Letter of Understanding is entered into between Goodhue County (hereinafter EMPLOYER) and Law Enforcement Labor Services, Inc. #46 (hereinafter LELS #46).

WHEREAS, the EMPLOYER and LELS #46 are parties to a collective bargaining agreement; and

WHEREAS, the parties have expressed a desire to add a Minimum Value Plan health insurance (hereinafter MVP a/k/a Plan 2 or Plan 4) beginning January 1, 2026.

NOW, THEREFORE, the parties hereto have executed this Letter of Understanding as follows:

MINIMUM VALUE PLAN HEALTH INSURANCE

- The MVP a/k/a Plan 2 or Plan 4 will be available to all eligible employees.
- The EMPLOYER'S annual contribution into an employee's HSA account will be in the amount equal to 50% of the MVP a/k/a Plan 2 or Plan 4 deductible.
- The EMPLOYEE will contribute \$20 per month toward the premium for individual group medical coverage for the MVP a/k/a Plan 2 or Plan 4. The EMPLOYER will pay the remainder of the monthly premium for individual group medical coverage. Part time employees will contribute on a pro-rata basis. The EMPLOYER will pay for 60% of the cost of the employee's monthly dependent Employer group medical insurance premium.
- The employee shall have the option of insuring dependents by paying the additional cost of the premium.

DURATION

This Letter of Understanding shall remain in effect until December 31, 2028 or until a successor collective bargaining agreement or Letter of Understanding is reached.

COMPLETE AGREEMENT

This Letter of Understanding represents the complete and total agreement between the parties regarding the Minimum Value Plan Health Insurance.

IN WITNESS WHEREOF, the parties hereto have executed this Letter of Understanding this _____ day of _____, 2026.

County Board Chair

Scott Arneson, Administrator

Brian Bone

Brian Bone, Business Agent

Jeffrey Davis

Jeff Davis, Local President

**LETTER OF UNDERSTANDING
BETWEEN
GOODHUE COUNTY
AND
LAW ENFORCEMENT LABOR SERVICES, INC. #46**

This Letter of Understanding is entered into between Goodhue County (hereinafter EMPLOYER) and Law Enforcement Labor Services, Inc. #46 (hereinafter LELS #46).

WHEREAS, the EMPLOYER and LELS #46 are parties to a collective bargaining agreement; and

WHEREAS, the parties have expressed a desire to add a Health Care Savings Plan (hereinafter HCSP) administered by the Minnesota State Retirement System (MSRS) beginning January 1, 2026.

NOW, THEREFORE, the parties hereto have executed this Letter of Understanding as follows:

HEALTH CARE SAVINGS PLAN

- The HCSP will be required for all eligible employees.
- The EMPLOYEE will contribute the following amounts annually through pro-rata payroll deductions:
 - 1% of gross pay for 0-4 years of service
 - 2% of gross pay for 5-8 years of services
 - 3% of gross pay for 9-12 years of service
 - 4% of gross pay for 13 years of service and above
- Upon separation of employment the value any severance pay as outlined in ARTICLE 19 will be deposited into the EMPLOYEE's HCSP instead of having a cash out option.

DURATION

This Letter of Understanding shall remain in effect until December 31, 2028 or until a successor collective bargaining agreement or Letter of Understanding is reached.

COMPLETE AGREEMENT

This Letter of Understanding represents the complete and total agreement between the parties regarding the Health Care Savings Plan (HCSP).

IN WITNESS WHEREOF, the parties hereto have executed this Letter of Understanding this _____ day of _____, 2026.

County Board Chair

Scott Arneson, Administrator

Brian Bone

Brian Bone, Business Agent

Jeffrey Davis

Jeff Davis, Local President