



Jessica Ahlbrecht
Human Resources Manager
Jessica.Ahlbrecht@GoodhueCountyMN.gov
509 W. 5th Street
Red Wing, MN 55066

TO: Goodhue County Commissioners
FROM: Jessica Ahlbrecht, HR Manager
DATE: February 3, 2026
RE: Collective Bargaining Agreement with Law Enforcement Labor Services (LELS),
Unit #91 representing Licensed Deputies, Corporals & Investigators

Goodhue County and Law Enforcement Labor Services (LELS) Unit #91, representing Licensed Deputies, Corporals and Investigators, 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.