



Jessica Ahlbrecht
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TO: Goodhue County Commissioners
FROM: Jessica Ahlbrecht, HR Manager
DATE: February 3, 2026
RE: Memorandum of Agreement with Law Enforcement Labor Services (LELS),
Unit #92 representing Licensed Sergeants

Attached is a memorandum of agreement (MOA) for your consideration with Law Enforcement Labor Services (LELS) Unit #92, representing Licensed Sergeants. This MOA modifies article 26 (wages) and article 27 (shift differential). These changes provide consistency and uniformity among the Sheriff Office's collectively bargained employees.

We ask the Board to approve the attached memorandum of agreement.

MEMORANDUM OF AGREEMENT
between
GOODHUE COUNTY
and
LAW ENFORCEMENT LABOR SERVICES, INC. #92

This Memorandum of Agreement is entered into between Goodhue County (the "County") and Law Enforcement Labor Services, Inc. #92 ("Union").

WHEREAS, the County and the Union are parties to a collective bargaining agreement effective January 1, 2026 through December 31, 2028, representing essential Patrol Sergeants of the Goodhue County's Sheriff's Office, and

WHEREAS, the parties have expressed the desire to modify the current contract language regarding wages and shift differential, and

WHEREAS, the parties have met and conferred in good faith regarding this matter;

NOW, THEREFORE, the parties hereto have executed this Agreement as follows:

1. Article 26 of the collective bargaining agreement shall be modified as follows:

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 "Minimum" level of Appendix A and up to step 3 and including step 4 in 2026, step 5 in 2027, and step 6 in 2028 unless the Union agrees to a higher placement. An employee promoted to a Sergeant position will be placed on the Sergeant pay grade 115 commensurate with the employee's experience, qualifications, and other relevant factors permitted by law. However, the promotion will not result in a reduction in the base rate of pay.

2. Article 27 of the collective bargaining agreement shall be modified as follows:

An hourly shift differential of \$1.00 per hour shall be paid when the employee works a majority of their shift between 6:00 p.m. and 6:00 am.

- \$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

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

FOR THE COUNTY:

County Board Chair

Scott Arneson, County Administrator

FOR THE UNION:

Chad Worden
Chad Worden, Business Agent

Trevor Sullivan
Trevor Sullivan, Steward