



509 W. 5th Street  
Red Wing, MN 55066

**TO:** Honorable Goodhue County Commissioners

**FROM:** Jessica Ahlbrecht, HR Manager

**DATE:** June 25, 2024

**RE: Approve Memorandum of Agreement with LELS 91 Corporal Position**

At the May 16th County Board Meeting, approval was given to hire 2 night-shift Corporals within the Sheriff's Office. In accordance with this action, we have pursued a Memorandum of Agreement (MOA) with LELS #91 which is attached for your review.

This agreement adds Corporals to the recognition article of the collective bargaining agreement, and it amends the Working Out of Classification and Wages articles of the contract.

We recommend approval of the attached Memorandum of Agreement.

**Find your Good here.**

**MEMORANDUM OF AGREEMENT**  
**between**  
**GOODHUE COUNTY**  
**and**  
**LAW ENFORCEMENT LABOR SERVICES, INC. #91**

This Memorandum of Agreement is entered into between Goodhue County (hereafter "County") and Law Enforcement Labor Services, Inc. Local 91 (hereafter "Union") representing licensed Patrol Deputies and Investigators in the Sheriff's Office.

**WHEREAS**, the County and the Union are parties to a collective bargaining agreement effective January 1, 2023 through December 31, 2025; and

**WHEREAS**, the County recognizes a need for support on night shifts and has created a Corporal position; and

**WHEREAS**, the Corporal position has been evaluated at a grade 113; and

**WHEREAS**, the Corporal position provides an additional opportunity for growth and career advancement;

**NOW, THEREFORE**, the parties hereto have agreed as follows:

1. ARTICLE 2.1 shall be amended as follows:

The EMPLOYER recognizes LELS as the exclusive representative for all essential licensed employees of the Goodhue County Sheriff's Office, Red Wing, Minnesota, who are public employees within the meaning of Minn. Stat. 179A.03, subd. 14, excluding supervisory and confidential employees.

Deputy Sheriff

Investigator

Corporal

2. ARTICLE 21 shall be amended as follows:

ARTICLE 21 - WORKING OUT OF CLASSIFICATION

Employees A Deputy Sheriff assigned by the ~~by~~ EMPLOYER to assume the responsibilities and authority of a ~~higher job classification~~ the Corporal position for two (2) or more hours shall receive a wage commensurate with the step on the salary schedule of the ~~higher job~~ Corporal classification which will provide at least a 2% increase above the employee's regular rate of pay for the duration of this assignment.

3. ARTICLE 26 shall be amended as follows:

ARTICLE 26 - WAGES

26.1 Employees shall be paid in accordance with Appendix A Salary Schedule attached hereto and made a part of this AGREEMENT. New employees may be placed up to and including step ~~2~~ 4 of Appendix A unless the Union agrees to a higher placement. Deputy I will be a grade ~~83~~ 112, Corporal will be a grade 113 and Investigators will be a grade ~~85~~


114. An employee promoted to ~~an~~ Corporal or Investigator position will be placed at a step on the Investigator promoted position pay grade equal to or greater than 2 4% above their current pay ~~step on the Deputy I pay scale~~ rate.

4. This Agreement shall remain in effect until December 31, 2025.

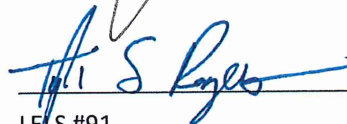
5. This Agreement represents the complete and total agreement of the parties regarding this matter.

**IN WITNESS WHEREOF**, by signing below the parties have indicated their agreement to the conditions set forth above.

\_\_\_\_\_  
Todd Greseth, County Board Chair      Date

 6/25/2024  
\_\_\_\_\_  
Tim Gannon, LELS #91      Date

\_\_\_\_\_  
Scott Arneson, County Administrator      Date

 6/25/2024  
\_\_\_\_\_  
LELS #91      Date