



Tom Day
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TO: Honorable County Commissioners
FROM: Tom Day
DATE: Wednesday, March 13, 2024
RE: Approve Memorandum of Agreement with LELS 46 – Promotions

The County and County Sheriff's office have been working with LELS 46 to create better language regarding when a Detention Deputy is promoted to a Detention Sergeant. The need for this change relates to implementation of the new pay study and how the previous CBA (collaborative bargaining agreement) language was impacted by it. The Board

The old language called for a newly promoted Sergeant to be placed at a step on the Sergeant pay grade equal to or greater than 2% above the top pay step of their current position pay scale.

With the pay study's addition of a new grade between deputies and Sergeants, and the elimination of some of the bottom steps, this created an issue in that a new Sergeant could have been placed at a step higher than some experienced Sergeants.

This MOU is a solution to get us through the remainder of the CBA which goes through 2025. There is still work that needs to be done to properly address this issue in the next CBA.

The Board recently approved similar promotional language for LELS 92.

We recommend approval of the attached Memorandum of Agreement.

MEMORANDUM OF AGREEMENT
between
GOODHUE COUNTY
and
LAW ENFORCEMENT LABOR SERVICES, INC. #46

This Memorandum of Agreement is entered into between Goodhue County (the "County") and Law Enforcement Labor Services, Inc. #46 ("Union").

WHEREAS, the County and the Union are parties to a collective bargaining agreement effective January 1, 2023 through December 31, 2025, representing employees of the Goodhue County's Sheriff's Office including ADC and Dispatch Sergeants, and

WHEREAS, the parties have expressed the desire to amend the current contract language regarding employees promoted to a Sergeant position, and

WHEREAS, Article 26 of the collective bargaining agreement provides:

An employee promoted to a Sergeant position will be placed at a step on the Sergeant pay grade equal to or greater than 2% above the top pay step of their current position pay scale.

WHEREAS, on June 20, 2023, the County Board passed a motion to move all County employees to a single pay grid as part of the David Drown and Associates pay study effective July 8, 2023, and

WHEREAS, a concern has arisen regarding promoted employees "leapfrogging" incumbent Sergeants on the wage schedule.

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

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

An employee promoted to a Sergeant position will be placed at the Sergeant grade 111 at a step that provides at least a 5% increase above current pay, but not to exceed:

- Step 7 through 12/31/2024;
- Step 8 through 12/31/2025;

However, 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. Employees promoted in 2024 whose base rate of pay is maintained at their current base rate will receive step movement on January 1, 2025, and step movement will continue on January 1 until the top of the scale is reached."

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

3. 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.

_____	_____	<i>Brian Bone</i>	03/05/2024
Todd Greseth, County Board Chair	Date	Brian Bone, LELS #46	Date

_____	_____	_____	_____
Scott Arneson, County Administrator	Date	Jeff Davis, LELS #46	Date