



Tom Day
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509 W 5th Street
Red Wing, MN 55066

TO: Honorable County Commissioners
FROM: Tom Day
DATE: Wednesday, February 28, 2024
RE: Approve Memorandum of Agreement with LELS 92 – Promotions

The County and County Sheriff's office have been working with LELS 92 for some time to create better language regarding when a Patrol Deputy is promoted to a Patrol 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 old language called for a newly promoted Sergeant to be placed on the same step as their current Deputy step, not to exceed step 8 in the Sergeant pay grade. 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.

We recommend approval of 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, 2023 through December 31, 2025, representing essential licensed employees of the Goodhue County's Sheriff's Office including Patrol 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 on the Sergeant pay grade at the same step as their current step at the time of promotion to Sergeant, not to exceed step 8 in the Sergeant pay grade. However, the promotion will not result in a reduction in the base rate of pay.

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. Paragraph one and two of Article 26 of the collective bargaining agreement shall be amended as follows:

An employee promoted to a Sergeant position will be placed on the Sergeant pay grade at the ~~same step as their current step at the time of promotion to Sergeant, not to exceed step 8 in the Sergeant pay grade.~~ step that may provide a pay increase up to 5% and not to exceed:

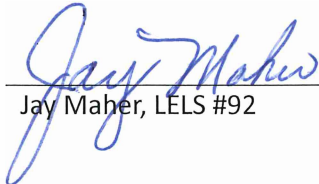
- Step 5 through 12/31/2023;
- Step 6 through 12/31/2024;
- Step 7 through 12/31/2025;

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 2023 whose base rate of pay is maintained at their current base rate will receive step movement on January 1, 2024, 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.

_____	Date		<u>10-4-23</u>
Todd Greseth, County Board Chair		Jay Maher, LELS #92	Date
_____	Date	_____	_____
Scott Arneson, County Administrator		LELS #92	Date