



509 W. 5th Street
Red Wing, MN 55066

TO: Honorable Goodhue County Commissioners
FROM: Jessica Ahlbrecht, HR Manager
DATE: September 9, 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.

At the July 3rd County Board Meeting, the Board approved a Memorandum of Agreement (MOA) with LELS #91 to implement the Corporal position. Afterwards, concerns were raised over the starting pay provision of the agreement. In an effort to maintain the high level of trust built over the years, we have revised the MOA and it is attached for your review.

We recommend approval of the revised 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 Sergeants 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 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.

