

**LETTER OF UNDERSTANDING
BETWEEN
GOODHUE COUNTY
AND
LAW ENFORCEMENT LABOR SERVICES, INC. #92**

This Letter of Understanding is entered into between Goodhue County (hereinafter EMPLOYER) and Law Enforcement Labor Services, Inc. #92 (hereinafter UNION)

WHEREAS the EMPLOYER and UNION are parties to a collective bargaining agreement;
and

WHEREAS the parties have expressed a desire modify the procedure for selecting vacation.

NOW, THEREFORE, the parties have executed this Letter of Understanding, as follows:

1. Article 14.4 of the agreement shall be modified as follows:

One first choice vacation period shall be selected on the basis of department seniority from ~~January 1st until March 1st~~ November 1st until November 30th of each calendar year for the ~~twelve-month period between April 1st and March 31st of the next calendar year.~~

Second or additional vacation requests submitted by ~~March 1st~~ November 30th will be approved by department seniority if they do not conflict with another deputy's first choice.

After ~~March 1st~~ November 30th, vacation requests will be approved on a first come – first served basis.

2. This Letter of Understanding shall remain in effect until December 31, 2025, or until a successor collective bargaining agreement or Letter of Understanding is reached.

IN WITNESS WHEREOF, the parties hereto have executed this Letter of Understanding this ____ day of October, 2025.

County Board Chair

Chad Worden, LELS #92 Business Agent

Scott Arneson, Administrator

Steward