



Melissa Cushing
Goodhue County Human Resource Director
Goodhue County

Melissa.cushing@co.goodhue.mn.us
509 W. Fifth St.
Red Wing, MN 55066
Office (651) 385.3031
Fax -- (651) 267.4872

TO: Goodhue County Commissioners
FROM: Melissa Cushing, Human Resource Director
DATE: January 4, 2022
RE: LELS #92 – Patrol Sergeants
2022 Contract

As of the date of this report, we have come to a tentative agreement with LELS #92 which is the Patrol Sergeants. The agreement includes the following:

1. Implementation of the new pay study compensation including moving from grade 84 to grade 85.
2. Moving four Sergeant's anniversary date to January to resolve leapfrogging issues.
3. Changes to the wage article as follows:

ARTICLE 26 - WAGES

Employees shall be paid in accordance with Appendix A Salary Schedule attached hereto and made a part of this AGREEMENT. New employees will be placed at the "Minimum" level of Appendix A **and up to step 3** unless the Union agrees to a higher placement. 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.** at a step on the Sergeant pay grade equal to or greater than 2% above the top pay step of the Deputy I scale.

Grade Placement – ~~Effective 1/1/13, employees will move to grade 84.~~ **Effective 12/25/21, employees will move to grade 85 as shown in Appendix A.**

Bargaining unit members employed as of December 25, 2021 implementation of the new wage scale will have their anniversary date moved to January 1 for step movement purposes only until such time as said employees are at the top of the step system.

We ask the Board to approve the changes listed above and the contract. We have forwarded the contract to the Union for review and signatures and will forward to the Board once received.