

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is entered into between Goodhue County (hereinafter "County"), LELS Local No. 91 (hereinafter "Union"), and Tucker Lemmerman (hereinafter "Lemmerman").

WHEREAS, Lemmerman has been employed by the County as a probationary Patrol Deputy since September 12, 2022 and immediately prior to that time, Lemmerman was employed as a Goodhue County Detention Deputy;

WHEREAS, the County and the Union are parties to a Labor Agreement negotiated pursuant to the Public Employment Labor Relations Act, and Lemmerman is a member of the bargaining unit represented by the Union; and

WHEREAS, the duration of Lemmerman's probationary period should have been one year in accordance with Section 9.3 of the Labor Agreement and the interests of the County and Lemmerman are best served by a one-year probationary period; and

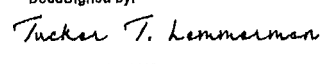
WHEREAS, the parties hereto desire to resolve this matter in the interest of providing Lemmerman a full one-year opportunity to improve his performance.

NOW, THEREFORE, the parties do hereby stipulate and agree as follows:

1. Correction of the Duration of Probationary Period. Lemmerman's employment status with the County through September 11, 2023 at 4:30 p.m. shall be deemed to be a correction of the duration of his probationary period. In accordance with Article 9 of the Labor Agreement, at any time during his probationary period through September 12, 2023, Lemmerman may be terminated at the sole discretion of the County.

2. Non-Precedent. It is understood that the terms of this Agreement are without precedent or prejudice to future similar cases involving other employees. This Agreement is based upon the unique circumstances of the present case and shall not constitute a precedent with respect to any other claim, grievance or dispute arising between the County and the Union or any member of the bargaining unit covered by the Agreement between the County and the Union.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on the dates indicated by their respective signatures.

DocuSigned by:

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Tucker Lemmerman

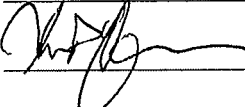
Dated: 3/14/2023

GOODHUE COUNTY

Dated: _____

LELS #91





Dated: 3/16/23