



**AGREEMENT BETWEEN THE COUNTY OF MORRISON AND MINNESOTA Law
Enforcement Labor Services UNION**

CORRECTIONS UNIT

January 1, 2026 through December 31, 2028

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PREAMBLE

This Agreement is made and entered into by and between the COUNTY OF MORRISON, hereinafter referred to as the Employer, and of Law Enforcement Labor Services, Brooklyn Center MN – Corrections Unit, hereinafter referred to as the Union.

ARTICLE 1

PURPOSE OF AGREEMENT

- 1.1 This Agreement has as its purpose the promotion of harmonious relations between the Employer, its Employees, and the Union. The furtherance of efficient governmental services; the establishment of an equitable and peaceful procedure for resolving disputes that may arise without interference or disruption of efficient operation of the office; and the establishment of a formal understanding relative to all terms and conditions of employment.

ARTICLE 2

RECOGNITION

- 2.1 The Employer recognizes the Union as the exclusive representative for all essential non-licensed employees of the Morrison County Sheriff's Office, Corrections Unit, Little Falls, MN, who are public employees as defined and identified by Minn. Stat. 179A.03, Subd. 14, the Bureau of Mediation Services Certification of Exclusive Representative (Case No 17PREO630).
- 2.2 In the event that the Employer and the Union are unable to agree as to the inclusion or exclusion of a new or modified job class, the issue shall be submitted to the Bureau of Mediation Services for determination.

ARTICLE 3

EMPLOYER AUTHORITY

- 3.1 Both parties recognize that except as expressly stated herein, the Employer shall retain whatever rights and authority necessary to operate and direct the affairs of the Morrison County Sheriff's Office in all of its various aspects, including, but not limited to, the right to direct the working forces; to plan, direct and control all the operations and services of the Office, to determine the methods, means, organization and number of personnel by which such operations and services are to be conducted; to assign and transfer employees; to schedule working hours and to assign overtime; to determine whether goods or services should be made or purchased; to hire, promote, demote, suspend, discipline, discharge or relieve employees due to lack of work or other legitimate reasons; to make and enforce rules and regulations; and to change or eliminate existing methods, equipment or facilities. Both parties also recognize that the Employer shall retain the authority and prerogative to:
 - a) Operate and manage affairs in all respects in accordance with existing and future laws and regulations of appropriate authorities, which do not conflict with this Agreement;
 - b) Maintain the efficiency of government operations; and
 - c) Take whatever actions may be necessary to carry out the missions of the Employer in emergencies.
- 3.2 The parties hereby recognize that Minnesota law applicable to the administration of the Sheriff's Office establishes the Sheriff as the appointing authority with sole responsibility and authority to employ, to remove personnel from employment, or to discipline employees, and for all matters involving direction and scheduling of employees in accord with statutory limitations. They further recognize that the Minnesota Public Employee Labor Relations Act requires and authorizes the County Board to negotiate labor agreements with certified, exclusive representatives of employees. It is, therefore, the intent and understanding of all the signatory parties to this Agreement that the division and delegation of Employer authority shall be in accord with the division of responsibility and authority contemplated by statute, and in those areas in which the Sheriff has exclusive jurisdiction, provisions of this Agreement relating to grievances will not include the County Board.
- 3.3 Specifically, the County Board's responsibility as Employer is to all matters over which the County Board has final budgetary authority. The Sheriff shall be considered the Employer for all other matters, including the sole authority to define "cause" for disciplinary purposes.

ARTICLE 4

UNION SECURITY

- 4.1 In recognition of the Union, as the exclusive representative:

- a) The Employer shall deduct an amount sufficient to provide the payment of regular dues established by

- the Union from the wages of all employees, authorizing, in writing, such deduction in a form mutually agreed upon by the Employer and the Union; and
- b) The Employer shall remit such deductions to the appropriate designated officer of the Union with a list of the names of the employees from whose wage deductions were made; and at times mutually agreed upon by the Employer and the Union; and
- c) The Union shall certify to the Employer, in writing, the current amount of regular dues to be withheld.
- d) It is understood that the Employer's obligation to provide for dues deduction and/or fair share fee as stated in Section 4.1(a) shall continue only for the period that such deductions are non-negotiable and required by PELRA.

4.2 The Employer agrees not to enter into any additional agreements with employees, individually or collectively, concerning any terms or conditions of employment.

4.3 The Union may designate two (2) members to act as stewards and shall inform the Employer within fourteen (14) days of such choice and of any changes in stewards in writing.

4.4 The Employer agrees to make space available on the Employer bulletin board for the posting of nonpolitical and non-inflammatory Union notice(s) and announcements and to make space available for Union meetings when it does not conflict with the operation of the office.

4.5 The Employer agrees to allow the officers and representatives of the bargaining unit reasonable time off and leaves of absence, with prior approval, and without pay, to conduct Union business when such time will not unduly interfere with the operations of the office.

4.6 The Employer agrees to post all promotional opportunities within the office, to publish the method by which promotions shall be made within the office, and to make copies of written work rules and regulations available to employees.

4.7 The Union shall not discriminate against, interfere with, restrain, or coerce an employee from exercising the right to join or not to join the Union and will not discriminate against any employee in the administration of the Agreement because of non-membership in the Union.

4.8 The Union agrees to indemnify and hold the Employer harmless against all claims, suits, orders, or judgments, including attorney's fees brought or issued against the Employer as a result of any action taken or not taken by the Employer under the provisions of Article 4.

ARTICLE 5

EMPLOYER SECURITY

5.1 Neither the Union, its officers or agents, nor any of the Employees covered by this Agreement will engage in, encourage, sanction, support or suggest any strike, slowdown, mass resignations, mass absenteeism, the willful absence from one's position, the stoppage of work or the abstinence in whole or part of the full faithful and proper performance of duties of employment for the purpose of inducing, influencing, or coercing a change in the conditions, compensation or rights, privileges or obligations of employment.

ARTICLE 6

EQUAL APPLICATION

6.1 The Employer shall not discriminate against, interfere with, restrain, or coerce an employee from exercising the right to join or not to join the Union or participate in an official capacity on behalf of the Union, which is in accordance with the provisions of this Agreement.

ARTICLE 7

SAVINGS

7.1 This Agreement is subject to the laws of the United States, the State of Minnesota, and the County of Morrison.

7.2 In the event that any provision of this Agreement shall be held to be contrary to law by a court of competent jurisdiction, the Equal Employment Opportunity Commission (the EEOC) or the Minnesota Department of Human Rights, from whose final judgment or decree no appeal has been taken within the time provided, such provision shall be voided. All other provisions of this Agreement shall continue in full force and effect. The voided provisions may be renegotiated upon written request of either party.

ARTICLE 8

GRIEVANCE PROCEDURE

8.1 A grievance shall be defined as a dispute or disagreement raised by an employee against the Employer involving the interpretation or application of the specific provisions of this Agreement.

8.2 The filing of a grievance or the seeking of remedy other than in accordance with the provisions of this Agreement shall serve as a bar from seeking resolution or remedy through this Agreement. An individual covered by the Veterans Preference Act may elect to use this grievance procedure in lieu of the Veterans Preference hearing. Such election must be in writing. In the event that an individual elects to use the grievance procedure in lieu of the Veterans Preference hearing, the pay and benefit rights provided pursuant to Minnesota Statutes Section 197.46 shall continue to apply but the time limits applicable to this grievance procedure shall apply. In the event that an individual elects to use the statutory Veterans Preference hearing, they shall be barred from seeking resolution or remedy through this Agreement.

8.3 Grievance Procedure: Grievances as herein defined, shall be processed in the following manner:

Step 1 -Informal

An employee claiming a violation concerning the interpretation or application of the express provisions of this Agreement shall, within twenty-one (21) calendar days after the first occurrence of the event or such time as the employee reasonably should be aware of the event giving rise to the grievance, present such grievance to their supervisor who is designated for this purpose by the Employer. The supervisor shall give their oral or written answer within ten (10) calendar days after such presentation.

Step 2 -Formal

The grievance shall be referred in writing to the Sheriff or their designated representative within ten (10) calendar days after the designated supervisor's answer in Step 1 and shall be signed by both the employee and the Union Representative. The written grievance shall set forth the nature of the grievance and facts on which it is based, the provision or provisions of the Agreement allegedly violated, and the relief requested. The Sheriff or their designated representative shall discuss the grievance within ten (10) calendar days with the employee and the Union steward at a time mutually agreeable to the parties. If the grievance is settled as a result of such a meeting, the settlement shall be reduced to writing and signed by the Sheriff or their designated representative, and the Union. If no settlement is reached, the Sheriff or their designated representative shall give a written answer to the Union within ten (10) calendar days following their meeting.

Step 3 -Appeal

If the grievance is not settled in Step 2 and the Union representative desires to appeal, it shall be referred by the employee and the Union Representative in writing as specified in Step 2 to the County Board of Commissioners, or their designated representative within ten (10) calendar days after the Sheriff or their designated representative's answer in Step 2. A meeting between the County Board of Commissioners or their designated representative, the employee and the Union Representative shall be held at a time mutually agreeable to the parties. If the grievance is settled as a result of such a meeting, the settlement shall be reduced to writing and signed by the County Board of Commissioners or their designated representative, and the Union. If no settlement is reached, the County Board of Commissioners, or their designated representative, shall give the Employer's written answer to the Union within ten (10) calendar days following the meeting. Disciplinary actions shall not be subject to Step 3 and may be appealed directly to Step 4. A grievance unresolved in Step 3, including discipline actions, may, by mutual agreement of the parties, be submitted to mediation through the Bureau of Mediation Services. A submission to mediation preserves the timelines for filing Step 4.

Step 4 -Arbitration

If the grievance is not settled in accordance with the foregoing procedure, either party may refer the grievance to arbitration, within ten (10) calendar days after the Union's receipt of the Employer's written response to Step 3. A request shall be made to the Bureau of Mediation Services to submit a panel of seven (7) arbitrators. The arbitrator shall be notified of their selection by a joint letter from the Employer and the Union requesting that they set a time and a place subject to the availability of the Employer and the Union representatives. The fee and expenses of the arbitrator and any other expenditure required in connection with the arbitration procedure, including special services mutually agreed to by the parties, shall be divided equally between the Employer and the Union; provided, however, that each party shall be responsible for compensating its own representatives and witnesses. The arbitrator shall not have the right to amend, modify,

nullify, ignore, add to, or subtract from the provisions of this Agreement. The arbitrator shall consider and decide only the specific issue(s) submitted to them in writing by the Employer and the Union and shall have no authority to make a decision on any other issues not so submitted to them. The arbitrator shall be without power to make decisions contrary to or inconsistent with or modify or vary in any way, the application of laws, rules, or regulations having the force and effect of law. The arbitrator shall submit their decision, in writing, within thirty (30) days following the close of the hearing or the submission of briefs by the parties, whichever is later, unless the parties mutually agree to an extension thereof. The decision shall be based solely upon the arbitrator's interpretation or application of the express terms of this Agreement and on the facts of the grievance presented. If the grievance is not covered by the express provisions of this Agreement, the arbitrator shall refer the grievance back to the parties without decision or recommendation. The parties may, by mutual written Agreement, agree to submit more than one grievance to an arbitrator, provided that each grievance will be considered as a separate issue and each on its own merits.

8.4 If a grievance is not presented within the time limits set forth above, it shall be considered "waived". If the grievance is not appealed to the next step within the specified time limit or any agreed extension thereof, it shall be considered settled on the basis of the Employer's last answer. If the Employer does not answer a grievance or an appeal thereof within the specified time limits, the employee and the Union shall treat the grievance as denied at that step and may immediately appeal the grievance to the next step. The time limit in each step may be extended by mutual written Agreement of the Employer and the Union representatives involved in each step. Days as used in this Article shall mean calendar days.

ARTICLE 9

DISCIPLINE

9.1 The Employer will discipline for cause only. Discipline will be in one or more of the following forms:

- a) Oral reprimand
- b) Written reprimand
- c) Suspension
- d) Demotion, or
- e) Discharge

9.2 Notices of suspension, demotions and discharges will be in written form and will state the reason(s) for the action taken. Suspensions will set forth the time for which the suspension shall be effective. Demotions will state the classification to which the employee is demoted. The Union shall be provided with a copy of each such notice.

9.3 Written reprimands, notices of suspension, and notices of discharge which are to become part of an employee's personnel file shall be read and acknowledged by signature of the employee. The employee will receive a copy of such reprimands and/or notices.

9.4 Employees shall be permitted to have a Union representative present when being questioned concerning disciplinary action involving suspension, demotion, or discharge.

9.5 Employees may not be suspended without pay for more than thirty (30) working days in any calendar year. Discharges will be preceded by a five (5) calendar day suspension without pay.

9.6 Employees may examine their own individual personnel files at reasonable times under the direct supervision of the Employer.

9.7 Grievances relating to suspension, demotion or discharge under the provisions of this Article may be initiated by the Union in Step 2 of the Grievance Procedure.

ARTICLE 10

VOLUNTARY SHIFT SWITCHING

10.1 Employees may voluntarily switch shifts when the office's workload permits, with prior approval and at the discretion of the Sheriff or their designee. Voluntary switching of shifts shall not obligate the Employer for premium pay.

ARTICLE 11

SENIORITY

- 11.1 Definition. Seniority shall mean an employee's length of service with the Employer since their last date of hire. An employee's continuous service shall be broken only by separation from service by reasons of resignation, discharge for cause, retirement or death. When two or more employees have the same seniority date, their position on the seniority list shall be determined by lot.
- 11.2 Lay Offs. When a reduction in the workforce becomes necessary, the employee with the least seniority in the job classification shall be laid off first. The last employee laid off shall be the first to be recalled for work. No new employees shall be hired until the layoff list has been exhausted. If an employee has not been recalled from layoff within two (2) calendar years of the date of layoff, their name shall be removed from the layoff list and they shall be deemed to have resigned.
- 11.3 Probationary Employees. Each newly hired or rehired employee shall serve a working test probationary period, during which the employee may be discharged at the sole discretion of the Employer. The probation period for Employees covered by this Agreement shall be 2080 hours or 24 months of service, whichever comes first.
- 11.4 A promoted or reassigned employee shall serve a one (1) calendar year probationary period and may be returned to their previous position at the sole discretion of the Employer during such period. Extension of the promotional probationary period may apply in circumstances similar to those allowed for extension of probation for a newly hired or rehired employee.
- 11.5 It shall be the policy of the Employer to consider present employees for positions within the bargaining unit above the entry level whenever possible. Such positions shall be posted, and qualified employees shall be given prior consideration for the vacant position before it is filled from outside the Office. If two or more equally qualified employees or applicants apply for the same position, determination of the appointment shall be made according to seniority.

ARTICLE 12

CONSTITUTIONAL PROTECTION

- 12.1 Employees shall have the rights guaranteed to all citizens by the United States and the Minnesota State Constitution.

ARTICLE 13

WORK SCHEDULE

- 13.1 The normal work year shall consist of two thousand eighty (2080) hours to be accounted for by each employee through:
 - Scheduled hours of work (including any required roll call time)
 - Holidays
 - Training
- 13.2 The Sheriff shall have sole authority to establish normal workday schedules for covered employees for up to twelve (12) consecutive hours per shift. Each shift may include a thirty (30) minute paid meal break when the office workload permits, provided that employees remain available to respond to emergencies.
- 13.3 Employees will receive a one dollar (\$1.00) per hour shift differential for all hours actually worked between 4:00 p.m. and 8:00 a.m. Monday through Friday and all hours actually worked between 4:00 p.m. Friday and 8:00 a.m. the following Monday.
- 13.4 Any other employees who are unable to take breaks while working either the daytime or evening shift (but not the graveyard shift) shall be eligible to receive compensatory time for breaks they are unable to take. For each break an employee cannot take, an equivalent amount of compensatory time plus an additional equal amount shall be authorized. The authorization procedure shall be identical to that used to authorize overtime pay.
- 13.5 Nothing contained in this or any other Article shall be interpreted to be a guarantee of a minimum or maximum number of hours the Employer may assign employees.
- 13.6 Employees shall bid for shifts based on classification seniority by December 1st of each year, to become effective the first pay period beginning on or after January 1st of the following year, provided the employee is qualified to

perform the work. Each team shall consist of three (3) employees, and for the sole purpose of shift bidding, each team must include a minimum of one (1) male and one (1) female and one Sergeant. This requirement applies exclusively to the shift bidding process and shall not be construed to restrict management's overall staffing discretion outside of shift bidding. If, at any point during the bidding process, an employee's selection would result in a team that does not meet the minimum gender and rank requirements, that employee must select from the remaining shifts that preserve compliance with this requirement.

ARTICLE 14

COURT TIME

14.1 An employee required to appear in court during their scheduled off-duty time shall receive a minimum of three (3) hours pay at one and one-half (1-1/2) times the employee's base pay rate. Additional time spent in court, over the three-hour minimum, shall be compensated at the employee's base rate but shall count in determining eligibility for overtime, pursuant to Article 16. An extension or early report to a regularly scheduled shift does not qualify the employee for the three (3) hour minimum.

ARTICLE 15

CALLBACK

15.1 Any employee called back to work outside the employee's regular schedule, except for court appearances, shall be paid at time and one-half (1-1/2) the employee's regular rate of pay for a minimum of two (2) hours at time and one-half (1-1/2). An extension of a shift shall be calculated according to Article 16.1.

ARTICLE 16

OVERTIME

16.1 Full-time employees shall be compensated at one and one-half (1-1/2) times the employee's regular base rate of pay for hours worked in excess of the employee's regularly scheduled shift or, at the employee's choice, the equivalent amount of comp time. Part-time employees shall be compensated at one and one-half (1-1/2) times the employee's regular base rate of pay for hours worked in excess of one hundred sixty (160) in each twenty-eight (28) day cycle established by the Employer. Compensatory time off shall be allowed to build to a maximum bank of one hundred (100) hours which may be taken off at times mutually agreeable to the employee and the Sheriff, any additional hours earned above what is allowed to be banked will be paid out in cash at the employee's current rate of pay. Employees will be permitted to cash out accumulated compensatory hours throughout the year.

16.2 Overtime will be reimbursed pursuant to County policy. Any changes to policy that affect terms and conditions of employment will be negotiated.

16.3 Any employee who is assigned to a training school or required meeting on their normally scheduled off duty time shall receive compensatory time or pay, at the employee's request, at straight time rates for a minimum of two (2) hours.

16.4 In the event that the total hours spent training and traveling on a day is part of the employee's regularly scheduled shift and is less than the length of the employee's regularly scheduled shift, the Employer will be prepared with additional training instruction and/or teambuilding exercises to fill the remainder of the scheduled time. The employee should expect to remain at training for the entire period scheduled, but if additional training is not provided and the Jail Administrator or designee releases employees early, they will be paid for the remainder of the scheduled training period. For purposes of this paragraph, the time spent training shall be considered the time the training is scheduled for, not the time training lets out, to account for training through lunch and/or breaks.

Reimbursement will be pursuant to County policy. Any changes to policy that affect terms and condition of employment will be negotiated.

ARTICLE 17

PAID TIME OFF (PTO)

17.1 The members of this bargaining unit will be covered by the PTO policy as outlined in the personnel policies to the extent that the policies are not inconsistent with the terms of this Agreement. Any changes to the County policies on PTO will be negotiated with the Union prior to application to the members of the bargaining unit.

17.2 In order to establish the use of planned PTO or Compensatory time, the Employer shall have the entire upcoming year's schedule available no later than November 1st of the preceding year. Employees that desire a specific time off using PTO or Compensatory time shall submit their request for the upcoming year no later than December 15th of the preceding year. One (1) Employee per shift shall be approved off by seniority. Employees are not required to request all their PTO or Compensatory time use during this time period.

One (1) Employee off per shift shall be approved for planned use of PTO or Compensatory time with approval by the Employer, however, the Employer will not restrict the number of people off using PTO or Compensatory time if the employee finds their own replacement. Employees can find their own replacements by switching shifts or finding a part-time employee to work for them, if it does not result in premium pay (unless there is a special or exigent circumstance that is approved by the Employer). Seniority will only prevail during the November 1st through December 15th bidding process for the upcoming year. All other time off requests will be approved on a first come, first serve basis.

ARTICLE 18

LEAVES OF ABSENCE

18.1 Funeral Leave. The Employer shall grant a leave of absence with pay, not to exceed three (3) shifts, in the event of death in the employee's immediate family as defined by the County's Personnel Policies.

18.2 Jury Duty. Pursuant to the County's policy regarding jury duty. Any changes to policy that affect terms and condition of employment will be negotiated.

18.3 Other Leaves of Absence. The leaves of absence described in Articles 13, 14 and 16 of the County personnel policies shall be available to employees covered by this Agreement as provided in the County personnel policies to the extent that such leaves are not inconsistent with the terms of this Agreement. A day of leave for purposes of these sections will be eight (8) hours except for military leave.

ARTICLE 19

HOLIDAYS

19.1 Twelve (12) days during a calendar year shall be considered as holidays for all full-time employees. The holidays shall be:

New Year's Day	Martin Luther King's Birthday
President's Day	Indigenous People Day
Memorial Day	Thanksgiving Day
Juneteenth	Veteran's Day
Independence Day	Christmas Eve
Labor Day	Christmas Day

19.2 All full-time employees shall be compensated twelve (12) hours, half paid (6 hours) and half comp (6 hours) for holidays for which they were on an approved paid status the first day before and the first day following the holiday.

Approved pay status is defined as the employee is on the most current schedule regardless of whether the employee is scheduled to work the day in question and includes instances in which the employee is on approved PTO. This holiday benefit will not be paid to employees on an unpaid leave of absence except as required by law.

19.3 All full-time and part-time employees shall be paid time and one-half (1-1/2) for all hours worked on holidays listed in ARTICLE 19.1.

19.4 Full-time Employees will receive one additional "floating" holiday, which will be one full scheduled workday. This holiday may be taken by an employee when the needs of the Employer do not require their presence at work. Employees must use the Floating Holiday prior to December 1 each year or it shall be forfeited.

19.5 Holidays defined in Section 19.1 shall be calculated as defined in Section 19.2 regardless of the schedule worked by the employee.

19.6 Due to the fact that the Screening Bailiff's assigned duties do not exist if court is not in session, the parties agree that it is more appropriate for the assigned position to follow the general court-house holiday schedule. Also, the Escort Officer and STS Crew Leader assignment, due to the unique circumstances of the assigned position, the regular Monday-Friday shift, and the STS Crew Leader and Escort Officer assigned duties are not essential during

government holidays. Given the number of days is the same, instead of the holidays outlined in 19.1 of the collective bargaining agreement. The schedule is as follows:

New Year's Day	Martin Luther King Day
President's Day	Memorial Day
Juneteenth	Independence Day
Labor Day	Veterans Day
Thanksgiving Day	Christmas Eve Day
Friday following Thanksgiving	Christmas Day

All holidays for the Screening Bailiff and STS Crew Leader and Escort Officer will be compensated by having eight (8) hours of holiday pay for each holiday during which they were on an approved paid status the first day before and the first day following the holiday.

ARTICLE 20

INJURED ON DUTY

20.1 At the Employer's discretion, an employee (a) acting within the limits of the authority established by the Employer, (b) who receives a disabling injury during the performance of assigned official duties performing acts required by law, (c) under risk conditions which are unique to law enforcement work, and (d) wherein the Employer has determined that the employee has not contributed to the cause of the injury through negligence, judgmental decision, out of wrongful or willful or wanton neglect of duty or other action or inaction, may be granted leave with pay for any period of disability provided that such leave with pay shall not exceed ninety (90) calendar days. Such disabling injury shall be reported to the appointing authority immediately. Request for such leave shall be presented to the Employer together with supporting documentation including appropriate physician(s) reports. Such leave, if granted, shall not be charged to normal PTO leave.

ARTICLE 21

COMPLETE AGREEMENT AND WAIVER OF BARGAINING

21.1 This Agreement shall represent the complete Agreement between LELS, Corrections Unit and the Employer.

21.2 The parties acknowledge that during the negotiations which resulted in this Agreement, each had the right and opportunity to make requests and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that complete understandings and agreements arrived at by the parties after the exercise of the right and opportunity are set forth in this Agreement. Therefore, the Employer and the Union, for the life of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to or covered in this Agreement or with respect to any subject or matter not specifically referred to or covered by this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement.

21.3 This Agreement contains the entire understanding, undertaking, and Agreement of the Employer and the Union, after exercise of the right and opportunity referred to in the first section of this Section, and finally determines all matters of collective bargaining for its term. Changes in this Agreement, whether by addition, waiver, deletion, amendment, or modification, must be reduced to writing and executed by both the Employer and the Union.

ARTICLE 22

OUTSIDE EMPLOYMENT

22.1 An employee may accept outside employment during their off-duty hours, provided such employment is not illegal, does not involve the use of police powers and would not bring discredit to their position or to the Employer. Employees must notify the Employer, in writing, prior to commencing such employment and may be required by the Employer to justify continued employment if the Employer receives complaints relative to conflict of interest or other valid objection to the employment. An employee may not hold themselves as a County employee to their other Employer or to the public when engaged in outside employment. The Sheriff may authorize the use of the uniform in certain outside employment situations.

ARTICLE 23

COMPENSATION

23.1 2026. Effective the first paycheck received in January 2026, 3% COLA will be applied to all wages.
2027. Effective the first paycheck received in January 2027, 3% COLA will be applied to all wages.
2028. Effective the first paycheck received in January 2028, 3% COLA will be applied to all wages.

Effective in January 2027, Step 1 will be removed from the Salary Scale, and an additional Step 10 at 4% will be added to the end of the scale, and renumbering of the scale will reflect 10 steps. Employees who have been at Step 10 for more than 12 months, will move to the new Step 10. Employees will move to the next appropriate step, when applicable, on their anniversary date.

23.2 Step movement for part-time employees. Step movement for part-time employees on the Wage Appendix will be based on actual hours worked.

23.3 An individual promoted shall have their salary placed within the new salary range. Placement will be based on experience, qualifications, length of service, and other relevant factors permitted by law. An employee being promoted may voluntarily share their current rate of pay with the county to ensure that their new pay rate is increased by a minimum of 4%. The promotional change shall not change the anniversary date for purposes of range movement or step adjustment.

23.4 Deferred Compensation: contributions will be made in line with Morrison County Personnel policies. Any changes to policy that affect terms and condition of employment will be negotiated.

In addition, all severance payments upon termination shall be paid into Post-Retirement Health Care Savings Plan. This includes accrued and unused PTO, Compensatory Time Off and other severance payments. If an employee has less than 40 hours of PTO, Comp time and sick bank, severance will be paid in cash.

All compensatory time off accumulated over one hundred (100) hours shall also, on a quarterly basis, be paid into deferred compensation at the employee's current hourly rate.

23.5 Morrison County will align with longevity pursuant to the personnel policy for the years of service. Any changes to policy that affect terms and condition of employment will be negotiated.

15 years: 2% of base salary
20 years: 3%
25 years: 3%
30 years: 3%
35 years: 3%

23.6 Correctional Officers formally assigned by the Sheriff to field training officer ("FTO") duties for a new correctional officer, respectively, will receive an additional one dollar and 75/100 (\$1.75) per hour for actual hours spent performing FTO duties.

23.7 The Employer and employee will split the premiums for the Minnesota Paid Family and Medical Leave on a 50/50 basis with the employee share payable through payroll deductions pursuant to Minn. Stat. 268B.14. The Employer also agrees that an employee may choose to supplement PFML by utilizing any accruals available, not to exceed 100% of their regular wages.

ARTICLE 24

INSURANCE

24.1 The Employer agrees to continue a hospital and medical insurance program to be available to full-time employees and dependents, subject to the limitations, benefits and conditions established by the contract between the Employer and the insurance carrier. Any changes in the benefits coverage shall be negotiated with the Union.

24.2 The Employer agrees to continue a term life insurance program, subject to the limitations, benefits and conditions established by the contract between the Employer and the insurance carrier, providing Twenty Thousand and no/100 Dollars (\$20,000) death benefit for all benefit eligible employees covered by this Agreement. The Employer agrees to continue an agreement with the term life insurance carrier to provide that each employee, at their option, may purchase additional life insurance equivalent to the amount purchased by the Employer from such carrier. It shall be the employee's responsibility to prove insurability.

24.3 The Employer's contributions towards insurance benefits will consist of a monthly lump sum amount which will be applied to the benefit coverage selected by the employee. These changes will be effective on the date corresponding to salary adjustments for those respective years.

The Employer will contribute to insurance as outlined in the attached Memorandum of Understanding.

When the Employer contribution is less than the total premium amounts, the employee will be required to pay the premium balance for any coverage.

The Union agrees that, for the stated duration of this Agreement, the County may switch health insurance providers and maintain the same general plan structure to the nearest level of benefits offered even if such change would be considered a reduction in aggregate value of benefits provided that such change is effective for all County bargaining units. The County will provide notice to the Union prior to switching providers and will meet and confer, upon request of the Union, on the change.

24.4 The benefits of part-time employees shall be pro-rated based on the actual number of hours worked during a calendar year, except for health insurance that requires an average of 30 hours or more per week for coverage.

24.5 The County shall contribute up to two hundred dollars (\$200) per month toward the cost of the health insurance premium for retired regular full-time employees with dates of employment on or before January 1, 2013 who are eligible for a PERA annuity pursuant to Minn. Stat. §353E (correctional officers) who have been employed for twenty (20) continuous years or more at the time of retirement from the County. The employer contribution shall be for any health plan included in the County's cafeteria plan only and shall be limited to not more than the same monthly amount as is applicable to active employees. This benefit will continue until the employee is Medicare eligible or a duration not to exceed ten (10) years, whichever comes first.

ARTICLE 25

UNIFORMS

25.1 The Employer shall provide a uniform allowance payment every six (6) months to all employees except new hires who shall have their allowance reduced by the cost of their initial uniform issue. Using this formula, the uniform allowance will be four hundred, seventy-five dollars and 00/100 (\$475.00) for the term of this contract. The uniform allowance is subject to withholding.

ARTICLE 26

SAFETY

26.1 Safety on the job is the mutual responsibility of the Employer and employee. All employees are encouraged to suggest ways to improve and maintain a safe working environment.

26.2 An employee who is injured on the job must notify their supervisor immediately.

ARTICLE 27

DURATION

27.1 Except as herein provided, this Agreement shall be effective January 1, 2026, and shall continue in full force and effect until December 31, 2028, and thereafter until modified or amended by mutual Agreement of the parties. Either party desiring to amend or modify this Agreement shall notify the other in writing by August 1st of the year in which modifications are desired, so as to comply with the provisions of the Public Employment Labor Relations Act of 1971, as amended.

This agreement was entered into on the 16th day of December, 2025.

County of Morrison

Matt LeBlanc, Administrator

Mike LeMieur, Board Chairman, County Commissioners

Law Enforcement Labor Services, Corrections Unit

Robin Rosser

Union, Staff Representative

Carrie Herman

Union Representative

2026	Steps									
	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
Grade	1	2	3	4	5	6	7	8	9	10
1	\$19.57	\$20.35	\$21.17	\$22.01	\$22.89	\$23.81	\$24.76	\$25.75	\$26.78	\$27.85
2	\$20.55	\$21.37	\$22.23	\$23.11	\$24.04	\$25.00	\$26.00	\$27.04	\$28.12	\$29.25
3	\$21.58	\$22.44	\$23.34	\$24.27	\$25.24	\$26.25	\$27.30	\$28.39	\$29.53	\$30.71
4	\$22.65	\$23.56	\$24.50	\$25.48	\$26.50	\$27.56	\$28.67	\$29.81	\$31.00	\$32.24
5	\$23.79	\$24.74	\$25.73	\$26.76	\$27.83	\$28.94	\$30.10	\$31.30	\$32.55	\$33.86
6	\$24.98	\$25.98	\$27.01	\$28.10	\$29.22	\$30.39	\$31.60	\$32.87	\$34.18	\$35.55
7	\$26.23	\$27.27	\$28.37	\$29.50	\$30.68	\$31.91	\$33.18	\$34.51	\$35.89	\$37.33
8	\$27.54	\$28.64	\$29.78	\$30.98	\$32.21	\$33.50	\$34.84	\$36.24	\$37.69	\$39.19
9	\$28.91	\$30.07	\$31.27	\$32.52	\$33.83	\$35.18	\$36.59	\$38.05	\$39.57	\$41.15
10	\$30.36	\$31.57	\$32.84	\$34.15	\$35.52	\$36.94	\$38.41	\$39.95	\$41.55	\$43.21
11	\$31.88	\$33.15	\$34.48	\$35.86	\$37.29	\$38.78	\$40.34	\$41.95	\$43.63	\$45.37
12	\$33.47	\$34.81	\$36.20	\$37.65	\$39.16	\$40.72	\$42.35	\$44.05	\$45.81	\$47.64
13	\$35.14	\$36.55	\$38.01	\$39.53	\$41.11	\$42.76	\$44.47	\$46.25	\$48.10	\$50.02
14	\$36.90	\$38.38	\$39.91	\$41.51	\$43.17	\$44.90	\$46.69	\$48.56	\$50.50	\$52.52
15	\$38.75	\$40.30	\$41.91	\$43.59	\$45.33	\$47.14	\$49.03	\$50.99	\$53.03	\$55.15
16	\$41.07	\$42.71	\$44.42	\$46.20	\$48.05	\$49.97	\$51.97	\$54.05	\$56.21	\$58.46
17	\$43.54	\$45.28	\$47.09	\$48.97	\$50.93	\$52.97	\$55.09	\$57.29	\$59.58	\$61.97
18	\$46.15	\$47.99	\$49.91	\$51.91	\$53.99	\$56.15	\$58.39	\$60.73	\$63.16	\$65.68
19	\$48.92	\$50.87	\$52.91	\$55.03	\$57.23	\$59.52	\$61.90	\$64.37	\$66.95	\$69.62
20	\$51.85	\$53.93	\$56.08	\$58.33	\$60.66	\$63.09	\$65.61	\$68.23	\$70.96	\$73.80
21	\$54.96	\$57.16	\$59.45	\$61.83	\$64.30	\$66.87	\$69.55	\$72.33	\$75.22	\$78.23
22	\$57.71	\$60.02	\$62.42	\$64.92	\$67.51	\$70.22	\$73.02	\$75.94	\$78.98	\$82.14

2027	Steps									
	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
Grade	1	2	3	4	5	6	7	8	9	10
1	\$20.96	\$21.80	\$22.67	\$23.58	\$24.52	\$25.51	\$26.53	\$27.59	\$28.69	\$29.84
2	\$22.01	\$22.89	\$23.81	\$24.76	\$25.75	\$26.78	\$27.85	\$28.97	\$30.12	\$31.33
3	\$23.11	\$24.04	\$25.00	\$26.00	\$27.04	\$28.12	\$29.24	\$30.41	\$31.63	\$32.90
4	\$24.27	\$25.24	\$26.25	\$27.30	\$28.39	\$29.53	\$30.71	\$31.93	\$33.21	\$34.54
5	\$25.48	\$26.50	\$27.56	\$28.66	\$29.81	\$31.00	\$32.24	\$33.53	\$34.87	\$36.27
6	\$26.76	\$27.83	\$28.94	\$30.10	\$31.30	\$32.55	\$33.85	\$35.21	\$36.62	\$38.08
7	\$28.09	\$29.22	\$30.39	\$31.60	\$32.86	\$34.18	\$35.55	\$36.97	\$38.45	\$39.99
8	\$29.50	\$30.68	\$31.90	\$33.18	\$34.51	\$35.89	\$37.32	\$38.82	\$40.37	\$41.98
9	\$30.97	\$32.21	\$33.50	\$34.84	\$36.23	\$37.68	\$39.19	\$40.76	\$42.39	\$44.08
10	\$32.52	\$33.82	\$35.17	\$36.58	\$38.05	\$39.57	\$41.15	\$42.80	\$44.51	\$46.29
11	\$34.15	\$35.51	\$36.93	\$38.41	\$39.95	\$41.55	\$43.21	\$44.94	\$46.73	\$48.60
12	\$35.85	\$37.29	\$38.78	\$40.33	\$41.94	\$43.62	\$45.37	\$47.18	\$49.07	\$51.03
13	\$37.65	\$39.15	\$40.72	\$42.35	\$44.04	\$45.80	\$47.64	\$49.54	\$51.52	\$53.58
14	\$39.53	\$41.11	\$42.76	\$44.47	\$46.24	\$48.09	\$50.02	\$52.02	\$54.10	\$56.26
15	\$41.51	\$43.17	\$44.89	\$46.69	\$48.56	\$50.50	\$52.52	\$54.62	\$56.80	\$59.08
16	\$44.00	\$45.76	\$47.59	\$49.49	\$51.47	\$53.53	\$55.67	\$57.90	\$60.21	\$62.62
17	\$46.64	\$48.50	\$50.44	\$52.46	\$54.56	\$56.74	\$59.01	\$61.37	\$63.82	\$66.38
18	\$49.43	\$51.41	\$53.47	\$55.61	\$57.83	\$60.14	\$62.55	\$65.05	\$67.65	\$70.36
19	\$52.40	\$54.50	\$56.68	\$58.94	\$61.30	\$63.75	\$66.30	\$68.96	\$71.71	\$74.58
20	\$55.54	\$57.77	\$60.08	\$62.48	\$64.98	\$67.58	\$70.28	\$73.09	\$76.02	\$79.06
21	\$58.88	\$61.23	\$63.68	\$66.23	\$68.88	\$71.63	\$74.50	\$77.48	\$80.58	\$83.80
22	\$61.82	\$64.29	\$66.87	\$69.54	\$72.32	\$75.21	\$78.22	\$81.35	\$84.61	\$87.99

2028	Steps									
	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
Grade	1	2	3	4	5	6	7	8	9	10
1	\$21.59	\$22.45	\$23.35	\$24.28	\$25.26	\$26.27	\$27.32	\$28.41	\$29.55	\$30.73
2	\$22.67	\$23.57	\$24.52	\$25.50	\$26.52	\$27.58	\$28.68	\$29.83	\$31.02	\$32.26
3	\$23.80	\$24.75	\$25.74	\$26.77	\$27.84	\$28.96	\$30.12	\$31.32	\$32.57	\$33.88
4	\$24.99	\$25.99	\$27.03	\$28.11	\$29.24	\$30.41	\$31.62	\$32.89	\$34.20	\$35.57
5	\$26.24	\$27.29	\$28.38	\$29.52	\$30.70	\$31.93	\$33.20	\$34.53	\$35.91	\$37.35
6	\$27.55	\$28.66	\$29.80	\$30.99	\$32.23	\$33.52	\$34.86	\$36.26	\$37.71	\$39.22
7	\$28.93	\$30.09	\$31.29	\$32.54	\$33.85	\$35.20	\$36.61	\$38.07	\$39.59	\$41.18
8	\$30.38	\$31.59	\$32.86	\$34.17	\$35.54	\$36.96	\$38.44	\$39.97	\$41.57	\$43.24
9	\$31.90	\$33.17	\$34.50	\$35.88	\$37.31	\$38.81	\$40.36	\$41.97	\$43.65	\$45.40
10	\$33.49	\$34.83	\$36.22	\$37.67	\$39.18	\$40.75	\$42.38	\$44.07	\$45.84	\$47.67
11	\$35.17	\$36.57	\$38.04	\$39.56	\$41.14	\$42.78	\$44.50	\$46.28	\$48.13	\$50.05
12	\$36.92	\$38.40	\$39.94	\$41.53	\$43.20	\$44.92	\$46.72	\$48.59	\$50.53	\$52.55
13	\$38.77	\$40.32	\$41.93	\$43.61	\$45.36	\$47.17	\$49.06	\$51.02	\$53.06	\$55.18
14	\$40.71	\$42.34	\$44.03	\$45.79	\$47.62	\$49.53	\$51.51	\$53.57	\$55.71	\$57.94
15	\$42.74	\$44.45	\$46.23	\$48.08	\$50.00	\$52.01	\$54.09	\$56.25	\$58.50	\$60.84
16	\$45.31	\$47.12	\$49.01	\$50.97	\$53.01	\$55.13	\$57.33	\$59.62	\$62.01	\$64.49
17	\$48.03	\$49.95	\$51.95	\$54.02	\$56.19	\$58.43	\$60.77	\$63.20	\$65.73	\$68.36
18	\$50.91	\$52.95	\$55.06	\$57.27	\$59.56	\$61.94	\$64.42	\$66.99	\$69.67	\$72.46
19	\$53.96	\$56.12	\$58.37	\$60.70	\$63.13	\$65.66	\$68.28	\$71.01	\$73.85	\$76.81
20	\$57.20	\$59.49	\$61.87	\$64.34	\$66.92	\$69.59	\$72.38	\$75.27	\$78.28	\$81.42
21	\$60.63	\$63.06	\$65.58	\$68.20	\$70.93	\$73.77	\$76.72	\$79.79	\$82.98	\$86.30
22	\$63.67	\$66.21	\$68.86	\$71.61	\$74.48	\$77.46	\$80.56	\$83.78	\$87.13	\$90.62

**Memorandum of Understanding
Between Morrison County
And LELS Morrison County Corrections**

This Memorandum of Understanding is by and between Morrison County (also called the County) and LELS Morrison County Corrections (also called the Union). The union is the exclusive representative for the bargaining unit noted above. The County and the Union will collectively be referred to as the parties.

The parties are currently subject to a collective bargaining agreement that runs from January 1, 2026, through December 31, 2028. Throughout the negotiations leading to this collective bargaining agreement, the parties discussed the potential change in health insurance carriers and the potential application of Minn. Stat. Sec. 471.6161, Subd. 5 related to a change in the aggregate value of benefits.

The Morrison County Insurance Committee was informed of the 2026 health insurance renewal rates. Based on previous discussions, the parties agree as follows:

1. For coverage year 2026, Morrison County will offer four tiers of coverage (Employee, Employee + Children, Employee + Spouse and Family).
2. For coverage year 2026, Morrison County will offer employees the choice of three plans. The three plans offered for 2026 will be the \$2500 HRA, \$3400 HDHP RX Plus (HSA) and \$5,000 HDHP RX Plus (HSA).
3. The 2026 Cafeteria Contribution and respective HRA and HSA contributions are defined below (LTD and basic life will be automatically enrolled and covered by the County). Morrison County will remain in Band E in 2026.
4. Total 2026 estimated Cafeteria Contribution based on 2025 Enrollment is \$4,356,559.92.

PLAN 1	SINGLE		EMPLOYEE & CHILDREN		EMPLOYEE & SPOUSE		FAMILY		2026
	\$2,500 HRA	2026	\$2,500/\$5,000 HRA	2026	\$2,500/\$5,000 HRA	2026	\$2,500/\$5,000 HRA	2026	
County Cafeteria	\$ 1,170.50	County Cafeteria	\$ 1,709.66	County Cafeteria	\$ 1,794.70	County Cafeteria	\$ 2,222.48		
County HRA Contribution	\$ 80.00	County HRA Contribution	\$ 140.00	County HRA Contribution	\$ 140.00	County HRA Contribution	\$ 140.00		
PLAN 2	\$3,400 HSA RX PLUS		2026 \$3,400/\$6,800 HSA RX PLUS		2026 \$3,400/\$6,800 HSA RX PLUS		2026 \$3,400/\$6,800 HSA RX PLUS		2026
	County Cafeteria	\$ 1,043.00	County Cafeteria	\$ 1,767.86	County Cafeteria	\$ 1,848.98	County Cafeteria	\$ 2,256.14	
County HSA Contribution	\$ 110.00	County HSA Contribution	\$ -	County HSA Contribution	\$ -	County HSA Contribution	\$ -		
PLAN 3	\$5,000 HSA RX PLUS		2026 \$5,000/\$10,000 HSA RX PLUS		2026 \$5,000/\$10,000 HSA RX PLUS		2026 \$5,000/\$10,000 HSA RX PLUS		2026
	County Cafeteria	\$ 957.50	County Cafeteria	\$ 1,729.86	County Cafeteria	\$ 1,809.54	County Cafeteria	\$ 2,207.12	
County HSA Contribution	\$ 172.00	County HSA Contribution	\$ -	County HSA Contribution	\$ -	County HSA Contribution	\$ -		

- a. The parties agree that rounding differences may apply and the actual amount will be rounded as needed by payroll.
- b. The parties agree that the cost for LTD and basic life will be added to the amount defined above and funded by the County.
5. Morrison County will offer a reduced taxable Opt-Out payment at \$200 for those enrolled in this benefit for 2025. No new enrollments will be allowed for a cash benefit. The County will offer a No cash Opt-Out option for those not electing health insurance coverage, certification for proof of coverage is required.
6. For coverage years 2026 and beyond, the following will apply.
 - a. Due to the significant change in insurance coverage options and rules imposed because of the ACA, the agreement will consist of an overall County Cafeteria Contribution level for the following year based on the current year enrollment level (LTD and basic life will be added to the amount) with the following goals and considerations.
 - i. The County and the various employee groups will have representatives serve on an insurance committee. The insurance committee consists of the following membership: 2 non-union, 2 AFSCME Health and Human Services, 2 AFSCME Public Works, 1 LELS-Deputy, 1 LELS-Dispatch and 1 LELS-Corrections. Action by the Insurance Committee will occur with a majority vote of those members present at a meeting. All recommendations of the insurance committee will be

brought to the individual bargaining units for approval. No recommendation will be brought forward to the County Board that has not been discussed with the bargaining units.

- ii. The Insurance Committee defined above will work with Administration to determine a recommendation for the contributions to the levels and plans offered.
- iii. The Insurance Committee will review the Opt-Out contributions and offer a recommendation based on plan design, affordability and necessity.
- iv. The County will work towards investing into insurance costs for all employees, responding to trends, recruitment and retention issues, ACA insurance changes etc.
7. The increase/decrease for employee costs of coverage will be determined by the Band movement based on the organization's experience and usage each year. The employer's cost of coverage will depend on the plan an employee enrolls in. For 2026, the set rate contribution as a minimum to the cafeteria based on premiums are listed below:

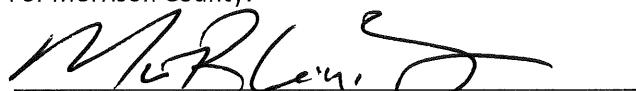
	SINGLE	EM + CH	EM + SP	FAMILY
\$2500/\$5000 HRA	100%	70%	70%	70%
\$3400/\$6800 HSA	100%	75%	75%	75%
\$5000/\$10000 HSA	100%	80%	80%	80%

- a. The Insurance Committee has recommended to have the \$140 Employer HSA contribution for Employee + tiers be rolled into the County's Cafeteria Contribution to allow individuals to determine what amount, if any, they would like contributed to their HSA accounts.
8. This Memorandum of Agreement does not operate as a waiver of any management or union rights except as specifically identified in this agreement.

This Agreement shall continue in full force and effect until a new collective bargaining agreement or MOU is negotiated to address the changes to health insurance coverage.

This Agreement was entered on the 16th day of December, 2025.

For Morrison County:



Matt LeBlanc, Administrator

For Union:



Union, Labor Representative



Union Representative

Union Representative