



AGREEMENT BETWEEN THE COUNTY OF MORRISON AND LAW
ENFORCEMENT LABOR SERVICES, INC.

LOCAL# (43)
SHERIFF DEPUTY UNIT

January 1, 2026, thru December 31, 2028

Contents

PREAMBLE	4
ARTICLE 1	4
PURPOSE OF AGREEMENT	4
ARTICLE 2	4
RECOGNITION	4
ARTICLE 3	4
EMPLOYER AUTHORITY	4
ARTICLE 4	5
UNION SECURITY	5
ARTICLE 5	5
EMPLOYER SECURITY	5
ARTICLE 6	6
EQUAL APPLICATION	6
ARTICLE 7	6
SAVINGS	6
ARTICLE 8	6
GRIEVANCE PROCEDURE	6
ARTICLE 9	8
DISCIPLINE	8
ARTICLE 10	8
VOLUNTARY SHIFT SWITCHING	8
ARTICLE 11	8
SENIORITY	8
ARTICLE 12	9
CONSTITUTIONAL PROTECTION	9
ARTICLE 13	9
WORKSCHEDULE	9
ARTICLE 14	9
COURT TIME	9
ARTICLE 15	9
CALLBACK	9
ARTICLE 16	10
OVERTIME	10
ARTICLE 17	10
PTO	10
ARTICLE 18	10
LEAVES OF ABSENCE	10
ARTICLE 19	11

HOLIDAYS	11
ARTICLE 20	11
INJURED ON DUTY.....	11
ARTICLE 21	11
COMPLETE AGREEMENT AND WAIVER OF BARGAINING	11
ARTICLE 22	12
OUTSIDE EMPLOYMENT	12
ARTICLE 23	12
COMPENSATION.....	12
ARTICLE 24	13
INSURANCE.....	13
ARTICLE 25	14
UNIFORMS.....	14
ARTICLE 26	14
SAFETY.....	14
ARTICLE 27	14
DURATION	14
Memorandum of Understanding: Insurance	15
Memorandum of Understanding: K-9	17
Memorandum of Understanding: Bailiff Holiday	18
Appendix A: Salary Chart 2026 thru 2028	

PREAMBLE

This Agreement is made and entered into by and between the COUNTY OF MORRISON, hereinafter referred to as the Employer, and LAW ENFORCEMENT LABOR SERVICES, INC., hereinafter referred to as the Union.

ARTICLE 1

PURPOSE OF AGREEMENT

- 1.1. This Agreement aims to promote 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 the 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 licensed employees of the Morrison County Sheriff's Office as defined and identified by Minn. Stat. 179A.03, Subd. 14, the Bureau of Mediation Services Certification of Exclusive Representative (Case No. 78- PR-797-A, dated 5/18/79) and the Bureau of Mediation Services Certification of Exclusive Representative Severance Election (Case No. OO-PCE-911, dated 3/22/00).
- 2.2 If 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 acknowledge 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 acknowledge 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 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, remove personnel from employment, or discipline employees, and for all matters involving direction and scheduling of employees in accordance 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. In areas where 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 the 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 Law Enforcement Labor Services, Inc., as the exclusive representative:
 - a) The Employer shall deduct an amount sufficient to provide the payment of regular dues established by Law Enforcement Labor Services, Inc. from the wages of all employees, authorizing, in writing, such deduction in a form mutually agreed upon by the Employer and Law Enforcement Labor Services, Inc.; and
 - b) The Employer shall remit such deductions to the appropriate designated officer of Law Enforcement Labor Services, Inc., 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 Law Enforcement Labor Services, Inc.; and
 - c) Law Enforcement Labor Services, Inc. shall certify to the Employer, in writing, the current amount of regular dues to be withheld.
 - d) All employees covered by this Agreement who are not members of Law Enforcement Labor Services, Inc. may be required by Law Enforcement Labor Services, Inc. to contribute a fair share fee for services rendered by Law Enforcement Labor Services, Inc.
 - e) It is understood that the Employer's obligation to provide for dues deduction and/or fair share fees, as stated in Section 4.1(a) and 4.1(d), shall continue only for the time 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 decision, and any change of stewards in writing.
- 4.4 The Employer agrees to make space available on the Employer bulletin board for posting non-political 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 does not unduly interfere with the office's operations.
- 4.6 The Employer agrees to post all promotional opportunities within the office, publish the method by which promotions shall be made within the office, and make copies of written work rules and regulations available to employees.
- 4.7 The Union shall not discriminate against, interfere with, restrain, or coerce any 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 because 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 faith and the proper performance of duties of employment to induce, influence, or coerce 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 any 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 If 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 repealed provisions may be renegotiated upon the 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 seeking of a remedy other than by 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 an election must be in writing. If 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. Still, the time limits applicable to this grievance procedure shall apply. If 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 fourteen (14) 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 provide their oral or written answer within ten (10) days after such presentation.

Step 2 -Formal

The grievance shall be referred to in writing to the Sheriff or their designated representative within ten (10) days after the designated supervisor's answer in Step 1. It shall be signed by both the employee and the LELS Representative. The written grievance shall set forth the nature of the grievance and facts on which it is based, the provision(s) of the Agreement allegedly violated, and the relief requested. The Sheriff or their designated representative shall discuss the grievance within ten (10) days with the employee and the LELS 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 LELS. If no settlement is reached, the Sheriff or their designated representative shall give a written answer to LELS within ten (10) days following their meeting.

Step 3 -Appeal

If the grievance is not settled in Step 2 and the LELS representative desires to appeal, it shall be referred by the employee and the LELS Representative in writing as specified in Step 2 to the County Board of Commissioners or their designated representative within ten (10) 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 LELS Representative shall be held at a mutually agreeable time. 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 LELS. If no settlement is reached, the County Board of Commissioners, or their designated representative, shall give the Employer's written answer to LELS within ten (10) days following the meeting. Disciplinary actions shall not be subject to Step 3 and may be appealed directly to Step 4.

Step 4 -Arbitration

If the grievance is not settled in accordance with the preceding procedure, either party may refer the grievance to arbitration within ten (10) days of the Employer's written answer in Step 3 as provided in Minnesota Statutes, Section 179A.21. A request shall be made to the Bureau of Mediation Services for arbitration. The arbitrator selection procedures established under Minnesota Statute 626.892 shall apply to all peace officer grievance arbitrations for written disciplinary action, discharge, or termination.

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 LELS, 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 LELS and shall have no authority to decide on any other matters not 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 a decision or recommendation. By mutual written agreement, the parties may agree to submit more than one grievance to an arbitrator, provided each grievance will be regarded as a separate issue and each on its own merits.

8.4 If a grievance is not presented within the time limits above, it shall be considered "waived." If a grievance is not appealed to the next step within the specified time limit or any agreed extension thereof, it shall be settled based on the Employer's last answer. If the Employer does not answer a grievance or an appeal within the specified time limits, the employee and LELS 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 LELS 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 written and 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 notice.

9.3 Employees shall receive a copy of written reprimands, notices for suspension, and notices of discharge, which will become part of an employee's personnel file upon final disposition.

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 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 the Sheriff's discretion. 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 Layoffs. 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 layoff date, 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 probationary period, during which the employee may be discharged at the employer's sole discretion. The probation period for employees covered by this Agreement shall be 1560 hours or 9 months. The probation period may be extended by giving written notice to the Union and the employee if circumstances involving illness, injury, or other absence have reduced the actual time worked during the probationary period by thirty (30) calendar days or more. Any such extension shall be for a comparable period to the time missed during the probation period.

A promoted or reassigned employee shall serve 1560 hours or 9 months probationary period and may be returned to their previous position at the Employer's sole discretion during such period. Extension of the promotional probationary period may apply in circumstances like those allowed for an extension of probation for a newly hired or rehired employee.

It shall be the policy of the Employer to consider present full-time employees for positions within the bargaining unit above entry-level whenever possible. Such positions shall be posted, and qualified full-time employees shall be given prior consideration for the vacant position before it is filled from outside the office. The Sheriff is also granted exclusive discretion to allow an applicant who would otherwise be disqualified from applying because they would supervise an immediate family member, to be considered for an opening above the entry-level. If two (2) or more equally qualified employees or applicants apply for the same position, the determination of the appointment shall be made according to seniority.

11.4 The parties agree that any employee promoted to a position within the Sheriff's Office but outside the bargaining unit shall have the right to return without loss of seniority if the employee does not successfully pass the probation period. Any employee promoted to a position within the Sheriff's Office but outside the bargaining unit shall have bargaining unit seniority rights frozen if promoted to a position within the Office and may exercise "bumping rights" against less senior employees.

ARTICLE 12

CONSTITUTIONAL PROTECTION

12.1 Employees shall have the rights guaranteed to all citizens by the United States Constitution 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 ten (10) 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 calls for service.

13.3 Nothing contained in this, or any other Article shall be interpreted as a guarantee of a minimum or a maximum number of hours the Employer may assign employees.

13.4 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 4:00 p.m. Friday through 8:00 a.m. Monday.

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 of pay at one and one-half (1-1/2) times the employee's base pay rate. Additional time spent in court over the three (3) hour minimum, shall be compensated at one and one-half (1-1/2) times the employee's base rate. An extension or early report to a regularly scheduled shift does not qualify the employee for the three (3) hour minimum.

14.2 An employee scheduled to appear in court during off-duty hours shall receive a minimum of three (3) hours of pay

at the employee's base rate of pay if court is canceled without notice by at least 4:00 p.m. the day before the scheduled court appearance. In addition, since this compensation is not for time actually worked, it shall not count in determining eligibility for overtime pursuant to Article 16.

ARTICLE 15

CALLBACK

- 15.1 Any employee called back to work outside their regularly posted schedule, except for court appearances, shall be paid at time and one-half (1-1/2) of their regular base rate of pay for a minimum of two (2) hours. An extension or early report to a regularly scheduled shift does not qualify the employee for the two (2) hour minimum.

ARTICLE 16

OVERTIME

- 16.1 Employees shall be compensated at one and one-half (1-1/2) times the employee's regular base rate of pay for the hours worked in excess of the employee's regularly scheduled shift or, at the employee's choice, the equivalent amount of time off. 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. Compensatory time may be carried over into the following year. Employees will be permitted to cash out accumulated compensatory hours throughout the year.
- 16.2 Part-time Deputies who work on a holiday would be paid at 1.5 times their regular rate of pay.
- 16.3 Overtime will be distributed as equally as practicable. Overtime refused by an employee will be considered unpaid overtime worked for record purposes. To compute overtime compensation, overtime hours shall not be pyramided, compounded, or paid twice for the same hours. Overtime shall be calculated to the nearest fifteen (15) minutes.

- 16.4 Employees assigned to and who attend training sessions on their normally scheduled off-duty time shall receive compensatory time or pay, at 1.5 times their regular rate of pay. Drive time to and from training for out-of-county trainings on scheduled off-duty time will also be compensated at 1.5 times the employee's regular rate of pay, either compensatory time or pay.

Employees who are assigned and attend training sessions on their scheduled day of work will be compensated at straight-time rates for all time spent at the class and for time spent traveling to and from the class.

If 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 employee will be expected to return to the office and complete the remainder of their shift work. The employee will have the option of utilizing PTO or compensatory time to account for the difference. 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.

- 16.5 Employees are subject to the terms and conditions of the Morrison County Meals and Travel Expense Reimbursement policy and Morrison County Personnel Policy, Article 37 regarding work-related travel and meal expense reimbursement.
- 16.6 Any employee working special event overtime, in which the event host is invoiced by the County for public safety services, will be paid twice their regular rate of pay.

ARTICLE 17

PTO

- 17.1 The members of this bargaining unit will be covered by the PTO policy as outlined in the Personnel Policies except as provided in this article. Any changes to the provisions of the PTO policy will be negotiated with the Union. Separation benefits will be as stated in Article 23.6 of this Agreement.

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. The Union may utilize the Article 8 Grievance Procedure for any claimed violation of the funeral leave policy, including

the application of the County Personnel Policy in this area.

- 18.2 Jury Duty. If an employee is required to serve on a jury, payment must be handled according to Morrison County Personnel Policies Article 14.05.
- 18.3 Other Leaves of Absence. The leaves of absence described in Articles 13, 14, and 15 of the County Personnel Policies shall be available to employees covered by this Agreement to the extent that such leaves are not inconsistent with the terms of this Agreement.
- 18.4 A day of leave for purposes of this Article is ten (10) hours of compensated time, except for military leave. Military leave definitions will be governed by statute and regulations.

ARTICLE 19

HOLIDAYS

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

Christmas Eve	Christmas Day	New Year's Day
Martin Luther King Jr. Day	President's Day	Memorial Day
Juneteenth	Independence Day	Labor Day
Indigenous Peoples Day	Veteran's Day	Thanksgiving Day
- 19.2 All full-time employees shall be compensated for holidays as ten (10) hours for each holiday listed above with half paid (5 hours) and half comp-time (5 hours) 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's benefit will not be paid to employees on unpaid, unprotected leave of absence except as required by law.
- 19.3 All employees shall be paid time and one-half (1-1/2) for all hours worked on holidays listed in Article 19.1, plus compensatory time as called for in Article 19.2.
- 19.4 Full-time employees will receive one additional "floating" holiday. This holiday, which will be one full scheduled workday, may be taken by an employee when the needs of the Employer do not require their presence at work. The employee must give the employer reasonable advance notice before taking the floating holiday. Employees must request the use of the floating holiday before December 1 each year, or it shall be forfeited.
- 19.5 Holidays defined in Section 19.1 shall, for all purposes, be calculated at the rate of ten (10) hours per day regardless of the schedule worked by the employee.

ARTICLE 20

INJURED ON DUTY

- 20.1 At the Employer's discretion, all employees (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 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 Law Enforcement Labor Services, Inc. and the Employer.

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 outlined in this Agreement. Therefore, the Employer and LELS, for the life of this Agreement, each voluntarily and unqualifiedly waives the right. 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.

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 the Employer. Employees must notify the Employer in writing before commencing such employment and may be required by the Employer to justify continued employment if the Employer receives complaints relative to a 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 the public when engaged in outside employment. The Sheriff may authorize the use of the uniform in certain outside employment situations.

ARTICLE 23

COMPENSATION

2026

Effective the first paycheck received in January 2026, the salary ranges will increase, and employees will receive a three percent (3%) COLA.

2027

Effective the first paycheck received in January 2027, the salary ranges will increase by, and employees will receive a three percent (3%) COLA.

2028

Effective the first paycheck received in January 2028, the salary ranges will increase by, and employees will receive a three percent (3%) COLA.

Effective the first pay period 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.

Except as otherwise provided, movement within the range system will be in accordance with the normal County program.

The Grade and Step Compensation for each position are attached as Appendix A.

- 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 The K-9 officers will be compensated pursuant to the Memorandum of Agreement attached to this agreement.
- 23.4 An individual promoted to the Sergeant rank shall have their salary placed within the new classification range. Placement will be based on experience, qualifications, length of service, and other relevant factors permitted by law. An employee being promoted to Sergeant may voluntarily share their current rate of pay with the County to ensure that their new pay rate as a Sergeant is increased by a minimum of 4%. The promotional change shall not change the anniversary date for range movement or step adjustment purposes. In the event an employee does not successfully complete the probation period following the promotion, the amount of the pay increase granted because of the promotion shall be eliminated from and after the return to the prior position.
- 23.5 Drug Task Force position(s). One or more deputies may be assigned Drug Task Force duties at the exclusive discretion of the Sheriff. This is not a separate position or classification. A deputy who is assigned may be returned by the Sheriff to a regular deputy assignment at any time, with or without cause.

At the time of initial assignment, such deputy shall be eligible for a four percent (4%) increase over the deputy's existing pay. During the assignment in the Drug Task Force, such deputy will receive any step movements that the deputy was eligible for within the year in the same manner as though the deputy was not on the Drug Task Force. In addition, an employee who is so assigned to the Drug Task Force will receive an additional four percent (4%) increase to their existing pay upon completing two thousand eighty hours (2080) hours (exclusive of overtime) in the assignment. When returned to regular deputy assignment, such deputy's pay shall be reduced by the same percent as the percent increase granted for the assignment, but in no instance shall the deputy be

returned to a rate less than they were earning immediately prior to the Drug Task Force assignment.

- 23.6 Deferred Compensation: The Employer will contribute the amount identified in Morrison County Personnel Policies Article 34.06 to the deferred compensation account of each employee who also contributes the respective amounts identified in the schedule.
- 23.7 In addition, all severance payments upon termination shall be paid into a 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 and Comp Time, severance payments will be paid in cash.
- 23.8 On-Call Compensation: The Employer will contribute one hundred and no/100 (\$100) per month to each employee regularly scheduled to work thirty (30) hours per week or more in compensation for being available on call to respond to court calls, shift duty, or responding to public safety or other emergencies as deemed necessary and appropriate by the Sheriff. When called to report to work, employees shall be compensated in accordance with Article 15.
- 23.9 Coroner Differential: The Employer shall provide the following coroner pay differential in one lump sum during the first pay period of July to all employees:

DEPUTIES	\$135
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Any part-time deputy working .75 FTE or more shall receive a full coroner pay differential. The hours used to determine whether the employee is at .75 FTE shall be based on actual hours worked since the previous coroner pay differential. The coroner pay differential is subject to withholding as per IRS requirements. The County has the management right to reassign this work outside of the bargaining unit, including the right to contract this function outside of the County.

- 23.10 Deputies formally assigned by the Sheriff to field training officer ("FTO") duties for a new officer will receive an additional one dollar and 75/100(\$1.75) per hour for actual hours spent performing FTO duties.
- 23.11 Longevity/Retention. Employees will be awarded longevity pay according to the schedule identified in Morrison County Personnel Policy Article 39.01.
- 23.12 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 allows employees to use their leave time to supplement PFML, not to exceed 100% of the regular wage of the employee.

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 an annual MOU derived from a recommendation by the Insurance Committee and as agreed upon on an annual basis between the County and 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 (\$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 from a reputable carrier. It shall be the employee's responsibility to prove insurability.
- 24.3 The benefits of part-time employees shall be pro-rated based on the regularly scheduled hours worked during a calendar year, which requires an average of thirty (30) hours or more per week for coverage.
- 24.4 The County shall contribute up to two hundred and no/100 (\$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 MN Statute, Section 353.64, and 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. It shall be limited to no more than the same monthly amount applicable to active employees. This benefit will continue until the employee's sixty-fifth (65th) birthday or duration not to exceed ten (10) years, whichever comes first.

ARTICLE 25

UNIFORMS

25.1 The Employer shall provide the following uniform allowance payments every six (6) months to all employees. New hires, will be provided their initial uniform. The uniform allowance will be five hundred and fifty dollars and 00/100 (\$550.00) for the term of this contract. The uniform allowance is subject to withholding. To be eligible to receive payment, the employee must be an active employee on the date of payout.

Any part-time deputy working .75 FTE or more shall receive a full uniform allowance. The hours used to determine whether the employee is at .75 FTE shall be based on the regularly scheduled hours worked since the previous uniform allowance payment. The uniform allowance is subject to withholding per IRS requirements.

ARTICLE 26

SAFETY

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

26.2 All employees injured on the job must notify their supervisor immediately.

ARTICLE 27

DURATION

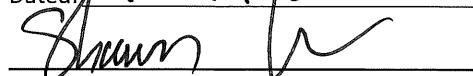
27.1 Except as herein provided, this Agreement shall be effective January 1, 2026. It shall continue in full force and effect until December 31, 2028, and thereafter until modified or amended by mutual agreement of the parties. Either party desiring to amend or modify this Agreement shall notify the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

For Morrison County



Matt LeBlanc, County Administrator

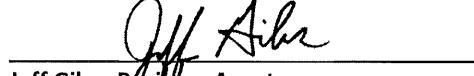
Dated: 12-17-25



Shawn Larsen, Sheriff

Dated: 11 December 25

For Law Enforcement Labor Services, Inc. Local #43



Jeff Giles, Business Agent

Dated: 12-08-2025



Union Representative

Dated: 12-10-25



Union Representative

Dated: 12-10-25

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

This Memorandum of Understanding is by and between Morrison County (also called the County) and LELS Morrison County Deputies (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 an automatic enrollment 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 that 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.

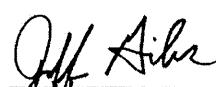
This Agreement was entered on the 16th day of December, 2025.

For Morrison County:



Matt LeBlanc, Administrator

For Union:



Jeff Aiba
Union, Labor Representative



Matt Morrison
Union Representative



Bill Nichols
Union Representative

Memorandum of Understanding
Between Morrison County and
Law Enforcement Labor Services, Inc., Local #43
Deputy Unit – K-9 Compensation

This Memorandum of Understanding is by and between Morrison County (also called the County) and Law Enforcement Labor Services, Inc., Local #43 (also called the Union). The Union is the exclusive representative for the bargaining unit of patrol deputies. The County and the Union will collectively be referred to as the parties.

The parties are subject to a collective bargaining agreement from January 1, 2026, through December 31, 2028. Throughout the negotiations leading to this collective bargaining agreement, the parties discussed amending the compensation paid to the individuals performing K-9 duties. In these negotiations, the parties agreed to continue the compensation for this duty assignment from a compensatory time off program to a pay program. This Memorandum outlines that agreement.

The benefit will be as follows:

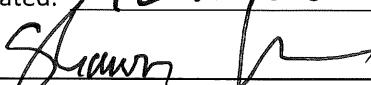
The K-9 officers will receive three and one-half (3-1/2) hours of pay at their current hourly wage to cover the time spent per week caring for the dogs. The K-9 officers will receive a stipend of \$250/per quarter to cover the cost of food, shelter, preventative veterinarian care, and other costs associated with the dog's care. The Employer will cover veterinarian costs due to illness, injury, or other extraordinary circumstances upon approval of the Sheriff. The K-9 officer will notify the Sheriff of such circumstances as soon as reasonably possible and gain practical pre-approval of veterinarian care decisions.

Please sign below to indicate your Agreement with this method of compensation.

For Morrison County:

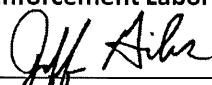

Matt LeBlanc, County Administrator

Dated: 12-16-25


Shawn Larsen, Sheriff

Dated: 11 December 25

For Law Enforcement Labor Services, Inc. Local #43


Jeff Giles, Business Agent

Dated: 12-08-2025


K-9 Deputy

Dated: 12-10-25


K-9 Deputy

Dated: 11/10/2025

Memorandum of Understanding
Between Morrison County and
Law Enforcement Labor Services, Inc., Local #43
Deputy Unit – Bailiff Holiday Compensation

This Memorandum of Understanding is by and between Morrison County (also called the County) and Law Enforcement Labor Services, Inc., Local #43 (also called the Union). The Union is the exclusive representative for the bargaining unit of patrol deputies. The County and the Union will collectively be referred to as the parties.

The parties are subject to a collective bargaining agreement from January 1, 2026, through December 31, 2028. Throughout the negotiations leading to this collective bargaining agreement, the parties discussed amending the compensation paid to the individuals for holidays. This language change is outlined in Section 19.2 of the collective bargaining agreement.

In reviewing the implementation of this change, the parties note that its application may adversely impact the Bailiff assignment. Accordingly, for the duration of this collective bargaining agreement, the parties agree that the alternating pay and PTO system will not apply to this assigned position. Instead, all holidays for the Bailiff 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.

Also, because the 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 government center holiday schedule, given the number of days is the same, instead of the holidays outlined in 19.2 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	Friday following Thanksgiving
Christmas Eve Day	Christmas Day

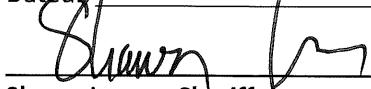
Please sign below to indicate your Agreement with this method of compensation.

For Morrison County:



Matt LeBlanc, County Administrator

Dated: 12-16-25


Shawn Larsen, Sheriff

Dated: 11 December 25

For Law Enforcement Labor Services, Inc. Local #43



Jeff Giles, Union Representative

Dated: 12-08-2025


Jason Neuwirth, Bailiff Deputy

Dated: 12/10/25

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