

LABOR AGREEMENT

Between

THE COUNTY OF CASS



And

LAW ENFORCEMENT LABOR SERVICES, INC.
LOCAL # 406



Representing
SHERIFF PATROL

JANUARY 1, 2023 THROUGH DECEMBER 31, 2025

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(Cass County Sheriff's Patrol)

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LABOR AGREEMENT
Between the
COUNTY OF CASS
And
LAW ENFORCEMENT LABOR SERVICES, INC.
LOCAL # 406
Sheriff's Patrol

ARTICLE I. PURPOSE OF AGREEMENT

This Agreement is entered into between the County of Cass, hereinafter called the EMPLOYER, and the Law Enforcement Labor Services, Inc. Local # 406, hereinafter referred to as the UNION. It is the intent and purpose of this Agreement to:

- 1.1 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 the resolution of disputes that may arise without interference or disruption of efficient operation of the department; and the establishment of a formal understanding relative to terms and conditions of employment.

ARTICLE II. RECOGNITION

- 2.1 The Employer recognizes the Union as the exclusive representative under Minnesota Statute §179A.03, Subdivision 8, for:

All licensed essential employees employed by the Cass County Sheriff's Department, Walker, Minnesota, who are public employees within the meaning of Minn. Stat. 179A.03, subd. 14, excluding supervisory, confidential and dispatch employees.

- 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 for determination.

ARTICLE III. DEFINITIONS

- 3.2 For the purpose of this Agreement, the following terms and phrases shall have the meaning given to them:

EMPLOYER: County of Cass

UNION: Law Enforcement Labor Services, Inc. Local # 406.

EMPLOYEE: A member of the exclusively recognized bargaining unit.

STEWARD: A member elected or appointed by the Union.

MEMBER: A member of LELS # 406 in the bargaining unit to which this contract applies.

ARTICLE IV. MANAGEMENT RIGHTS

- 4.1 The Employer retains the full and unrestricted right to establish policy as to functions and programs of the Employer, its overall budget, utilization of technology, the organizational structure, and selection and direction and number of personnel; and to perform any inherent managerial function not specifically limited by this Agreement.
- 4.2 The Union specifically recognized the right and obligation of the Employer to efficiently manage and conduct the operation of the Sheriff's Department within the legal limitations and the Employers primary obligation to protect the lives and property with the County.

ARTICLE V. LEGAL SERVICES

- 5.1 Except in cases of malfeasance in office or willful or wanton neglect of duty, Employer shall defend, save harmless and indemnify any employee and/or his/her estate against any claim or demand, whether groundless or otherwise, arising out of an alleged act or omission occurring in the performance and scope of the employee's duties.
- 5.2 The Employer responsibility under this Article shall be limited to the same circumstances and financial limits as set forth in Minnesota Statute §466.07 as amended.

ARTICLE VI. UNION SECURITY

- 6.1 The Employer agrees to cooperate with the Union in the deduction of regular monthly dues, for those employees who request in writing to have regular monthly Union dues checked off by payroll deduction. The Employer agrees to remit such regular monthly dues in a manner to be prescribed by the Union.
- 6.2 The Union agrees to indemnify and hold the Employer harmless against any and all claims, suits, orders or judgments brought or issued against the Employer as a result of any action taken or not taken by the Employer under the provision of Section 6.1 of this Article.
- 6.3 The Employer agrees not to enter into any additional agreements with employees covered by this Agreement, individually or collectively, concerning any terms or conditions of employment.
- 6.4 The Union may designate members to act as stewards or officers and shall inform the Employer of such choices. The maximum number of stewards shall be two (2) plus two (2) alternates.
- 6.5 The Employer agrees to make space available on the Employer bulletin board for the posting of Union notice(s) and announcements and to make space available for Union meetings when it does not conflict with the operations of the department.
- 6.6 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, for the purpose of conducting Union business when such time will not unduly interfere with the operations of the department.

- 6.7 The Employer agrees to post all promotional opportunities within the department; to publish the method by which promotions shall be made within the department; and to make copies of all work rules and regulations available to employees.

ARTICLE VII. EMPLOYER SECURITY

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, slow down, mass resignations, mass absenteeism, the willful absence from one's position, the stoppage of work or the abstention 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 the rights, privileges or obligations of employment.

ARTICLE VIII. EQUAL APPLICATION

- 8.1 The provisions of this Agreement shall be applied equally to all employees in the bargaining unit without discrimination as to race, color, creed, sex, national origin, religion or political affiliation or all other status protected by law. The Union and the employees covered by this Agreement shall share equally with the Employer the responsibilities established in this Article.
- 8.2 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 to participate in an official capacity on behalf of the Union in accordance with the provisions of this Agreement. 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 the employee in the administration of the Agreement because of non-membership in the Union.

ARTICLE IX. DEPARTMENTAL RULES

- 9.1 Employees covered by this Agreement shall be required to perform duties and functions as assigned and in accordance with departmental rules and regulations currently in effect and as may from time-to-time be amended.
- 9.2 The Employer agrees to make copies of the existing departmental rules available to each employee.

ARTICLE X. SAVINGS

- 10.1 This Agreement is subject to the laws and administrative agency decisions of the United States and the State of Minnesota.
- 10.2 In the event that any provision of this Agreement shall be held to be contrary to law by a court of competent jurisdiction from whose final judgement 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 XI. GRIEVANCE PROCEDURE

- 11.1 For the purpose of this Agreement, the term “grievance” means any disputes arising concerning the interpretations or application of the express provisions of this Agreement or any term or condition of employment.
- 11.2 In the event of such grievance arising, there shall be no suspension of operations but an earnest effort shall be made to resolve such grievances in the manner prescribed by this Agreement.
- 11.3 The Employer and the Union agree that the investigation and processing of grievances shall be accomplished during the normal work day without a reduction in wages or loss of leave time to the aggrieved or the Union steward while consistent with the employee duties and responsibilities and upon notice to the appropriate supervisors.
- 11.4 Grievances, as defined by Section 11.1, shall be resolved in accordance with the following procedure:

STEP 1. An employee claiming a violation concerning the interpretation or application of this Agreement shall, within twenty-one (21) calendar days after such alleged violation has occurred, present such grievance to the employee’s supervisor as designated by the Employer. The Employer-designated representative will discuss and give an answer to such Step 1 grievance within ten (10) calendar days after receipt. A grievance not resolved in Step 1 and appealed to Step 2 shall be placed in writing setting forth the nature of the grievance, the facts on which it is based, the provision or provisions of the Agreement allegedly violated, the remedy requested, and shall be appealed to Step 2 within ten (10) calendar days after the Employer-designated representative’s final answer in Step 1. Any grievance not appealed in writing to Step 2 by the Union within ten (10) calendar days shall be considered waved.

STEP 2. If appealed, the written grievance shall be presented by the Union and discussed with the Employer-designated Step 2 representative. The Employer-designated representative shall give the Union the Employer’s Step 2 answer in writing within (10) calendar days after receipt of such Step 2 grievance. A grievance not resolved in Step 2 may be appealed to Step 3 within ten (10) calendar days following the Employer-designated representative’s final Step 2 answer. Any grievance not appealed in writing to Step 3 by the Union within the ten (10) calendar days shall be considered waived.

STEP 3. If appealed, the written grievance shall be presented by the Union and discussed with the Employer-designated Step 3 representative. The Employer-designated representative shall give the Union the Employer’s answer in writing within ten (10) calendar days after receipt of such Step 3 grievance. A grievance not resolved in Step 3 may be appealed to Step 4 within ten (10) calendar days following the Employer-designated representative’s final answer in Step 3. Any grievance not appealed in writing to Step 4 by the Union within ten (10) calendar days shall be considered waived.

STEP 3-A. If the grievance is not resolved at Step 3 of the grievance procedure, the parties, by mutual agreement, may submit the matter to mediation with the Bureau of Mediation Services. Submitting the grievance to mediation preserves the timelines for Step 3 of the grievance procedure.

STEP 4. A grievance unresolved in Step 3 or Step-3A and appealed to Step 4 by the Union shall be submitted to arbitration subject to the provisions of the Public Employment Labor Relations Action of 1971 as amended. The selection of an arbitrator shall be made in accordance with the "Rules Governing the Arbitration of Grievances", as established by the Public Employment Relations Board. The parties may agree to use the Bureau of Mediation Services' list of arbitrators for any grievance. Absent such agreement, the rules governing the arbitration of grievances established by the Public Employees Relations Board shall apply.

11.5 ARBITRATOR'S AUTHORITY

- A. The arbitrator shall have no right to amend, modify, nullify, ignore, add to, or subtract from the terms and conditions of this Agreement. The arbitrator shall consider and decide only the specific issue(s) submitted in writing by the Employer and the Union, and shall have no authority to make a decision on any other issue not so submitted.
- B. The arbitrator's decision shall be submitted in writing within thirty (30) days following close of the hearing or the submission of briefs by the parties, whichever is later, unless the parties agree to an extension.
- C. The fees and expenses of the arbitrator's services and proceedings shall be borne equally by the Employer and the Union provided that each party shall be responsible for compensating its own representatives and witnesses. If either party desires a verbatim record of the proceedings it may cause such a record to be made providing it pays for the record. If both parties desire a verbatim record of the proceedings, that cost shall be shared equally.

11.6 WAIVER

If a grievance is not presented within the time limits set forth 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 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 Union may elect to treat the grievance as denied at that step and 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 in each step.

- 11.7 Federal and State Statutes, Civil Service, Veterans Preference, etc., provide for hearings in cases of disciplinary actions. The Grievance Procedures of the Agreement also provides for hearings in cases of disciplinary action. Permanent employees may elect to use either procedure, but may not use both.

ARTICLE XII. DISCIPLINE

- 12.1 The Employer will discipline employees for just 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
- 12.2 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 period 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.
- 12.3 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. Any record of discipline which has not been placed in the personnel file and made available to the employee shall be disregarded, according to procedures under the Grievance Provisions of Article XI of this Agreement. The employee shall be offered a copy of any disciplinary matters being placed in his/her personnel file and shall be given the opportunity to make written responses, thereto. A copy of the record of discipline taken or a summary, thereof, shall be made available to the Union unless the employee objects, in writing.
- 12.4 Employee shall not be questioned concerning an investigating of disciplinary action unless the employee has been given an opportunity to have a Union representative present at such questioning.
- 12.5 Discharges will be preceded by a five (5) calendar day suspension without pay.
- 12.6 Employees or their duly authorized representatives may examine their own individual personnel files at reasonable times under the direct supervision of the Employer.
- 12.7 Grievances related to actions taken under Section 12.2 of this Article may be initiated by the Union in Step 3 of the Grievance Procedure.

ARTICLE XIII. JOB SAFETY

- 13.1 It shall be the policy of the Employer that the safety of employees, the protection of work areas, the adequate training in necessary safety practices, and the prevention of accidents are a continuing and integral part of its everyday responsibilities.
- 13.2 It shall also be the responsibility of all employees to cooperate in programs to promote safety to themselves and the public and to comply with rules promulgated to insure safety. This employee responsibility shall include the proper use of all safety devices in accordance with recognized safety procedures.

ARTICLE XIV. VOLUNTARY SHIFT SWITCHING

Employees may voluntarily switch shifts, with prior approval of the Chief Deputy or Sheriff. Voluntary switching of shifts shall not obligate the Employer for overtime pay.

ARTICLE XV. SENIORITY

- 15.1 Seniority shall mean an employee's length of service with the Employer since the employee's last date of hire to a permanent position. "Length of service" shall mean the number of compensated hours, exclusive of overtime, served by the employee. 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, position on the seniority list shall be determined by lot. Classification seniority shall be determined by the length of an employee's service in any classification included in the bargaining unit. Seniority in a previous classification shall be retained and frozen.
- 15.2 When a reduction in the work force becomes necessary, employees with temporary employment shall be laid off first, after which the employee with the least seniority in the job classification being reduced shall be laid off. The last employee laid off in a particular classification shall be the first to be recalled for work in that classification. No new employees shall be hired into a classification until the lay-off for that classification has been exhausted. In any case, a person recalled within eighteen months of the last date of employment in any position with the Cass County Sheriff's Department, that employee's recall rights shall lapse and expire.
- 15.3 The probationary period for a newly hired or rehired employee shall be one year following appointment to a permanent position. During the probationary period, the employee may be discharged at the sole discretion of the Employer. A newly hired or rehired employee shall receive a step increase after six months following appointment to a permanent position. A newly hired or rehired employee shall earn and accrue sick leave and vacation benefits during the probationary period. After six (6) months (measured as 1,040 compensated hours of service), the employee shall be eligible to use vacation and sick leave accruals but if the employee does not satisfactorily complete the probationary period, any such benefits taken shall be deducted from the final pay due the employee. A promoted or reassigned employee may be returned to his/her previous position during the first 1,040 hours of service in the promoted or reassigned position at the sole discretion of the Employer. An employee who is promoted to a position outside of the bargaining unit shall retain the seniority in the unit frozen as of the date of such promotion. Such employee may exercise bumping rights on the basis of such seniority if subsequently demoted. Such employee shall also have a right to return to the specific position from which promoted if terminated from the promotion within one (1) year (2,080 compensated hours) following the promotion.

In any event, if the employee is demoted for reasons which constitute cause for discharge or suspension, then the Employer may show cause through either the civil service procedure or the grievance procedure (choice to be made by the Employer) thus preventing utilization of bumping rights by such employee.

ARTICLE XVI. WORK SCHEDULES

16.1 the normal work year shall consist of 2,080 hours to be accounted for by each employee through:

- A. Scheduled hours of work
- B. Holidays
- C. Vacation
- D. Sick Leave

16.2 Nothing contained in this Article or any other Article shall be interpreted to be a guarantee of a minimum or maximum number of hours that Employer may assign employees to work.

ARTICLE XVII. OVERTIME

17.1 Employees shall be compensated at one and one-half (1 ½) times the employee's regular base rate for 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 and twenty (120) hours which may be taken off at times mutually agreeable to the employee and the Sheriff. An employee may use a maximum of 160 hours of comp time in a calendar year. Each December all accumulated compensatory time in excess of forty (40) hours shall be paid to the employee or to the PEHP pursuant to Section 27.2 of this agreement. The parties agree that compensatory time off systems shall be amended as necessary to conform to the provisions of the Fair Labor Standards Act, made applicable to local units of government by virtue of the U. S. Supreme Court decision in Garcia vs. San Antonio Metropolitan Transit, dated February 19, 1985.

17.2 Overtime will be distributed as equally as practicable. Overtime refused by an employee will, for record purposes, be considered as unpaid overtime worked. For the purposes of computing overtime compensation, overtime hours worked shall not be pyramided, compounded or paid twice for the same hours worked. Overtime shall be calculated to the nearest fifteen (15) minutes.

17.3 You can't use sick leave to create overtime. Example, you are scheduled to work 8:00 a.m. to 4:00 p.m. (10 hour shift) and you take sick leave from 8:00 a.m. to 1:00 p.m. and then chose to work from 1:00 p.m. to 8:00 p.m. you would not receive overtime pay for the hours past 4:00 p.m. you simply would not use your sick leave, unless you were required or ordered to work past 4:00 p.m. If you take sick leave for your scheduled regular shift and are called into work past your regular scheduled hours you would receive overtime pay.

ARTICLE XVIII. CALL BACK

18.1 An employee called back to work outside his/her regularly posted schedule shall be paid for a minimum of three (3) hours at time and one-half (1½) his/her regular base rate of pay. An extension or early report to a regularly scheduled shift does not qualify the employee for the three (3) hour minimum.

18.2 If called back from vacation to work, employees will receive time and one-half (1½) their hourly rate for all hours worked subject to the three hour minimum. Vacation will be canceled and added back to employee's vacation time.

18.3 An employee who is called back from compensatory time off shall be paid the minimum at straight time if they are called back during the shift they were to have worked, or at time and one-half (1½) his/her regular base rate of pay if they are called back outside the shift they were to have worked.

ARTICLE XIX. STANDBY PAY

19.1 Employees required by the Employer to standby shall be paid for such standby time at the rate of one-half (½) hour's pay for each hour on standby.

19.2 Management/Employer will notify employees whether or not they are to be on standby during their off duty hours. If they are on standby, the hours of standby will be defined and paid accordingly. If the employee is not on standby, there will not be the expectation that the employee will be available to take calls, to work.

ARTICLE XX. SICK LEAVE

20.1 Permanent, full-time employees shall accrue paid sick leave at the rate of .0462 hours per compensated hour served (this is equivalent to one (1) day per calendar month of employment). Sick leave may be used in the event of an employee's illness or injury which prevents the full performance of the employee's attention or presence as defined by Minnesota Statute 181.9413.

20.2 There shall be no ceiling on the number of unused sick leave days that an employee may accumulate. Time on suspension, absent without leave or leave without pay shall not be counted in determining a calendar month of employment. The Employer may require a doctor's verification of illness for any use of sick leave of three (3) or more consecutive days. In no event shall an employee be allowed to return to work without a doctor's approval, of less than full medical capacity.

ARTICLE XXI. SEVERANCE PAY

21.1 Employees shall receive a lump sum severance payment for accumulated sick leave upon separation after ten (10) years of service of Cass County as follows:

- A. A payment based upon the accumulated sick leave to a maximum of seven hundred twenty (720) hours.
- B. A payment based on accumulated compensatory time bank to a maximum of one hundred and twenty (120) hours.
- C. Accumulated vacation to the appropriate annual maximum based on the employee's length of service.

21.2 In the event of the death of an employee, payments which would have been authorized as severance pay pursuant to Section 21.1 shall be payable to a beneficiary designated by the employee and if no such designation has been made to the estate of the employee.

21.3 Employees hired into this unit by the Employer on or after January 1, 1996 shall receive a payment based upon their accumulated sick leave up to a maximum of four hundred (400) hours.

ARTICLE XXII. LEAVES OF ABSENCE

- 22.1 Funeral Leave. The Employer shall grant a leave of absence with pay, up to three (3) working shifts, in the event of death in the employee’s immediate family spouse/significant other, mother, father, grandparents, brother, sister, children, stepchildren, mother-in-law, father-in-law, brother-in-law, sister-in-law, stepmother/father, stepbrother/sister.
- 22.2 Jury Duty. If an employee is required to serve on a jury, the Employer shall compensate the employee the difference between jury pay, and his/her regular hourly rate of pay.
- 22.3 Personal Leave. Unpaid leave may be granted to any employee upon request, for personal reasons. No such leave shall be granted for the purpose of securing other employment.

ARTICLE XXIII. ANNUAL LEAVE (VACATION)

23.1 Paid Vacation. Regular full-time employees under these provisions shall accrue vacation as follows:

YEAR OF SERVICE

0 through 3	.0462 hours per compensated hour served (equivalent to one (1) working day per month or twelve (12) working days annually)
After 3 thru 5	.0577 hours per compensated hour served (equivalent to 1¼ working days per month or fifteen (15) working days annually)
After 5 thru 10	.0692 hours per compensated hour served (equivalent to 1½ working days per month or eighteen (18) working days annually)
After 10 thru 15	.0808 hours per compensated hour served (equivalent to 1¾ working days per month or twenty-one (21) working days annually)
After 15	.0923 hours per compensated hour served (equivalent to 2 working days per month or 24 working days annually)

23.2 Employees shall be permitted to accumulate vacation to a maximum of two (2) times the annual accrual rate applicable to the employee. Any accumulation beyond maximum shall be forfeited.

ARTICLE XXIV. HOLIDAYS

24.1 Twelve (12) days during the calendar year shall be observed and considered as paid holidays for all full-time employees. These shall consist of eleven (11) holidays plus one (1) negotiated floating holiday. The legal holidays shall be:

New Year's Day	Independence Day
Martin Luther King Day	Labor Day
President's Day	Veteran's Day
Good Friday	Thanksgiving Day
Easter	Christmas Day
Memorial Day	One (1) Floating Holiday

- 24.2 Qualified employees shall be paid holiday pay equal to eight (8) hours at their regular rate of pay. If the holiday falls on a full-time employee's regularly scheduled day off, said employee shall be paid at the rate of time and one-half (1½) the regular rate of pay. Because of rotating work schedules, full-time and permanent part-time employees required to work on a holiday shall receive time and one-half (1½) their regular rate of pay for hours worked in addition to the entitled holiday pay.
- 24.3 When a legal holiday falls during an employee's vacation leave or sick leave, it shall not be charged against such leave.

ARTICLE XXV. INJURED ON DUTY

The parties recognize that employee's working for the County of Cass and covered by this Agreement face a high potential for injury due to the nature of their employment. Such employee, who in the ordinary course of employment and acting in a reasonable and prudent manner and in compliance with the established rules and procedures of the Employer incurs a disabling injury, shall be compensated in an amount equal to the difference between the employee's regular rate of pay and benefits paid under Workers' Compensation, without deduction from the employee's accrued sick leave. Such compensation, including benefits paid hereunder and Worker's Compensation benefits in a total amount, shall not exceed an amount equal to six (6) months of the employee's regular monthly rate of pay per disabling injury.

ARTICLE XXVI. TRAINING

- 26.1 The Employer will pay for training required by the State of Minnesota or the Employer, provided the training is authorized by the Employer. The Employer agrees to reimburse employees for reasonable costs incurred in obtaining approved training, including but not limited to mileage, meals, lodging, and license fees. To be eligible for employment payment or reimbursement, all training must be approved by the Employer prior to attendance by an employee.
- 26.2 Employees attending, and traveling to and from, approved training will be compensated at the appropriate rate of pay, including overtime and compensatory time, if such time qualifies.

ARTICLE XXVII. COMPENSATION AND INSURANCE

- 27.1 Employee's shall be compensated in accordance with the salary schedule marked "Appendix A" attached hereto and made a part of this Agreement.

27.2 Post Employment Health Insurance Plan (PEHP)

The Employer agrees to make participation in the Minnesota State Retirement System Health Care Savings Plan available to the Union. Specific provisions for eligibility and contributions will be negotiated in accordance with the plan rules and memorialized in a letter of understanding.

27.3 Cafeteria Plan

The insurance benefit program both with respect to coverage and employer contribution applicable to covered employees and retired employees shall be as set forth on "Appendix B" attached hereto and made a part of this Agreement.

ARTICLE XXVII. PART-TIME EMPLOYEE BENEFITS

28.1 Part-time permanent positions shall receive pro-rata benefits if the position is scheduled to be, and in fact involve, twenty-four (24) or more hours of work per week on average. The pro-rating shall apply to all benefits available to permanent personnel, including pro-rating of Employer contributions to health insurance pursuant to Section 28.3. Benefits shall not be available on a pro-rated basis for positions that are designed to be temporary and which in fact involve assignments of personnel on a substitute basis for any duration in which a permanent employee has a right to return. All permanent part-time employees shall receive pro-rata benefits after successful completion of 1,040 (one thousand forty) accumulative hours to the employer. Benefits shall begin the month following the completion of 1,040 (one thousand forty) hours.

28.2 The training benefit available for persons holding positions requiring certification shall also be available on pro-rate basis for part-time permanent personnel serving twenty-four (24) hours or more per week. The computation of the necessary number of hours per week shall be based on a calendar quarter average.

28.3 Permanent part-time employees, after successful completion of 1,040 (one-thousand forty) accumulative hours, who work less than 1,040 (one-thousand forty) hours in a calendar shall not qualify for pro-rata Cafeteria Plan benefits the following calendar year.

28.4 shift differential pay as defined in "Appendix A" applies to all part-time employees in the same manner as full-time employees.

ARTICLE XXIX. UNIFORMS

29.1 The Employer shall provide all new uniformed employees with an initial uniform/equipment issue. After one (1) year of service, employees shall receive a uniform allowance paid in January of each year on a separate check. The line deputies and plain clothed officers' allowance shall be \$1,100.

ARTICLE XXX. OUTSIDE EMPLOYMENT

- 30.1 Non-law enforcement related outside employment will continue to be handled as it has been in the past; employees will continue to be allowed to work outside employment in non-law enforcement related jobs.
- 30.2 The Employer will approve outside employment of a law enforcement nature, on a regularly scheduled day off and after the last Cass County shift on the last regularly scheduled day of work in a series of days of work, if there is a minimum of eight (8) hours of separation between the outside law-enforcement related employment and the beginning of the next scheduled County shift.
- 30.3 All outside employment continues to be subject to prior department rules regarding conflict, etc.

ARTICLE XXXI. PERA

- 32.1 The County shall allow any employee possessing a full or part-time peace officer's license who has been appointed as a deputy sheriff and duly recorded to participate in PERA police and fire retirement if PERA agrees to allow said participation.

ARTICLE XXXII. DURATION

33.1 Except as herein provided, this Agreement shall be effective January 1, 2023, and shall continue in full force and effect until December 31, 2025, 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 September 1st of the year which modifications desired, so as to comply with the provisions of the Public Employment Labor Relations Act of 1971 as amended.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed this 20th day of Dec. 2022.


CASS COUNTY

LELS # 406


Chair, Board of Commissioners

 12-5-2022
Union Representative


Attest: County Administrator


Steward - Patrol


Sheriff


Steward - Patrol

APPENDIX A

LELS #406
AGREEMENT
PAGES A-1 through A-4

2023-2025 COMPENSATION PLAN

GENERAL CONDITIONS:

1. **Longevity** – In addition to their base salary, employees that have completed 10 years of total Cass County service shall receive a lump sum payment December 1st of each year of the Agreement equal to 1.75% of the employee monthly base as of that date multiplied by the total full years of Cass County service.

Employees eligible for this payment that terminate employment prior to December 1st of any year of the Agreement shall receive a pro-rated longevity payment.

2. **Promotions** – Employees transferred to a higher classification shall be compensated at the minimum compensation of the higher class or the next step above current salary, whichever is greater.
3. **Temporary Transfer to Higher Class** – When an employee is temporarily transferred by written assignment of duties by the Department head to a higher position classification for more than one (1) shift, the employee shall receive the minimum compensation of the higher class or 3% above current salary, whichever is greater, for all hours worked in that classification.
4. **Transfer to Lower Classification** – In the event that an employee voluntarily transfers to a lower paid classification, the employee shall be placed on the same step of the new classification as they were in their previous classification.

In the event that a position is downgraded under the comparable worth evaluation system to a lower paid classification, the employee would not lose salary, but would be frozen at current salary until the range catches up.

No other aspect of the grade rating system is grievable under the terms of this contract.

2023 SALARY PLAN:

1. Effective January 1, 2023 each employee shall receive a base pay increase of five percent (5.0%) over the December 31, 2022 base rate, not to exceed the range maximum for the position, represented in Table A-3, AND A-4 applicable to all unit positions through December 31, 2023.
2. Effective July 1, 2023, each employee that has completed six months of employment shall receive a step increase not to exceed the Table A-3, AND A-4 range maximum for the position. An employee on probation that has completed six months of employment shall receive a step increase not to exceed the Table A-3 and A-4 range maximum for the position.

2024 SALARY PLAN:

1. Effective January 1, 2024 each employee shall receive a base pay increase of five percent (5.0%) over the December 31, 2023 base rate, not to exceed the range maximum for the position, represented in Table A-5, AND A-6 applicable to all unit positions through December 31, 2024.
2. Effective July 1, 2024, each employee that has completed six months of employment shall receive a step increase not to exceed the Table A-5, AND A-6 range maximum for the position. An employee on probation that has completed six months of employment shall receive a step increase not to exceed the Table A-3 and A-4 range maximum for the position.

2025 SALARY PLAN:

1. Effective January 1, 2025 each employee shall receive a base pay increase of five percent (5.0%) over the December 31, 2024 base rate, not to exceed the range maximum for the position, represented in Table A-7, AND A-8 applicable to all unit positions through December 31, 2025.
2. Effective July 1, 2025, each employee that has completed six months of employment shall receive a step increase not to exceed the Table A-7, AND A-8 range maximum for the position. An employee on probation that has completed six months of employment shall receive a step increase not to exceed the Table A-3 and A-4 range maximum for the position.

SHIFT DIFFERENTIAL:

Effective January 1, 2023 an additional one dollar (\$1.00) per hour will be paid to all employees for each worked between the hours of 5:00 p.m. to 7:00 a.m. and, all hours worked on Saturday or Sunday. This special duty pay is subject to the overtime provisions of Article XVII of this Agreement.

FIELD TRAINING OFFICER:

The staff person assigned to FIELD TRAINING OFFICER by the Sheriff shall receive an additional one dollar and fifty cents (\$1.50) per hour for each hour worked. This special duty pay is subject to the overtime provisions of Article XVII of this Agreement.

PERMANENT PART-TIME

Part-time EMPLOYEES attaining permanent part-time status will be compensated at the labor grade for the job they are performing. Upon completion of each 2,080 hours of compensated straight time hours worked the permanent part-time employee will move up one step on the labor grade schedule for the labor grade schedule for the labor grade job they are performing.

Cass County - 2023 Salary Grade Table - Monthly Rates Effective January 1, 2023

Salary Table Increased by 5.0 %

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	2,187	2,253	2,322	2,392	2,462	2,536	2,611	2,689	2,770	2,854
2	2,253	2,322	2,392	2,462	2,536	2,611	2,689	2,770	2,854	2,938
3	2,322	2,392	2,462	2,536	2,611	2,689	2,770	2,854	2,938	3,027
4	2,392	2,462	2,536	2,611	2,689	2,770	2,854	2,938	3,027	3,119
5	2,462	2,536	2,611	2,689	2,770	2,854	2,938	3,027	3,119	3,213
6	2,536	2,611	2,689	2,770	2,854	2,938	3,027	3,119	3,213	3,310
7	2,611	2,689	2,770	2,854	2,938	3,027	3,119	3,213	3,310	3,408
8	2,689	2,770	2,854	2,938	3,027	3,119	3,213	3,310	3,408	3,512
9	2,770	2,854	2,938	3,027	3,119	3,213	3,310	3,408	3,512	3,615
10	2,854	2,938	3,027	3,119	3,213	3,310	3,408	3,512	3,615	3,721
11	2,938	3,027	3,119	3,213	3,310	3,408	3,512	3,615	3,721	3,836
12	3,027	3,119	3,213	3,310	3,408	3,512	3,615	3,721	3,836	3,950
13	3,119	3,213	3,310	3,408	3,512	3,615	3,721	3,836	3,950	4,071
14	3,213	3,310	3,408	3,512	3,615	3,721	3,836	3,950	4,071	4,193
15	3,310	3,408	3,512	3,615	3,721	3,836	3,950	4,071	4,193	4,320
16	3,408	3,512	3,615	3,721	3,836	3,950	4,071	4,193	4,320	4,450
17	3,512	3,615	3,721	3,836	3,950	4,071	4,193	4,320	4,450	4,583
18	3,615	3,721	3,836	3,950	4,071	4,193	4,320	4,450	4,583	4,721
19	3,721	3,836	3,950	4,071	4,193	4,320	4,450	4,583	4,721	4,863
20	3,836	3,950	4,071	4,193	4,320	4,450	4,583	4,721	4,863	5,010
21	3,950	4,071	4,193	4,320	4,450	4,583	4,721	4,863	5,010	5,159
22	4,071	4,193	4,320	4,450	4,583	4,721	4,863	5,010	5,159	5,314
23	4,193	4,320	4,450	4,583	4,721	4,863	5,010	5,159	5,314	5,473
24	4,320	4,450	4,583	4,721	4,863	5,010	5,159	5,314	5,473	5,639
25	4,450	4,583	4,721	4,863	5,010	5,159	5,314	5,473	5,639	5,808
26	4,583	4,721	4,863	5,010	5,159	5,314	5,473	5,639	5,808	5,982
27	4,721	4,863	5,010	5,159	5,314	5,473	5,639	5,808	5,982	6,160
28	4,863	5,010	5,159	5,314	5,473	5,639	5,808	5,982	6,160	6,346
29	5,010	5,159	5,314	5,473	5,639	5,808	5,982	6,160	6,346	6,537
30	5,159	5,314	5,473	5,639	5,808	5,982	6,160	6,346	6,537	6,733
31	5,314	5,473	5,639	5,808	5,982	6,160	6,346	6,537	6,733	6,934
32	5,473	5,639	5,808	5,982	6,160	6,346	6,537	6,733	6,934	7,142
33	5,639	5,808	5,982	6,160	6,346	6,537	6,733	6,934	7,142	7,357
34	5,808	5,982	6,160	6,346	6,537	6,733	6,934	7,142	7,357	7,575
35	5,982	6,160	6,346	6,537	6,733	6,934	7,142	7,357	7,575	7,803
36	6,160	6,346	6,537	6,733	6,934	7,142	7,357	7,575	7,803	8,038
37	6,346	6,537	6,733	6,934	7,142	7,357	7,575	7,803	8,038	8,279
38	6,537	6,733	6,934	7,142	7,357	7,575	7,803	8,038	8,279	8,527
39	6,733	6,934	7,142	7,357	7,575	7,803	8,038	8,279	8,527	8,782
40	6,934	7,142	7,357	7,575	7,803	8,038	8,279	8,527	8,782	9,046
41	7,142	7,357	7,575	7,803	8,038	8,279	8,527	8,782	9,046	9,317
42	7,357	7,575	7,803	8,038	8,279	8,527	8,782	9,046	9,317	9,598
43	7,575	7,803	8,038	8,279	8,527	8,782	9,046	9,317	9,598	9,886
44	7,803	8,038	8,279	8,527	8,782	9,046	9,317	9,598	9,886	10,183
45	8,038	8,279	8,527	8,782	9,046	9,317	9,598	9,886	10,183	10,488
46	8,279	8,527	8,782	9,046	9,317	9,598	9,886	10,183	10,488	10,802
47	8,527	8,782	9,046	9,317	9,598	9,886	10,183	10,488	10,802	11,125
48	8,782	9,046	9,317	9,598	9,886	10,183	10,488	10,802	11,125	11,459
49	9,046	9,317	9,598	9,886	10,183	10,488	10,802	11,125	11,459	11,803
50	9,317	9,598	9,886	10,183	10,488	10,802	11,125	11,459	11,803	12,157

Cass County - 2023 Salary Grade Table - Hourly Rates Effective January 1, 2023

Salary Table Increased by 5.0 %

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	12.62	13.00	13.40	13.81	14.20	14.63	15.07	15.51	15.97	16.46
2	13.00	13.40	13.81	14.20	14.63	15.07	15.51	15.97	16.46	16.96
3	13.40	13.81	14.20	14.63	15.07	15.51	15.97	16.46	16.96	17.48
4	13.81	14.20	14.63	15.07	15.51	15.97	16.46	16.96	17.48	18.01
5	14.20	14.63	15.07	15.51	15.97	16.46	16.96	17.48	18.01	18.53
6	14.63	15.07	15.51	15.97	16.46	16.96	17.48	18.01	18.53	19.08
7	15.07	15.51	15.97	16.46	16.96	17.48	18.01	18.53	19.08	19.65
8	15.51	15.97	16.46	16.96	17.48	18.01	18.53	19.08	19.65	20.28
9	15.97	16.46	16.96	17.48	18.01	18.53	19.08	19.65	20.28	20.85
10	16.46	16.96	17.48	18.01	18.53	19.08	19.65	20.28	20.85	21.47
11	16.96	17.48	18.01	18.53	19.08	19.65	20.28	20.85	21.47	22.11
12	17.48	18.01	18.53	19.08	19.65	20.28	20.85	21.47	22.11	22.80
13	18.01	18.53	19.08	19.65	20.28	20.85	21.47	22.11	22.80	23.48
14	18.53	19.08	19.65	20.28	20.85	21.47	22.11	22.80	23.48	24.18
15	19.08	19.65	20.28	20.85	21.47	22.11	22.80	23.48	24.18	24.92
16	19.65	20.28	20.85	21.47	22.11	22.80	23.48	24.18	24.92	25.67
17	20.28	20.85	21.47	22.11	22.80	23.48	24.18	24.92	25.67	26.44
18	20.85	21.47	22.11	22.80	23.48	24.18	24.92	25.67	26.44	27.24
19	21.47	22.11	22.80	23.48	24.18	24.92	25.67	26.44	27.24	28.06
20	22.11	22.80	23.48	24.18	24.92	25.67	26.44	27.24	28.06	28.91
21	22.80	23.48	24.18	24.92	25.67	26.44	27.24	28.06	28.91	29.76
22	23.48	24.18	24.92	25.67	26.44	27.24	28.06	28.91	29.76	30.65
23	24.18	24.92	25.67	26.44	27.24	28.06	28.91	29.76	30.65	31.57
24	24.92	25.67	26.44	27.24	28.06	28.91	29.76	30.65	31.57	32.53
25	25.67	26.44	27.24	28.06	28.91	29.76	30.65	31.57	32.53	33.52
26	26.44	27.24	28.06	28.91	29.76	30.65	31.57	32.53	33.52	34.50
27	27.24	28.06	28.91	29.76	30.65	31.57	32.53	33.52	34.50	35.56
28	28.06	28.91	29.76	30.65	31.57	32.53	33.52	34.50	35.56	36.60
29	28.91	29.76	30.65	31.57	32.53	33.52	34.50	35.56	36.60	37.70
30	29.76	30.65	31.57	32.53	33.52	34.50	35.56	36.60	37.70	38.85
31	30.65	31.57	32.53	33.52	34.50	35.56	36.60	37.70	38.85	39.99
32	31.57	32.53	33.52	34.50	35.56	36.60	37.70	38.85	39.99	41.21
33	32.53	33.52	34.50	35.56	36.60	37.70	38.85	39.99	41.21	42.44
34	33.52	34.50	35.56	36.60	37.70	38.85	39.99	41.21	42.44	43.71
35	34.50	35.56	36.60	37.70	38.85	39.99	41.21	42.44	43.71	45.02
36	35.56	36.60	37.70	38.85	39.99	41.21	42.44	43.71	45.02	46.39
37	36.60	37.70	38.85	39.99	41.21	42.44	43.71	45.02	46.39	47.78
38	37.70	38.85	39.99	41.21	42.44	43.71	45.02	46.39	47.78	49.21
39	38.85	39.99	41.21	42.44	43.71	45.02	46.39	47.78	49.21	50.68
40	39.99	41.21	42.44	43.71	45.02	46.39	47.78	49.21	50.68	52.20
41	41.21	42.44	43.71	45.02	46.39	47.78	49.21	50.68	52.20	53.76
42	42.44	43.71	45.02	46.39	47.78	49.21	50.68	52.20	53.76	55.37
43	43.71	45.02	46.39	47.78	49.21	50.68	52.20	53.76	55.37	57.03
44	45.02	46.39	47.78	49.21	50.68	52.20	53.76	55.37	57.03	58.77
45	46.39	47.78	49.21	50.68	52.20	53.76	55.37	57.03	58.77	60.51
46	47.78	49.21	50.68	52.20	53.76	55.37	57.03	58.77	60.51	62.32
47	49.21	50.68	52.20	53.76	55.37	57.03	58.77	60.51	62.32	64.19
48	50.68	52.20	53.76	55.37	57.03	58.77	60.51	62.32	64.19	66.11
49	52.20	53.76	55.37	57.03	58.77	60.51	62.32	64.19	66.11	68.09
50	53.76	55.37	57.03	58.77	60.51	62.32	64.19	66.11	68.09	70.14

Cass County - 2024 Salary Grade Table - Monthly Rates Effective January 1, 2024

Salary Table Increased by 5.0 %

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	2,296	2,366	2,438	2,512	2,585	2,663	2,742	2,823	2,909	2,997
2	2,366	2,438	2,512	2,585	2,663	2,742	2,823	2,909	2,997	3,085
3	2,438	2,512	2,585	2,663	2,742	2,823	2,909	2,997	3,085	3,178
4	2,512	2,585	2,663	2,742	2,823	2,909	2,997	3,085	3,178	3,275
5	2,585	2,663	2,742	2,823	2,909	2,997	3,085	3,178	3,275	3,374
6	2,663	2,742	2,823	2,909	2,997	3,085	3,178	3,275	3,374	3,476
7	2,742	2,823	2,909	2,997	3,085	3,178	3,275	3,374	3,476	3,578
8	2,823	2,909	2,997	3,085	3,178	3,275	3,374	3,476	3,578	3,688
9	2,909	2,997	3,085	3,178	3,275	3,374	3,476	3,578	3,688	3,796
10	2,997	3,085	3,178	3,275	3,374	3,476	3,578	3,688	3,796	3,907
11	3,085	3,178	3,275	3,374	3,476	3,578	3,688	3,796	3,907	4,028
12	3,178	3,275	3,374	3,476	3,578	3,688	3,796	3,907	4,028	4,148
13	3,275	3,374	3,476	3,578	3,688	3,796	3,907	4,028	4,148	4,275
14	3,374	3,476	3,578	3,688	3,796	3,907	4,028	4,148	4,275	4,403
15	3,476	3,578	3,688	3,796	3,907	4,028	4,148	4,275	4,403	4,536
16	3,578	3,688	3,796	3,907	4,028	4,148	4,275	4,403	4,536	4,673
17	3,688	3,796	3,907	4,028	4,148	4,275	4,403	4,536	4,673	4,812
18	3,796	3,907	4,028	4,148	4,275	4,403	4,536	4,673	4,812	4,957
19	3,907	4,028	4,148	4,275	4,403	4,536	4,673	4,812	4,957	5,106
20	4,028	4,148	4,275	4,403	4,536	4,673	4,812	4,957	5,106	5,261
21	4,148	4,275	4,403	4,536	4,673	4,812	4,957	5,106	5,261	5,417
22	4,275	4,403	4,536	4,673	4,812	4,957	5,106	5,261	5,417	5,580
23	4,403	4,536	4,673	4,812	4,957	5,106	5,261	5,417	5,580	5,747
24	4,536	4,673	4,812	4,957	5,106	5,261	5,417	5,580	5,747	5,921
25	4,673	4,812	4,957	5,106	5,261	5,417	5,580	5,747	5,921	6,098
26	4,812	4,957	5,106	5,261	5,417	5,580	5,747	5,921	6,098	6,281
27	4,957	5,106	5,261	5,417	5,580	5,747	5,921	6,098	6,281	6,468
28	5,106	5,261	5,417	5,580	5,747	5,921	6,098	6,281	6,468	6,663
29	5,261	5,417	5,580	5,747	5,921	6,098	6,281	6,468	6,663	6,864
30	5,417	5,580	5,747	5,921	6,098	6,281	6,468	6,663	6,864	7,070
31	5,580	5,747	5,921	6,098	6,281	6,468	6,663	6,864	7,070	7,281
32	5,747	5,921	6,098	6,281	6,468	6,663	6,864	7,070	7,281	7,499
33	5,921	6,098	6,281	6,468	6,663	6,864	7,070	7,281	7,499	7,725
34	6,098	6,281	6,468	6,663	6,864	7,070	7,281	7,499	7,725	7,954
35	6,281	6,468	6,663	6,864	7,070	7,281	7,499	7,725	7,954	8,193
36	6,468	6,663	6,864	7,070	7,281	7,499	7,725	7,954	8,193	8,440
37	6,663	6,864	7,070	7,281	7,499	7,725	7,954	8,193	8,440	8,693
38	6,864	7,070	7,281	7,499	7,725	7,954	8,193	8,440	8,693	8,953
39	7,070	7,281	7,499	7,725	7,954	8,193	8,440	8,693	8,953	9,221
40	7,281	7,499	7,725	7,954	8,193	8,440	8,693	8,953	9,221	9,498
41	7,499	7,725	7,954	8,193	8,440	8,693	8,953	9,221	9,498	9,783
42	7,725	7,954	8,193	8,440	8,693	8,953	9,221	9,498	9,783	10,078
43	7,954	8,193	8,440	8,693	8,953	9,221	9,498	9,783	10,078	10,380
44	8,193	8,440	8,693	8,953	9,221	9,498	9,783	10,078	10,380	10,692
45	8,440	8,693	8,953	9,221	9,498	9,783	10,078	10,380	10,692	11,012
46	8,693	8,953	9,221	9,498	9,783	10,078	10,380	10,692	11,012	11,342
47	8,953	9,221	9,498	9,783	10,078	10,380	10,692	11,012	11,342	11,681
48	9,221	9,498	9,783	10,078	10,380	10,692	11,012	11,342	11,681	12,032
49	9,498	9,783	10,078	10,380	10,692	11,012	11,342	11,681	12,032	12,393
50	9,783	10,078	10,380	10,692	11,012	11,342	11,681	12,032	12,393	12,765

Cass County - 2024 Salary Grade Table - Hourly Rates Effective January 1, 2024

Salary Table Increased by 5.0 %

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	13.25	13.65	14.07	14.50	14.91	15.36	15.82	16.29	16.77	17.28
2	13.65	14.07	14.50	14.91	15.36	15.82	16.29	16.77	17.28	17.81
3	14.07	14.50	14.91	15.36	15.82	16.29	16.77	17.28	17.81	18.35
4	14.50	14.91	15.36	15.82	16.29	16.77	17.28	17.81	18.35	18.91
5	14.91	15.36	15.82	16.29	16.77	17.28	17.81	18.35	18.91	19.46
6	15.36	15.82	16.29	16.77	17.28	17.81	18.35	18.91	19.46	20.03
7	15.82	16.29	16.77	17.28	17.81	18.35	18.91	19.46	20.03	20.63
8	16.29	16.77	17.28	17.81	18.35	18.91	19.46	20.03	20.63	21.29
9	16.77	17.28	17.81	18.35	18.91	19.46	20.03	20.63	21.29	21.89
10	17.28	17.81	18.35	18.91	19.46	20.03	20.63	21.29	21.89	22.54
11	17.81	18.35	18.91	19.46	20.03	20.63	21.29	21.89	22.54	23.22
12	18.35	18.91	19.46	20.03	20.63	21.29	21.89	22.54	23.22	23.94
13	18.91	19.46	20.03	20.63	21.29	21.89	22.54	23.22	23.94	24.65
14	19.46	20.03	20.63	21.29	21.89	22.54	23.22	23.94	24.65	25.39
15	20.03	20.63	21.29	21.89	22.54	23.22	23.94	24.65	25.39	26.17
16	20.63	21.29	21.89	22.54	23.22	23.94	24.65	25.39	26.17	26.95
17	21.29	21.89	22.54	23.22	23.94	24.65	25.39	26.17	26.95	27.76
18	21.89	22.54	23.22	23.94	24.65	25.39	26.17	26.95	27.76	28.60
19	22.54	23.22	23.94	24.65	25.39	26.17	26.95	27.76	28.60	29.46
20	23.22	23.94	24.65	25.39	26.17	26.95	27.76	28.60	29.46	30.36
21	23.94	24.65	25.39	26.17	26.95	27.76	28.60	29.46	30.36	31.25
22	24.65	25.39	26.17	26.95	27.76	28.60	29.46	30.36	31.25	32.18
23	25.39	26.17	26.95	27.76	28.60	29.46	30.36	31.25	32.18	33.15
24	26.17	26.95	27.76	28.60	29.46	30.36	31.25	32.18	33.15	34.16
25	26.95	27.76	28.60	29.46	30.36	31.25	32.18	33.15	34.16	35.20
26	27.76	28.60	29.46	30.36	31.25	32.18	33.15	34.16	35.20	36.23
27	28.60	29.46	30.36	31.25	32.18	33.15	34.16	35.20	36.23	37.34
28	29.46	30.36	31.25	32.18	33.15	34.16	35.20	36.23	37.34	38.43
29	30.36	31.25	32.18	33.15	34.16	35.20	36.23	37.34	38.43	39.59
30	31.25	32.18	33.15	34.16	35.20	36.23	37.34	38.43	39.59	40.79
31	32.18	33.15	34.16	35.20	36.23	37.34	38.43	39.59	40.79	41.99
32	33.15	34.16	35.20	36.23	37.34	38.43	39.59	40.79	41.99	43.27
33	34.16	35.20	36.23	37.34	38.43	39.59	40.79	41.99	43.27	44.56
34	35.20	36.23	37.34	38.43	39.59	40.79	41.99	43.27	44.56	45.90
35	36.23	37.34	38.43	39.59	40.79	41.99	43.27	44.56	45.90	47.27
36	37.34	38.43	39.59	40.79	41.99	43.27	44.56	45.90	47.27	48.71
37	38.43	39.59	40.79	41.99	43.27	44.56	45.90	47.27	48.71	50.17
38	39.59	40.79	41.99	43.27	44.56	45.90	47.27	48.71	50.17	51.67
39	40.79	41.99	43.27	44.56	45.90	47.27	48.71	50.17	51.67	53.21
40	41.99	43.27	44.56	45.90	47.27	48.71	50.17	51.67	53.21	54.81
41	43.27	44.56	45.90	47.27	48.71	50.17	51.67	53.21	54.81	56.45
42	44.56	45.90	47.27	48.71	50.17	51.67	53.21	54.81	56.45	58.14
43	45.90	47.27	48.71	50.17	51.67	53.21	54.81	56.45	58.14	59.88
44	47.27	48.71	50.17	51.67	53.21	54.81	56.45	58.14	59.88	61.71
45	48.71	50.17	51.67	53.21	54.81	56.45	58.14	59.88	61.71	63.54
46	50.17	51.67	53.21	54.81	56.45	58.14	59.88	61.71	63.54	65.44
47	51.67	53.21	54.81	56.45	58.14	59.88	61.71	63.54	65.44	67.40
48	53.21	54.81	56.45	58.14	59.88	61.71	63.54	65.44	67.40	69.42
49	54.81	56.45	58.14	59.88	61.71	63.54	65.44	67.40	69.42	71.49
50	56.45	58.14	59.88	61.71	63.54	65.44	67.40	69.42	71.49	73.65

Cass County - 2025 Salary Grade Table - Monthly Rates Effective January 1, 2025

Salary Table Increased by 5.0 %

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	2,411	2,484	2,560	2,638	2,714	2,796	2,879	2,964	3,054	3,147
2	2,484	2,560	2,638	2,714	2,796	2,879	2,964	3,054	3,147	3,239
3	2,560	2,638	2,714	2,796	2,879	2,964	3,054	3,147	3,239	3,337
4	2,638	2,714	2,796	2,879	2,964	3,054	3,147	3,239	3,337	3,439
5	2,714	2,796	2,879	2,964	3,054	3,147	3,239	3,337	3,439	3,543
6	2,796	2,879	2,964	3,054	3,147	3,239	3,337	3,439	3,543	3,650
7	2,879	2,964	3,054	3,147	3,239	3,337	3,439	3,543	3,650	3,757
8	2,964	3,054	3,147	3,239	3,337	3,439	3,543	3,650	3,757	3,872
9	3,054	3,147	3,239	3,337	3,439	3,543	3,650	3,757	3,872	3,986
10	3,147	3,239	3,337	3,439	3,543	3,650	3,757	3,872	3,986	4,102
11	3,239	3,337	3,439	3,543	3,650	3,757	3,872	3,986	4,102	4,229
12	3,337	3,439	3,543	3,650	3,757	3,872	3,986	4,102	4,229	4,355
13	3,439	3,543	3,650	3,757	3,872	3,986	4,102	4,229	4,355	4,489
14	3,543	3,650	3,757	3,872	3,986	4,102	4,229	4,355	4,489	4,623
15	3,650	3,757	3,872	3,986	4,102	4,229	4,355	4,489	4,623	4,763
16	3,757	3,872	3,986	4,102	4,229	4,355	4,489	4,623	4,763	4,907
17	3,872	3,986	4,102	4,229	4,355	4,489	4,623	4,763	4,907	5,053
18	3,986	4,102	4,229	4,355	4,489	4,623	4,763	4,907	5,053	5,205
19	4,102	4,229	4,355	4,489	4,623	4,763	4,907	5,053	5,205	5,361
20	4,229	4,355	4,489	4,623	4,763	4,907	5,053	5,205	5,361	5,524
21	4,355	4,489	4,623	4,763	4,907	5,053	5,205	5,361	5,524	5,688
22	4,489	4,623	4,763	4,907	5,053	5,205	5,361	5,524	5,688	5,859
23	4,623	4,763	4,907	5,053	5,205	5,361	5,524	5,688	5,859	6,034
24	4,763	4,907	5,053	5,205	5,361	5,524	5,688	5,859	6,034	6,217
25	4,907	5,053	5,205	5,361	5,524	5,688	5,859	6,034	6,217	6,403
26	5,053	5,205	5,361	5,524	5,688	5,859	6,034	6,217	6,403	6,595
27	5,205	5,361	5,524	5,688	5,859	6,034	6,217	6,403	6,595	6,791
28	5,361	5,524	5,688	5,859	6,034	6,217	6,403	6,595	6,791	6,996
29	5,524	5,688	5,859	6,034	6,217	6,403	6,595	6,791	6,996	7,207
30	5,688	5,859	6,034	6,217	6,403	6,595	6,791	6,996	7,207	7,424
31	5,859	6,034	6,217	6,403	6,595	6,791	6,996	7,207	7,424	7,645
32	6,034	6,217	6,403	6,595	6,791	6,996	7,207	7,424	7,645	7,874
33	6,217	6,403	6,595	6,791	6,996	7,207	7,424	7,645	7,874	8,111
34	6,403	6,595	6,791	6,996	7,207	7,424	7,645	7,874	8,111	8,352
35	6,595	6,791	6,996	7,207	7,424	7,645	7,874	8,111	8,352	8,603
36	6,791	6,996	7,207	7,424	7,645	7,874	8,111	8,352	8,603	8,862
37	6,996	7,207	7,424	7,645	7,874	8,111	8,352	8,603	8,862	9,128
38	7,207	7,424	7,645	7,874	8,111	8,352	8,603	8,862	9,128	9,401
39	7,424	7,645	7,874	8,111	8,352	8,603	8,862	9,128	9,401	9,682
40	7,645	7,874	8,111	8,352	8,603	8,862	9,128	9,401	9,682	9,973
41	7,874	8,111	8,352	8,603	8,862	9,128	9,401	9,682	9,973	10,272
42	8,111	8,352	8,603	8,862	9,128	9,401	9,682	9,973	10,272	10,582
43	8,352	8,603	8,862	9,128	9,401	9,682	9,973	10,272	10,582	10,899
44	8,603	8,862	9,128	9,401	9,682	9,973	10,272	10,582	10,899	11,227
45	8,862	9,128	9,401	9,682	9,973	10,272	10,582	10,899	11,227	11,563
46	9,128	9,401	9,682	9,973	10,272	10,582	10,899	11,227	11,563	11,909
47	9,401	9,682	9,973	10,272	10,582	10,899	11,227	11,563	11,909	12,265
48	9,682	9,973	10,272	10,582	10,899	11,227	11,563	11,909	12,265	12,634
49	9,973	10,272	10,582	10,899	11,227	11,563	11,909	12,265	12,634	13,013
50	10,272	10,582	10,899	11,227	11,563	11,909	12,265	12,634	13,013	13,403

Cass County - 2025 Salary Grade Table - Hourly Rates Effective January 1, 2025

Salary Table Increased by 5.0 %

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	13.91	14.33	14.77	15.23	15.66	16.13	16.61	17.10	17.61	18.14
2	14.33	14.77	15.23	15.66	16.13	16.61	17.10	17.61	18.14	18.70
3	14.77	15.23	15.66	16.13	16.61	17.10	17.61	18.14	18.70	19.27
4	15.23	15.66	16.13	16.61	17.10	17.61	18.14	18.70	19.27	19.86
5	15.66	16.13	16.61	17.10	17.61	18.14	18.70	19.27	19.86	20.43
6	16.13	16.61	17.10	17.61	18.14	18.70	19.27	19.86	20.43	21.03
7	16.61	17.10	17.61	18.14	18.70	19.27	19.86	20.43	21.03	21.66
8	17.10	17.61	18.14	18.70	19.27	19.86	20.43	21.03	21.66	22.35
9	17.61	18.14	18.70	19.27	19.86	20.43	21.03	21.66	22.35	22.98
10	18.14	18.70	19.27	19.86	20.43	21.03	21.66	22.35	22.98	23.67
11	18.70	19.27	19.86	20.43	21.03	21.66	22.35	22.98	23.67	24.38
12	19.27	19.86	20.43	21.03	21.66	22.35	22.98	23.67	24.38	25.14
13	19.86	20.43	21.03	21.66	22.35	22.98	23.67	24.38	25.14	25.88
14	20.43	21.03	21.66	22.35	22.98	23.67	24.38	25.14	25.88	26.66
15	21.03	21.66	22.35	22.98	23.67	24.38	25.14	25.88	26.66	27.48
16	21.66	22.35	22.98	23.67	24.38	25.14	25.88	26.66	27.48	28.30
17	22.35	22.98	23.67	24.38	25.14	25.88	26.66	27.48	28.30	29.15
18	22.98	23.67	24.38	25.14	25.88	26.66	27.48	28.30	29.15	30.03
19	23.67	24.38	25.14	25.88	26.66	27.48	28.30	29.15	30.03	30.93
20	24.38	25.14	25.88	26.66	27.48	28.30	29.15	30.03	30.93	31.88
21	25.14	25.88	26.66	27.48	28.30	29.15	30.03	30.93	31.88	32.81
22	25.88	26.66	27.48	28.30	29.15	30.03	30.93	31.88	32.81	33.79
23	26.66	27.48	28.30	29.15	30.03	30.93	31.88	32.81	33.79	34.81
24	27.48	28.30	29.15	30.03	30.93	31.88	32.81	33.79	34.81	35.87
25	28.30	29.15	30.03	30.93	31.88	32.81	33.79	34.81	35.87	36.96
26	29.15	30.03	30.93	31.88	32.81	33.79	34.81	35.87	36.96	38.04
27	30.03	30.93	31.88	32.81	33.79	34.81	35.87	36.96	38.04	39.21
28	30.93	31.88	32.81	33.79	34.81	35.87	36.96	38.04	39.21	40.35
29	31.88	32.81	33.79	34.81	35.87	36.96	38.04	39.21	40.35	41.57
30	32.81	33.79	34.81	35.87	36.96	38.04	39.21	40.35	41.57	42.83
31	33.79	34.81	35.87	36.96	38.04	39.21	40.35	41.57	42.83	44.09
32	34.81	35.87	36.96	38.04	39.21	40.35	41.57	42.83	44.09	45.43
33	35.87	36.96	38.04	39.21	40.35	41.57	42.83	44.09	45.43	46.79
34	36.96	38.04	39.21	40.35	41.57	42.83	44.09	45.43	46.79	48.20
35	38.04	39.21	40.35	41.57	42.83	44.09	45.43	46.79	48.20	49.63
36	39.21	40.35	41.57	42.83	44.09	45.43	46.79	48.20	49.63	51.15
37	40.35	41.57	42.83	44.09	45.43	46.79	48.20	49.63	51.15	52.68
38	41.57	42.83	44.09	45.43	46.79	48.20	49.63	51.15	52.68	54.25
39	42.83	44.09	45.43	46.79	48.20	49.63	51.15	52.68	54.25	55.87
40	44.09	45.43	46.79	48.20	49.63	51.15	52.68	54.25	55.87	57.55
41	45.43	46.79	48.20	49.63	51.15	52.68	54.25	55.87	57.55	59.27
42	46.79	48.20	49.63	51.15	52.68	54.25	55.87	57.55	59.27	61.05
43	48.20	49.63	51.15	52.68	54.25	55.87	57.55	59.27	61.05	62.87
44	49.63	51.15	52.68	54.25	55.87	57.55	59.27	61.05	62.87	64.80
45	51.15	52.68	54.25	55.87	57.55	59.27	61.05	62.87	64.80	66.72
46	52.68	54.25	55.87	57.55	59.27	61.05	62.87	64.80	66.72	68.71
47	54.25	55.87	57.55	59.27	61.05	62.87	64.80	66.72	68.71	70.77
48	55.87	57.55	59.27	61.05	62.87	64.80	66.72	68.71	70.77	72.89
49	57.55	59.27	61.05	62.87	64.80	66.72	68.71	70.77	72.89	75.06
50	59.27	61.05	62.87	64.80	66.72	68.71	70.77	72.89	75.06	77.33

APPENDIX B

LELS #406 2023 – 2025 AGREEMENT Page B-1 through B-3

CAFETERIA PLAN

1. It is agreed that the Employer will continue insurance coverage for employees covered by the Agreement, as follows:
 - A. Core plan benefits will include:
 1. Group hospitalization for the employee.
 2. Life Insurance for the employee.
 - B. Elective plan benefits will include:
 1. Additional group hospitalization for the employee and/or dependents.
 2. IRS section 125 health care reimbursement account.
 3. IRS section 125 day care reimbursement account.
 4. Taxable income plan.
 5. Deferred income plan.
 6. Short-term disability for the employee.

Each eligible employee is required to participate in the core plan. Any contribution by the employee shall be by payroll deduction.

County contribution to the core plan per month per eligible participant for 2023 is \$1070.00.

County contribution to the core plan per month per eligible participant for the year 2024 shall be maintained at the year 2023 level plus 50% of any cost increase or decrease to the total plan (i.e., core, electives, administration, reinsurance) per year.

County contribution to the core plan per month per eligible participant for the year 2025 shall be maintained at the year 2024 level plus 50% of any cost increase or decrease to the total plan (i.e., core, electives, administration, reinsurance) per year.

County, unions, non-union, and retirees will continue to meet and confer through an established insurance committee to make recommendations to the County Board for core or elective plan benefit changes, (Study issue – retiree health plans).

County contributions will not be made to any plan other than the Cass County cafeteria plan or the Cass County retiree plan.

All employees meeting the Cass County cafeteria plan enrollment criteria are members of the plan and shall receive the core benefits. Any county contribution in excess of the core plan cost may be applied to the Cass County plan electives.

New employees shall be eligible for coverage in the insurance programs the first day of the month following initial employment, or as otherwise provided by the Cass County cafeteria, or Cass County retiree plan rules, and the Employer contribution toward the cost of such insurance shall commence the first day of the month following initial employment in a permanent position.

For purposes of insurance coverage, an employee shall not be eligible unless employed in a permanent position an average of twenty (20) hours per week. Part-time permanent employee insurance benefits, under this Appendix, will be provided on a pro-rata basis in accordance with Article XII, Section 6, Subd. 4.

An employee who is temporarily laid off or who is on an unpaid leave of absence of more than thirty (30) calendar days may continue insurance coverage's by paying the premium amount therefore, during the period of layoff or leave of absence without pay. Such employee need not re-establish eligibility upon return returning to work. For leaves of absence of less than thirty (30) calendar days the Employer contributions shall continue without change.

2. It is further agreed between the parties hereto that upon termination, persons covered by the Agreement shall be eligible for continuation of insurance coverage, in accordance with applicable Federal and State Law.
3. It is further agreed between the parties hereto that employees who are discharged for cause shall forfeit all rights to any Employer contributions toward insurance, from and after the date of discharge.
4. It is understood and agreed that any employee is eligible for Employer contributions provided for in the Appendix so long as:
 - A. the employee is on compensated status;
 - B. the employee is on an approved leave of absence, without pay, of thirty (30) calendar days or less;
 - C. the employee is on an approved disability leave of absence, without pay, during the first six (6) months of such leave;
 - D. an employee qualifies as a retiree under item 5.

Upon termination of employment, all employer contribution and participation shall cease effective on the last working day of the employee, subject to the right of the employee to continue with group coverage's, as provided elsewhere in the Appendix.

5.
 - A. With respect to retirement benefits, new employees hired after January 1, 1991 shall be entitled to receive insurance benefits only with a minimum of twenty (20) years' service and eligibility for annuity or disability benefits under a statutory Minnesota Public Employees Retirement program (including programs coordinated with Federal Social Security). These employees hired after January 1, 1991 shall be eligible for Employer paid premiums for health insurance for the employee and his or her dependents only. This eligibility shall be for the period of time from retirement to eligibility for Medicare coverage. These employees shall not be eligible for life insurance.
 - B. Employees hired before January 1, 1991 shall be entitled to continue to receive the retirement benefits the Employer is currently paying for in the event of retirement with a minimum of ten (10) years of service and eligibility for annuity or disability benefits under a statutory Minnesota Public Employees Retirement program (including programs coordinated with Federal Social Security). These benefits shall include Employer paid premiums for health insurance for the employee and his or her dependents and Employer paid premiums for life insurance.
 - C. With respect to retirement benefits, new employees hired after January 1, 2008 shall not be eligible for any employer paid premiums for health or life insurance.

Retired employees are not eligible for Cass County cafeteria plan participation. The County will provide a separate group plan for retired employees that provides:

1. Group hospitalization for the retired employee.
2. Additional group hospitalization for the retired employee and/or dependents.
3. Life insurance for the retired employee (pre 1991 only).

The county will contribute to the retiree plan on the same basis as employees; however, any remainder of the County contribution is not available for elective benefits.

**Memorandum of Understanding
BETWEEN
LELS #406
AND
Cass County, Minnesota
(Me Too Clause)**

The parties to this memorandum of understanding agree:

1. That if an arbitration decision and/or strike within Cass County during the life of this agreement results in an increase to the economic package, the parties will reopen economic issues impacted by the arbitration decision and/or strike.
2. That this memorandum of understanding expires December 31, 2025 and shall have no effect on any future collective bargaining agreements.

IN WITNESS WHEREOF, the parties have caused this memorandum of understanding to be executed this 20th day of Dec, 2022.

CASS COUNTY

LELS # 406



Chair, Board of Commissioners



Business Agent



Sheriff



Steward - Patrol



Attest: County Administrator



Steward - Patrol

Date: 12/20/2022

Date: _____

MEMORANDUM OF UNDERSTANDING

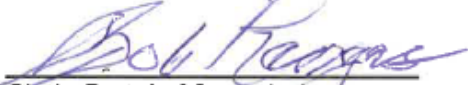
Between
Cass County
And
LELS # 406

WHEREAS, The County of Cass (hereinafter "County") and LELS #406 (hereinafter "Union") representing the Sheriff's Patrol employees of the Cass County Sheriff's Office, hereby agree to the following:

1. That the County allows all Sheriff's Patrol employees to participate in a Post Retirement Health Insurance Plan through the Minnesota State Retirement System.
2. That participation will consist of:
 - a. All of the employee's severance pay (up to a maximum of four hundred (400) hour of accumulated sick leave) pursuant to Article 21.1 of the Labor Agreement will be paid into the Post Retirement Health Insurance Plan upon leave from employment with the County.
 - b. On the last pay period of each calendar year, the employee's comp time accumulation over forty (40) hours will be paid into the Post Retirement Health Insurance Plan pursuant to Article 17.1 of the Labor Agreement.

In witness thereof, the parties acknowledge that they have read the foregoing Agreement and, by signing, hereby affirm that they fully understand and agree to its terms and applications.

CASS COUNTY



Chair, Board of Commissioners



Attest: County Administrator



Sheriff

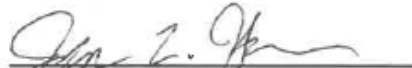
LELS # 406



Union Representative



Steward - Patrol



Steward - Patrol