

MEMORANDUM OF AGREEMENT

Law Enforcement Labor Services Local #415 and Houston County

This Memorandum of Agreement is entered into between Houston County, Minnesota (hereafter "County"), and Law Enforcement Labor Services, Local #415 Inc. (hereafter, "Union").

Whereas, the County and the Union are parties to a Labor Agreement effective January 1, 2018 through December 31, 2020 (hereafter "Agreement"); and

Whereas, the Grievant is a member of LELS Local #415; and

Whereas, on December 5, 2018, the Sheriff eliminated two Lieutenant positions; and

Whereas, the organizational changes resulted in the reassignment of the Grievant from Investigations Lieutenant to Deputy Sheriff effective December 5, 2018; and

Whereas, the Grievant filed a grievance on December 13, 2018 contesting the reorganization and subsequent reassignment to Deputy Sheriff as a punitive action; and

Whereas, the Grievant and the Union accept the Sheriff's Office restructuring and the reassignment of the Grievant; and

Whereas, the Grievant's effective pay rate for 2018 was adjusted to \$36.68 per hour (12% above Deputy pay) pursuant to settlement of both LELS Local #237 2018-2020 agreement and the parties' Agreement; and

Whereas, the parties desire to resolve the grievance.

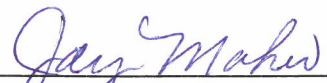
Now, therefore, the parties agree as follows:

1. The December 13, 2018 grievance shall be withdrawn with prejudice; and
2. The Grievant shall remain in the reassigned position of Deputy Sheriff and remains eligible for future promotions; and
3. The Grievant's pay shall be \$37.69 per hour (11.75% above top Deputy Pay) effective January 1, 2019, including back pay to January 1, 2019, and frozen at this rate until such time as the Grievant's LELS Local #237 job class wage exceeds \$37.69 per hour; and
4. The Grievant shall not serve a probationary period or trial work period as a Deputy Sheriff; and
5. The County and the Union acknowledge that this agreement will not serve as precedent for resolving future disputes regarding organizational restructuring and/or involuntary demotions; and
6. This Memorandum of Agreement represents the complete and total agreement between the parties regarding this matter.

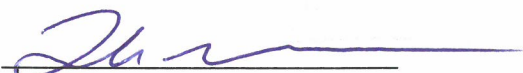
In witness whereof, the parties hereto have executed this Memorandum of Agreement this 11th day of March 2019.

For Law Enforcement Labor Services, Inc.

For Houston County

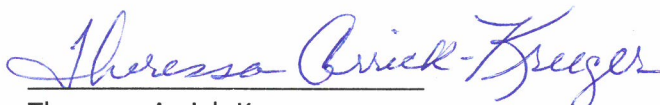

Jay Maher
Business Agent


Teresa Walters
County Board Chair


Luke Sass
Grievant


Jeff Babinski
County Administrator


Mark Inglett
Sheriff


Theresa Arrick-Kruger
Human Resources Director