

**COLLECTIVE BARGAINING**  
**BETWEEN**  
**THE COUNTY OF WASHINGTON**  
**AND**  
**WASHINGTON COUNTY ASSOCIATION**  
**OF SUPERVISORS**

**January 1, 2026– December 31, 2028**

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## **ARTICLE 1. PURPOSE OF AGREEMENT**

- 1.1 This AGREEMENT to be effective as of January 1, 2026 through December 31, 2028 between the County of Washington, hereinafter called the EMPLOYER, and the Washington County Association of Supervisors, hereinafter called the ASSOCIATION.
- 1.2 It is the intent and purpose of the AGREEMENT to:
- (1) Assure sound and mutually beneficial working and economic relationships between the parties hereto:
  - (2) Establish procedures for the resolution of disputes concerning this AGREEMENT'S interpretation and/or application.
  - (3) Place in written form the parties' complete agreement upon terms and conditions of employment for the duration of this AGREEMENT.
- 1.3 All personnel policies unless otherwise stated, shall be applied uniformly across the entire bargaining unit.

## **ARTICLE 2. RECOGNITION**

- 2.1 The EMPLOYER recognizes the ASSOCIATION as the exclusive representative for the employees in the following unit:
- All supervisory employees employed by Washington County, Stillwater, Minnesota, who are public employees within the meaning of Minnesota Statute §179A.03, Subd. 14, excluding department heads, deputy directors, essential supervisors in the County Sheriff's Office, confidential supervisors and all other employees.
- 2.2 In the event the EMPLOYER and the ASSOCIATION are unable to agree as to the inclusion or exclusion of a new modified job class, the issue shall be submitted to the Bureau of Mediation Services for determination.
- 2.3 The ASSOCIATION recognizes the Washington County Board of Commissioners as the representative of the EMPLOYER, and shall meet and negotiate exclusively with such representative, except as may be otherwise specifically provided for in the AGREEMENT. No agreement covering terms and conditions of employment or other matters made between the ASSOCIATION and the EMPLOYER shall be binding upon the EMPLOYER unless the witnessed signature of the EMPLOYER'S designated bargaining representative(s) is affixed thereon.
- 2.4 The EMPLOYER in accordance with the provisions of Minnesota Statutes §179A.03, Subd. 8, agrees not to enter into any agreements covering terms and conditions of employment with members of the bargaining unit under jurisdiction of this AGREEMENT either individually or collectively which in any way conflicts with the terms and conditions set forth in this AGREEMENT, except through the certified representative. No agreement covering the terms and conditions of employment or other matters made between the ASSOCIATION and the EMPLOYER shall be binding upon the ASSOCIATION unless the witnessed signature of the ASSOCIATION'S representative is affixed thereon.

## **ARTICLE 2A.**

- 2A.1 No employee shall be discriminated against under the provision of this AGREEMENT by either the EMPLOYER or the ASSOCIATION on any basis prohibited by law.

2A.2 This AGREEMENT shall comply with the Americans with Disabilities Act.

### **ARTICLE 3. ASSOCIATION SECURITY**

- 3.1 The EMPLOYER agrees to deduct the ASSOCIATION dues from the pay of those employees who individually request in writing that such deduction be made. The amounts to be deducted shall be certified to the EMPLOYER by a representative of the ASSOCIATION in itemized bill format, and the aggregate deductions of all employees shall be remitted together with an itemized statement, to the representative by the first of the succeeding month, after such deductions are made.
- 3.2 The ASSOCIATION may designate certain employees from the unit to act as officers and shall, within five (5) days of such designation, certify to the EMPLOYER, in writing, of such choice and the designation of successors to former officers. The ASSOCIATION shall also certify to the EMPLOYER a complete and current list of its officers.
- 3.3 The EMPLOYER agrees to recognize stewards certified by the ASSOCIATION as provided in this Section, subject to the following stipulations:
- A. There shall be no more than two (2) stewards and two (2) alternates designated at any one time.
  - B. Stewards and other employee ASSOCIATION officers shall not leave their work assignments for ASSOCIATION business without the prior permission of their designated supervisor(s) and they shall notify their designated supervisor(s) upon return to their work stations. Permission to leave a work station for ASSOCIATION business will be limited to the investigation and presentation of grievances to the EMPLOYER. No more than one (1) steward shall be paid time to investigate or present a grievance.
- 3.4 The EMPLOYER agrees to allow the ASSOCIATION to use designated bulletin boards for the purpose of posting notices of ASSOCIATION meetings, ASSOCIATION elections, ASSOCIATION election return, ASSOCIATION appointments to office, and ASSOCIATION recreational or social affairs, and any other items specifically approved by the EMPLOYER. The ASSOCIATION agrees to limit the posting of such notices to the bulletin board space designated by the EMPLOYER.
- 3.5 The ASSOCIATION shall represent all members of the unit fairly and without regard for ASSOCIATION membership or non-membership or other factor.
- 3.6 The ASSOCIATION 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 provisions of this article.

### **ARTICLE 4. WORK SCHEDULES**

- 4.1 This Article is intended only to define the normal hours of work and to provide the basis for the calculation of compensatory time. Nothing herein shall be construed as a guarantee of hours of work per day or per week.
- 4.2 Work shifts, staffing schedules and the assignment of employees thereto shall be established by the EMPLOYER.
- 4.3 The normal work schedule shall be five (5), eight (8)-hour days on duty; followed by two (2) days off duty.

Other work schedules may be authorized to accommodate the services performed by the EMPLOYER.

- 4.4 Employees shall receive a one-half hour unpaid lunch break near the middle of the workday. Two paid 15-minute breaks may be used at the discretion of the employee. Scheduling of such breaks shall be subject to the duty to provide quality service to the public.
- 4.5 When adopting a non-traditional schedule, the EMPLOYER shall staff such schedules in the following order:
  - (1) Request volunteers from within the department and classification;
  - (2) If further employees are needed, the EMPLOYER shall designate sufficient employees to meet scheduling needs;
  - (3) Non-traditional schedules that result in less than full-time employment will be assigned by seniority, the least senior persons in the classification and department shall be assigned to the reduced schedule.
  - (4) Prior to the implementation of a reduced hour non-traditional work schedule the EMPLOYER shall meet and confer with the ASSOCIATION and the employees in the affected classifications and the department concerning the schedule.
- 4.6 The EMPLOYER shall give an employee a minimum of fourteen (14) calendar days' notice prior to adopting a non-traditional schedule.
- 4.7 A full-time employee working a temporary non-traditional schedule that provides less than full-time employment shall continue to receive full-time benefits. If the EMPLOYER designates a position to permanently be on a reduced non-traditional schedule, employees who volunteered for the position may exercise their rights under Section 4.5 (3) above. A permanently reduced non-traditional schedule shall be accorded benefits on the basis of a part-time schedule.

## ARTICLE 5. HOLIDAYS

5.1 Holidays are defined as:

New Year's Day	January 1
Martin Luther King Day	Third Monday in January
President's Day	Third Monday in February
Memorial Day	Last Monday in May
Juneteenth	June 19
Independence Day	July 4
Labor Day	First Monday in September
Veterans Day	November 11
Thanksgiving Day	Fourth Thursday in November
Friday after Thanksgiving	
Christmas Day	December 25
One Floating Holiday	

5.2 Employees shall be eligible for one (1) floating holiday, up to eight (8) hours each calendar year. The floating holiday shall be scheduled in the same manner as approved time off – and must be used prior to December 31<sup>st</sup> of each calendar year or it shall be lost. Floating holidays are ineligible to be paid out upon termination of employment.

- 5.3 Provided a holiday falls on a Saturday, the day before shall be observed as the holiday. If a holiday falls on a Sunday, the day after shall be observed as the holiday.
- 5.4 Employees shall be eligible for holiday pay provided they are in paid status on the workday before and the work day after the holiday.
- 5.5 When a paid holiday falls during an employee's PTO or extended sick leave period, the employee shall not be charged PTO or extended sick leave time for that day.

**ARTICLE 6. EMPLOYEE STATUS**

6.1 A regular full-time employee is an employee who holds a 1.0 FTE position and is scheduled to regularly work forty (40) hours per week.

A regular part-time employee is an employee who is regularly scheduled to work less than forty (40) hours per week.

6.2 A special project/limited duration employee is an employee hired to work on a special or temporary basis where such temporary work has a limited expected duration of less than twelve months except where funded by an outside source and where there is little eventuality of continued employment by the EMPLOYER in such position after the temporary work assignment:

Examples:

- 1. Filling vacancies caused by permanent staff on leave of absence.
- 2. Temporary workloads or projects.
- 3. Positions primarily funded by an outside source.

All employees covered under this Agreement shall be eligible to apply for and be selected for special project/limited duration vacancies under the provisions of Section 15.1. When such special project/limited duration position expires, the employee shall be returned to the same classification and pay as held prior to the assignment. An employee returning to their former classification shall retain full seniority rights and benefits as if the employee had never left the classification. In the event the special project/limited duration position becomes regular status, the EMPLOYER does not need to re-post the position. The incumbent in such instance shall retain all seniority dates to date in classification.

6.3 Temporary – A temporary employee is an employee who is hired for a limited period of time and the employment is considered temporary in nature. The period of temporary service is not counted as part of any probationary period should an individual subsequently be appointed to a regular position. Temporary employees serve at the will of the department head. Temporary employees are not eligible for county benefits except as mandated by state and federal law.

6.4 A regular or part-time employee shall receive holidays, floating holidays and PTO on pro rata, per hour basis (up to forty (40) hours per week).

6.5 Regular part-time employees shall earn health insurance coverage (as a proportion of the EMPLOYER'S payment to regular full-time employees) in the following amounts per pay period:

less than 40 hours	no paid benefits
40 to 59 hours (.5 to .74 FTE)	50%

41 60 to 79 hours (.75 to .99 FTE) 80%

- 6.6 The schedules as set forth in 6.4 are not intended to apply to any regular full-time employees whose work hours have temporarily been reduced by the EMPLOYER to less than eighty (80) hours per payroll period. (See Article 4. Section 4.4 - 4.6)
- 6.7 Special project/limited duration employees shall receive benefits as set forth in the written employment offer from the EMPLOYER.

**ARTICLE 7. PTO**

7.1 Paid Time Off Plan – County Policy for the Paid Time Off Plan (PTO) applies.

- a) **Accrual Rates:** Effective January 1, 2026, the PTO accrual rate for employees with less than five years of service and earning .0769 PTO per hour will increase to 0.0808 PTO per hour. This change will not be applied retroactively.

Years of Service	Accrual per Hour of Service (to maximum hours/days per year)
Less than 5 years of service	.0808 hours per hour (168 hours/21 days per year)
Completed 5 years but less than 10 years of service	.0923 hours per hour (192 hours/24 days per year)
Completed 10 years but less than 15 years of service	.1039 hours per hour (216 hours/27 days per year)
Completed 15 years but less than 20 years of service	.1154 hours per hour (240 hours/30 days per year)
Completed 20 years of service	.1385 hours per hour (288 hours/36 days per year)

- b) Maximum carry-over of PTO from one calendar year to the next is five hundred (500) hours. All PTO in an employee’s account that exceeds 475 hours as of December 1<sup>st</sup> each year will be deposited into the employee’s Post Retirement Health Care Savings Plan.
  - c) Employees may cash out PTO on an annual basis up to ninety (90) hours. The proportional cash out amount will be set-aside in equal increments each payroll period the year (“year 2”) following the PTO cash-out designation (“year 1”) and paid out in August of that year. Employees cashing out PTO may elect to distribute the amount as cash, as a HSA Contribution (subject IRS limits), or as a 457 Plan Contribution (subject to IRS limits), in accordance with County policy. If the employee leaves employment before the cash-out occurred, the accrued hours will be paid as designated to IRS limits. If the cash-out goes over IRS limits then the remaining amount will be paid as cash.
- 7.2 An employee may cash out up to an additional 40 hours of PTO, as authorized by the Department Head and Human Resources Department, each year under the following circumstances: If an employee has requested PTO, but due to work load the Department Head denies the request, the employee is eligible to cash out up to an additional 40 hours of PTO per year. This needs to be elected and approved in Year 1 with the cash out occurring in year 2. The additional 40 hours shall be paid out in cash.
- 7.3 An employee must present a physician's statement attesting to their fitness to return to work if requested by EMPLOYER.
- 7.4 Should illness occur while an employee is on planned PTO, the period of illness may be charged to extended

sick leave and the charge to planned PTO leave be reduced accordingly. An employee requesting such a charge may be required to submit a written statement of a physician attesting to illness and the period of disability.

- 7.5 Temporary employees are not eligible to accrue PTO.
- 7.6 Earned Sick and Safe Time (ESST): Effective January 1, 2026, the parties agree that members of the bargaining unit are not eligible to utilize leave for purposes listed under MN Statute 181.9447, subd. 1, clause (4), if bargaining unit members preassigned or foreseeable work duties during a public emergency or weather event would require an employee to respond to such an event.

Effective January 1, 2026, the parties agree that after an employee has utilized the first 48 hours of ESST in a calendar year under the County's policy, employees must provide documentation consistent with the County's leave policies when utilizing additional leave and waive application of MN Statute 181.9447 subd. 3.

## **ARTICLE 8. WORKERS' COMPENSATION**

- 8.1 An employee who is injured on the job, regardless of the extent of the injury, shall notify the employee's supervisor of the injury, immediately, but no later than twenty-four (24) hours after sustaining the injury.
- 8.2 An employee who is receiving workers' compensation for an injury received while working for the EMPLOYER, may supplement workers' compensation with other accumulated benefits (Paid Time Off, Extended Sick Leave, compensatory time) in order to receive a normal base salary (base hourly rate of pay times FTE) in accordance with County policy.

## **ARTICLE 9. DISCHARGE AND DISCIPLINE**

- 9.1 The EMPLOYER shall discipline an employee only for just cause.
- 9.2 An employee, other than a probationary employee, may appeal a disciplinary matter through the contractual grievance procedure.
- 9.3 An employee may request the presence of an ASSOCIATION representative when being questioned during an investigatory interview.
- 9.4 Prior to discharging an employee, the EMPLOYER shall notify the employee and the ASSOCIATION, in writing, of the reason(s) for the discharge and the effective date thereof. The employee may request an opportunity to hear the evidence against the employee and to present the employee's side of the story to the EMPLOYER'S representative. The employee may have ASSOCIATION representation at this meeting if the employee requests such representation. The right to such meeting shall expire at the end of the next scheduled work day of the employee after the notice of discharge is delivered to the employee, unless the EMPLOYER and the employee agree otherwise. The discharge shall not become effective during the period when the meeting may occur. The employee shall remain on pay status during the time between the notice of discharge and the expiration of the meeting.
- 9.5 This article does not apply to temporary employees.

## **ARTICLE 10. SEVERANCE PAY**

- 10.1 Upon separation with at least 10 years of employment all eligible Extended Sick Leave hours (25% of total remaining hours with a maximum of \$4,950 if resigning or \$9,000 if retiring) will go into the employee's Post Employment Health Care Savings Plan.

## **ARTICLE 11. LEAVE OF ABSENCE**

- 11.1 Eligibility Requirements: Regular employees shall be eligible for leave of absence.
- 11.2 Application for Leave: Any request for a leave of absence shall be submitted in writing by the employee to the EMPLOYER. The request shall state the reason the leave of absence is being requested and the length of time off the employee desires. Authorization, if granted, for a leave of absence shall be furnished to the employee by the EMPLOYER, and it shall be in writing.
- 11.3 A request for a leave of absence not exceeding one (1) month shall be answered within seven (7) calendar days. A request for a leave of absence exceeding one (1) month shall be answered within fourteen (14) calendar days. All personal leaves shall be without compensation or benefits. The approval or denial of such leave shall not be subject to the grievance procedure.
- 11.4 Personal Leave: Leaves of absence not to exceed six (6) months may be granted. Such leave may be extended or renewed for any reasonable period of time.
- 11.5 Extended Medical Leave: An employee unable to work because of illness or accident or who has exhausted family and medical leave and PTO may apply for an unpaid leave of absence for medical purposes. Such leave may not exceed nine (9) months in duration. Applications of such leave shall be made in accordance with County policies. Existence and extent of illness or disability must be verified by a written statement from a medical doctor when requested by the Employer.
- An employee returning from an unpaid leave of absence for medical purposes shall be returned to the employee's department and classification. The returning employee shall be accorded the pay and benefits due the employee's seniority if the department and/or classification were eliminated during the absence.
- 11.6 All paid and unpaid leave time associated with documented illness (excludes workers' compensation) shall not exceed eighteen (18) months in duration.
- 11.7 ASSOCIATION Business: Employees elected to any ASSOCIATION office or selected by the ASSOCIATION to do work which takes them from their employment with the EMPLOYER, shall at the written request of the ASSOCIATION be granted a leave of absence.
- 11.8 Neither benefits nor individual salary increases shall be earned by employees while on a leave of absence without pay. Employees returning to work after leave without pay will be paid at the same salary level held at the time the leave began.
- 11.9 The EMPLOYER may cancel a leave of absence at any time the employee utilizes the leave for purposes other than those stated when the leave was granted. An employee may cancel an approved leave of absence and return to work with the approval of the EMPLOYER.
- 11.10 Jury Duty Jury duty shall be granted in accordance with County Personnel Rules and Regulations.
- 11.11 Military Leave: Military leave shall be granted in accordance with County Personnel Rules and Regulations.

- 11.12 Notice: Any employee utilizing jury duty, or military leave shall notify the EMPLOYER of such intent as soon as the necessity for such leave is known.
- 11.13 Family and Medical Leave: Family and Medical Leave shall be granted in accordance with County Personnel Rules and Regulations.
- 11.14 Educational Leave: Educational leaves of absence shall be granted in accordance with the County Personnel Rules and Regulations.
- 11.15 Minnesota Paid Leave Program: Effective January 1, 2026, employees shall be responsible for 50% of the premium to be paid for the County's participation in the Minnesota Paid Leave Program (or other equivalent program as determined by Washington County that complies with statutory requirements) as required by Minnesota state law.

Pursuant to MN Statute 181.79 and 268B.06, Subd. 5. (c), If it is determined that an employee owes the employer for insurance arrears, or has been overpaid using a combination of Minnesota Paid Leave and paid leave time, employees must reimburse the employer for any overages paid, consistent with state statute, and may do so via payroll adjustment or by issuing the employer a personal check for the amount within the current established Washington County Employee Repayment Guidelines. If applicable, employer will reinstate employee paid leave time.

- 11.16 Unpaid Leave: Pursuant to MN Statute 181.79, if it is determined that an employee owes the employer for insurance arrears, employees must reimburse the employer for any overages paid, consistent with state statute, and may do so via payroll adjustment or by issuing the employer a personal check for the amount within the current established Washington County Employee Repayment Guidelines.

## **ARTICLE 12. COMPENSATION**

- 12.1 Effective January 1, 2026 only, a 3.25% general adjustment will be applied. Effective January 1, 2027 only, a 3.00% general adjustment will be applied. Effective January 1, 2028 only, a 2.75% general adjustment will be applied. Employees who terminate employment prior to the date of County Board approval of this Agreement shall not be eligible for retroactive general adjustments or merit pay increases.

Effective January 1, 2026, the salary range minimum and maximum will increase by 3.25%. Effective January 1, 2027, the salary range minimum and maximum will increase by 3.00%. Effective January 1, 2028, the salary range minimum and maximum will increase by 2.75%.

When it is determined that an employee's base salary is above the established salary range, that employee will receive the above-noted general increases as a non-base increase.

- 12.2 The EMPLOYER shall annually, on or near the anniversary date of the employee's employment in the employee's present classification, review the performance of each employee. If an employee is not at the maximum of the salary range for the employee's classification an increase may be granted. Such increase shall be granted if the employee's performance is on average at least benchmark performance or better on a majority of the performance evaluation rankings for the annual review by the employee's supervisor and department head. If a salary increase is not granted, the EMPLOYER shall notify the employee, in writing, of the reason.

For 2026 only, employees below the maximum of the salary range shall be eligible for an increase of 4.00% not to exceed the salary range maximum. Such payment shall be on/near the employee's classification

anniversary date. For 2027 only, employees below the maximum of the salary range shall be eligible for an increase of 3.5% not to exceed the salary range maximum. Such payment shall be on/near the employee's classification anniversary date. For 2028 only, employees below the maximum of the salary range shall be eligible for an increase of 3.5% not to exceed the salary range maximum. Such payment shall be on/near the employee's classification anniversary date.

- 12.3 An employee who is promoted shall receive a salary increase to at least the minimum rate of the new class or at least 4%, whichever is greater. If the employee's salary before promotion is above the minimum of the range, the new salary shall be adjusted with a minimum increase of 4%. No employee may receive an increase higher than the new class maximum.

An employee whose salary range is adjusted shall be placed in the new range at a rate of pay at least equal to the rate of pay prior to the range adjustment. A range adjustment will not change the employee's classification date for future increases.

- 12.4 Merit Pay - An employee will be eligible for merit pay based on job performance if they are being paid at the maximum of their salary range. Merit payments will be paid in a lump-sum payment on/near the employee's classification date in conjunction with the employee's performance evaluation.

An employee, who is currently not being paid at maximum and is eligible for range movement, and whose salary would otherwise exceed the maximum of the salary range when the agreed upon range movement amount is added to their base salary, is also eligible for merit pay. In this case, the merit pay increase will first be applied to the employee's base salary to bring it to the maximum of the salary range and the remainder of the merit pay increase will be paid in a lump-sum payment.

For 2026, 2027, and 2028, the merit pay amount is up to 5.0% Decisions on merit pay are not grievable.

- 12.5 An employee who is transferred may be paid the same salary as before the transfer. A transferred employee shall not be subject to a probationary period or alteration in the anniversary date for salary increase purposes.

- 12.6 When any classification not listed on the wage schedule is established, which involves functions substantially similar in nature, character and scope to those performed in whole or in part by an existing classification which is part of the bargaining unit as listed in Section 2.1, the EMPLOYER shall designate the rate structure for the position.

- 12.7 When an employee becomes qualified and authorized to receive a salary adjustment, it shall be effective on the date eligibility for such adjustment occurs.

- 12.8 The ASSOCIATION agrees to participate in a committee to review and recommend options to create a hybrid range movement system that is based on years of service and performance.

- 12.9 Uniforms/Sheriff's Office

New employees in the Sheriff's Office required by the EMPLOYER to wear a designated uniform shall be furnished an initial uniform complement.

Return of Uniform: Probationary employees terminated or quitting during their probationary period shall return the uniforms to the EMPLOYER.

The cost of the initial uniform shall be deducted from uniform allowance payments for which the employee is eligible. No uniform allowance payments shall be made to an employee until the cost of the initial uniform

has been fully recovered and the employee has passed probation.

Employees in the Sheriff's Office required by the EMPLOYER to wear a designated uniform shall receive a pre-paid purchasing card with the maximum annual EMPLOYER contribution as follows: \$400.00 (\$485.00 for 2026 only).

The Assistant Jail Administrator will receive a uniform allowance in the amount of \$670.00 (\$755.00 for 2026 only).

An employee may allow the limit on the card to accumulate to a total of two years' worth of uniform allowance. The balance may be carried from one year to the next but may not exceed two years' worth of uniform allowance.

If the employee leaves the Sheriff's Office, the employee will be issued payment for the balance remaining on the card. Such payment shall be subject to federal and state tax.

The employee will reimburse the County for the purchase of unauthorized items or when the employee's balance is exceeded.

12.10 Call Back Time. An employee who is required to return to the workplace during the employee's scheduled off-duty time shall be credited with a minimum of two (2) hours extra work. An extension or early report to a regularly scheduled shift for duty does not qualify the employee for the two (2) hour minimum.

12.11 Shift Differential. If the majority of the employee's scheduled hours in a workday occur between the hours of 6:00 p.m. to 6:00 a.m., the employee qualifies for a shift differential for all hours worked in that shift.

The amount of the shift differential is \$1.00 per hour for 2026, 2027, and 2028.

## **ARTICLE 13. GRIEVANCE PROCEDURE**

13.1 Definition of a Grievance: a grievance is defined as a dispute or disagreement raised by an employee and the ASSOCIATION against the EMPLOYER involving the violation or application of the specific terms and conditions of this AGREEMENT.

13.2 ASSOCIATION Representatives: The EMPLOYER will recognize representatives designated by the ASSOCIATION and the grievance representatives of the unit having duties and responsibilities established by this Article. The ASSOCIATION shall notify the EMPLOYER in writing of the names of the ASSOCIATION representatives and of their successors.

13.3 Processing a Grievance: It is recognized and accepted by the ASSOCIATION and the EMPLOYER that the processing of a grievance hereinafter provided is limited by the job duties and responsibilities of the employees and shall therefore be accomplished during normal working hours, only when consistent with such employee duties and responsibilities. The aggrieved employee and the ASSOCIATION representative(s) shall be allowed a reasonable amount of time, without loss of pay, when a grievance is investigated and presented to the EMPLOYER during normal working hours provided that the employee and the ASSOCIATION representatives have notified and received the approval of the designated supervisor who has determined that such absence is reasonable and would not be detrimental to the work of the EMPLOYER. All grievances must follow the steps designated herein.

13.4 Procedure: Grievance, as defined by Article 13.1, shall be resolved in conformance with the following procedure:

Step 1. An employee claiming a violation concerning the violation or application of this AGREEMENT, shall within fourteen (14) calendar days after such alleged violation has occurred (or actual knowledge of the alleged violation or the time when the occurrence of the alleged violation should reasonably have been known), present such grievance, in writing, to the employee's immediate supervisor as designated by the EMPLOYER. The EMPLOYER-designated representative will meet with the employee and discuss and give, in writing, an answer to such Step 1 grievance within fourteen (14) calendar days after receipt. A grievance not resolved in Step 1 and the employee wishes to appeal to Step 2, it shall be placed in writing to be signed by the employee and the ASSOCIATION, setting forth the nature of the grievance, the facts on which it is based, the provision or provisions of this AGREEMENT allegedly violated, the remedy requested, and shall be appealed to Step 2 within fourteen (14) calendar days after the EMPLOYER-designated representative's final answer in Step 1. Any grievance not appealed in writing to Step 2 by the ASSOCIATION within fourteen (14) calendar days shall be considered waived.

Step 2. If appealed, the written grievance shall be presented by the ASSOCIATION and discussed with the EMPLOYER-designated Step 2 representative. The EMPLOYER designated representative shall give the ASSOCIATION the EMPLOYER'S Step 2 answer in writing within fourteen (14) calendar days after receipt of such Step 2 grievance. Such meeting shall be held within fourteen (14) calendar days. A grievance not resolved in Step 2 may be appealed to Step 3 within fourteen (14) calendar days following the EMPLOYER-designated representative's final Step 2 answer. Any grievance not appealed in writing to Step 3 by the ASSOCIATION within fourteen (14) calendar days shall be considered waived.

Step 3. If appealed, the written grievance shall be presented by the ASSOCIATION and discussed with the EMPLOYER-designated Step 3 representative. Such meeting may be waived by agreement of the parties. The EMPLOYER-designated representative shall give the ASSOCIATION the EMPLOYER'S answer in writing within fourteen (14) calendar days after receipt of such Step 3 grievance. A grievance not resolved in Step 3 may be appealed to Step 4 within fourteen (14) calendar days following the EMPLOYER-designated representative's final answer in Step 3. Any grievance not appealed in writing to Step 4 by the ASSOCIATION, within fourteen (14) calendar days shall be considered waived.

The parties by mutual agreement may agree to petition the Bureau of Mediation Services for the utilization of mediation for suspensions, demotions and terminations.

Step 4. A grievance unresolved in Step 3 and appealed to Step 4 by the ASSOCIATION shall be submitted to arbitration and a request shall be made to the Bureau of Mediation Services for a panel of arbitrators (unless the ASSOCIATION and the EMPLOYER agree on an arbitrator) within fourteen (14) calendar days following the EMPLOYER-designated representative's final answer in Step 3, subject to the provisions of the Public Employment Labor Relations Acts 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 Bureau of Mediation Services.

- 13.5 Arbitrator's Authority: 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 ASSOCIATION, and shall have no authority to make a decision on any other issue not so submitted. The arbitrator shall be without power to make decisions contrary to, or inconsistent with, or modifying or varying in any way the application of laws, rules or regulations having the force and effect of law. The arbitrator's decision shall be submitted in writing within thirty (30) days following close of the hearing or the submissions of briefs by the parties, whichever be later, unless the parties agree to an extension. The decision shall be binding on both the EMPLOYER and the ASSOCIATION and shall be based solely on the arbitrator's interpretation or application of the express terms of this Agreement and to the facts of the grievance presented. The fees and

expenses for the arbitrator's services and proceeding shall be borne equally by the EMPLOYER and the ASSOCIATION, provided, if a grievance is clearly decided in favor of the ASSOCIATION or the EMPLOYER, then the losing party shall be responsible for all the arbitrator's fees and expenses; and provided that each party shall be responsible for compensating its own representative 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 for the proceedings the cost shall be borne equally.

13.6 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, it shall be considered denied and the ASSOCIATION may elect to 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 ASSOCIATION in each step.

13.7 This article does not apply to temporary employees.

## **ARTICLE 14. SENIORITY/LAYOFF**

14.1 County seniority shall be the length of continuous regular employment with the EMPLOYER.

14.2 Classification seniority shall be the length of continuous service in a particular classification.

14.3 Departmental seniority shall be the length of continuous service in a particular department of the EMPLOYER.

14.4 In the event that it becomes necessary to lay off employees for any reason, employees shall be laid off in inverse order of their classification seniority within department, provided that the employees who remain are qualified to perform all the work that remains.

14.5 In the event of layoff, an employee with the least classification seniority in any classification previously held by the senior employee, may be bumped by the senior employee. When seniority for layoff within a classification is equal, seniority with the county shall prevail. Should this be equal, order of layoff shall be determined by lot. When an employee bumps into a lower classification to avoid a layoff, that employee's new salary shall be the lesser of the employee's present salary or the maximum of the new classification.

14.6 A laid off employee retains seniority in the bargaining unit for a period of two (2) years. Employees shall be recalled from layoff according to their seniority. Notice of recall shall be sent to employees at their last known address by registered or certified mail. If the employee fails to report to work within ten (10) calendar days from the date of mailing of the notice of recall, the employee shall be considered as having resigned. No new employee shall be hired in a classification where employees are on layoff status until all employees on layoff status in the classification desiring to return to work have been recalled.

14.7 Employees promoted outside the bargaining unit shall maintain their seniority rights in the unit for twelve (12) months.

14.8 Seniority lists: Effective July 1 of each year the EMPLOYER shall post a Classification, Department, Seniority List showing the county, classification, and department seniority of each employee in the bargaining unit. Employees shall have thirty (30) calendar days after the posting of the seniority lists to request corrections in the lists. If a change is not requested, the list shall remain as published for the next one (1) year period.

- 14.9 Interruption in continuous service: An interruption in continuous service by unpaid leaves of absence shall freeze the employee's seniority status from the time of the leave until service is resumed.
- 14.10 Breaks in Continuous Service: An employee's continuous service records shall be broken by voluntary resignation, discharge for just cause, and retirement. If the employee is rehired at a later date previous seniority status shall not apply.

**ARTICLE 15. JOB VACANCIES/PROMOTION**

- 15.1 The EMPLOYER is committed to hiring the most qualified candidate for county service.
- 15.2 All vacant promotional opportunities shall be posted for seven (7) calendar days. The posting shall include job title, classification, rate of pay, description of duties, minimum qualifications and examinations required.
- 15.3 Transfers within a classification or promotion to a classification need not be posted. Request for transfer to vacant positions shall be considered by the EMPLOYER, but the determination shall be solely at the EMPLOYER'S discretion.

**ARTICLE 16. PROBATIONARY PERIODS**

- 16.1 Newly hired, and rehired employees shall be subject to a twelve-month probationary period. Promoted employees shall be subject to a twelve-month probationary period. In cases of extended illness or injury, probationary periods may be extended upon mutual agreement between the EMPLOYER and the ASSOCIATION.  
  
All unpaid leave, including but not limited to time as designated Minnesota Paid Leave and/or FMLA, hours shall extend the probationary period by a commensurate number of hours.
- 16.2 The purpose of the probationary period shall be to provide the employee with the training and work experience and to determine an employee's ability to perform the work.
- 16.3 The EMPLOYER may discharge or discipline a probationary employee. Such action shall not be subject to the grievance procedure. (See Article 9.)
- 16.4 During probation, a promoted employee may request return to the employee's previous position. Such return shall be made to the same classification and pay as held prior to promotion provided that the employee's position is still available. Such action shall not be subject to the grievance procedure.
- 16.5 During probation the EMPLOYER may return a promoted employee to the employee's previous position. Such return shall be made to the same classification and pay as held prior to promotion provided that the employee's position is still available. Such action shall not be subject to the grievance procedure.

**ARTICLE 17. INSURANCE**

- 17.1 The EMPLOYER agrees to provide health insurance coverage in accordance with the terms of its group policy. The EMPLOYER shall provide the following contribution towards the health insurance premiums:

Copay Plan

Employee	\$842.11 per month
Employee + Child(ren)	\$1,109.41 per month
Employee + Spouse	\$1,472.46 per month
Family	\$1,728.96 per month

Open Access \$3,500- 90% HSA

Employee	\$834.44 per month
Employee + Child(ren)	\$1,202.66 per month
Employee + Spouse	\$1,601.70 per month
Family	\$1,892.50 per month

Open Access \$4,500 – 90% HSA (Perform Network)

Employee	\$822.14 per month
Employee + Child(ren)	\$1,195.53 per month
Employee + Spouse	\$1,607.60 per month
Family	\$1,898.86 per month

Open Access \$4,500 – 90% HSA Select (Narrow Network)

Employee	\$713.08 per month
Employee + Child(ren)	\$1,036.95 per month
Employee + Spouse	\$1,394.34 per month
Family	\$1,646.97 per month

**2027 and 2028**

Copay Plan

Employee	86% of monthly premium
Employee + Child(ren)	66.50% of monthly premium
Employee + Spouse	65.25% of monthly premium
Family	65.25% of monthly premium

Open Access \$ 3,500- 90% HSA

Employee	95.75% of monthly premium
Employee + Child(ren)	81.00% of monthly premium
Employee + Spouse	79.75% of monthly premium
Family	80.25% of monthly premium

Open Access \$4,500 – 90% HSA (Perform Network)

Employee	99.00% of monthly premium
Employee + Child(ren)	84.50% of monthly premium
Employee + Spouse	84.00% of monthly premium
Family	84.50% of monthly premium

Open Access \$4,500 – 90% HSA Select (Narrow Network)

Employee	99.00% of monthly premium
Employee + Child(ren)	84.50% of monthly premium
Employee + Spouse	84.00% of monthly premium
Family	84.50% of monthly premium

17.2 The EMPLOYER shall provide each employee with group term life insurance coverage in the amount of one

times the employee's annual salary plus \$10,000.00.

- 17.3 The EMPLOYER agrees to provide each employee with coverage under the EMPLOYER'S long term disability policy. An employee shall be eligible for long term disability insurance coverage the first of the month following thirty (30) days of employment.
- 17.4 Temporary employees are not eligible for insurance.

## **ARTICLE 18. WORK RULES**

- 18.1 The EMPLOYER shall have the right to establish reasonable work rules and personnel policies that are not in conflict with the provisions of this AGREEMENT, which shall be equitable and uniformly applied. Prior to the effective date, any work rules or policy shall be communicated for a period of fourteen (14) calendar days. Any complaint involving the application of new or existing work rules shall be subject, exclusively, to the County Personnel Regulations grievance procedure.
- 18.2 All personnel policies unless otherwise superseded by the terms of this contract shall apply to the ASSOCIATION members and EMPLOYER.

## **ARTICLE 19. SAVINGS CLAUSE**

- 19.1 This AGREEMENT is subject to the laws of the United States, the State of Minnesota and the County of Washington. In the event any provision of this AGREEMENT shall be held to be contrary to law by a court of competent jurisdiction from whose final judgment or decree no appeal has been taken within the time provided, or administrative ruling or is in violation of legislation or administrative regulations, such provisions shall be void. All other provisions of this AGREEMENT shall continue in full force and effect. The parties agree to immediately meet and negotiate a substitute for the invalidated provision.

## **ARTICLE 20. NO STRIKE**

- 20.1 The ASSOCIATION agrees that during the life of this AGREEMENT neither the ASSOCIATION, its officers or agents, nor any of the employees covered by this AGREEMENT will cause, encourage, participate in, or support any strike, sympathy strike, slowdown, absenteeism, mass resignation, or other interruption of or interference with the operation of the EMPLOYER. In the event that an employee violates this Article, the ASSOCIATION, including officers and stewards, shall immediately notify any such employees in writing to cease and desist from such action and shall instruct them to immediately return to their normal duties. Any or all employees who violate any of the provisions of this Article may be discharged or otherwise disciplined.

## **ARTICLE 21. EMPLOYER AUTHORITY**

- 21.1 It is recognized by both parties that except as expressly stated herein, the EMPLOYER shall retain rights and authority necessary to operate and direct the department, including, but not limited to: the provisions of Minnesota Statutes §179A.07, Subd. 1; directing the working force; controlling operations and services; determining the methods, means, organization and number of personnel by which operations and services are to be conducted; changing or eliminating equipment or facilities; and taking whatever actions may be necessary to carry out the missions of the EMPLOYER in emergencies.
- 21.2 The foregoing enumeration of EMPLOYER'S rights and duties shall not be deemed to exclude other

inherent managerial rights and management functions not specifically delegated in this AGREEMENT or restricted by state or federal law or regulations and are reserved to the EMPLOYER.

## **ARTICLE 22. SUBCONTRACTING**

22.1 In the event that the EMPLOYER determines to contract out or subcontract any work performed by employees covered by this AGREEMENT, the EMPLOYER shall notify the ASSOCIATION when such determination is made but in no case less than thirty (30) calendar days in advance of the implementation of such determination. During said period the EMPLOYER shall meet and confer with the ASSOCIATION to discuss possible ways and means to minimize the laying off of unit members.

## **ARTICLE 23. COMPENSATORY TIME**

23.1 Exempt employees shall not be eligible for overtime pay unless specifically authorized by the County Board of Commissioners.

23.2 Compensatory time for exempt employees will be earned and used as follows:

1. All hours earned shall be at the straight time rate (i.e., hour for hour).
2. There shall be no severance payment for unused compensatory time.
3. Compensatory time may accrue up to 100 hours maximum during the calendar year with the understanding that no carryover may occur beyond the end of the calendar year of more than sixty (60) hours.
4. Compensatory time earned and compensatory time off must be approved by the supervisor.

23.3 Compensatory time and overtime for non-exempt employees will be earned at time and one-half (1 ½) the employee's regular hourly rate of pay for work performed in excess of forty (40) hours per workweek. Compensated leave shall be considered worked hours for the purpose of determining eligibility for overtime payment. Employees are eligible for compensatory time, in lieu of paid overtime, if such compensatory time is agreed to by the department head and the employee.

1. Compensatory time may accrue up to 100 hours maximum during the calendar year with the understanding that no carryover may occur beyond the end of the calendar year of more than sixty (60) hours.
2. Compensatory time off must be approved by the department head.
3. Non-exempt employees will receive payment for all accrued compensatory time hours at time of resignation and/or retirement.

23.4 A non-exempt employee will not receive overtime compensation unless the overtime work was approved by the EMPLOYER prior to being worked. Overtime shall be calculated to the nearest fifteen (15) minutes.

23.5 There shall be no pyramiding, compounding or other additions to any premium (compensatory or overtime) pay.

## **ARTICLE 24. EXPENSES**

24.1 All expenses and mileage shall be reimbursed in accordance with the policy established by the Board of Commissioners.

## **ARTICLE 25. LEGAL DEFENSE**

25.1 The EMPLOYER agrees to indemnify employees in accordance with the provisions of Minnesota Statutes §466.07.

**ARTICLE 26. COMPLETE AGREEMENT AND WAIVER OF BARGAINING**

26.1 This AGREEMENT shall represent the complete AGREEMENT between the ASSOCIATION and the EMPLOYER.

26.2 The parties acknowledge that during the negotiation which resulted in this AGREEMENT, each had the unlimited right and opportunity to make request and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the complete understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this AGREEMENT. Therefore the EMPLOYER and the ASSOCIATION, for the life of this AGREEMENT, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to or covered in this AGREEMENT or with respect to any subject or matter not specifically referred to or covered in 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.

26.3 This AGREEMENT may be amended at any time during its life upon the mutual consent of the EMPLOYER and the ASSOCIATION. Such amendment to be enforceable must be in writing and attached to all executed copies of this AGREEMENT.

**ARTICLE 27. TERMINATION AND MODIFICATION**

27.1 Notwithstanding the dates of the signatures, this AGREEMENT shall be effective as of January 1, 2024 and shall remain in full force and effect through December 31, 2025. It shall be continued from year to year thereafter unless either party shall notify the other in writing by at least 60 days prior to the end date set forth above that it desires to modify this AGREEMENT. This AGREEMENT shall remain in full force and be effective during the period of negotiations or until notice of termination of this AGREEMENT is provided to the other party in the manner set forth in the following paragraph. In the event that either party desires to terminate or modify this AGREEMENT, written notice must be given to the other party not less than ten (10) calendar days prior to the desired termination or modification date. The termination date shall not be before the anniversary date set forth above.

This Agreement constitutes the full and complete agreement between the parties hereto regarding this matter.

**Washington County Association of Supervisors**

*Anne Rooney*  
\_\_\_\_\_  
Officer Signature

12/17/2025  
\_\_\_\_\_  
Date

**The County of Washington**

*Commissioner Stan Karwoski*

12/23/2025

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Chair, Board of Commissioners

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Date

*Kevin Corbid*

12/23/2025

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County Administrator

---

Date

*Angela S. Nalesny*

12/23/2025

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Director of Human Resources

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Date

*Jody Brown*

12/24/2025

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Deputy Director of Human Resources/ LR Manager

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Date

<b>APPENDIX A - Job Titles</b>	<b>2026 Annual Minimum</b>	<b>2026 Annual Maximum</b>
Library Services Supervisor	\$30.29	\$41.27
Office Supervisor	\$30.29	\$41.27
Building Services Operations/Maintenance Supervisor I	\$32.07	\$43.74
Library Services Supervisor, Senior	\$32.07	\$43.74
License Center Public Services Supervisor	\$32.07	\$43.74
Office Supervisor, Senior	\$32.07	\$43.74
Parks Guest Services Supervisor I	\$32.07	\$43.74
Building Svcs Operations/Maintenance Supv II	\$34.00	\$46.38
Highway Maintenance Supervisor I	\$34.00	\$46.38
Parks Guest Services Supervisor II	\$34.00	\$46.38
Parks Maintenance Supervisor I	\$34.00	\$46.38
Library Manager	\$75,046.40	\$102,377.60
Office Supervisor - Attorney	\$36.08	\$49.22
Parks Maintenance Supervisor II	\$36.08	\$49.22
Highway Maintenance Supervisor II	\$38.32	\$52.30
Library Manager, Senior	\$79,705.60	\$108,784.00
Library Technology Manager	\$79,705.60	\$108,784.00
Accounting Supervisor	\$84,718.40	\$115,668.80
Administrative Services Manager	\$84,718.40	\$115,668.80
Community Engagement Senior Manager	\$84,718.40	\$115,668.80
Public Safety Administrative Manager	\$84,718.40	\$115,668.80
Assessment Support Division Manager	\$90,105.60	\$123,115.20
Assistant County Surveyor	\$90,105.60	\$123,115.20
Assistant Jail Administrator - Lieutenant	\$90,105.60	\$123,115.20
Building Services Operations/Maintenance Manager	\$90,105.60	\$123,115.20
Economic Support Supervisor	\$90,105.60	\$123,115.20
Elections Division Manager	\$90,105.60	\$123,115.20
Environmental Program Supervisor	\$90,105.60	\$123,115.20
Environmental Resource Supervisor	\$90,105.60	\$123,115.20
Fleet Manager	\$90,105.60	\$123,115.20
Group Manager	\$90,105.60	\$123,115.20
License Public Service Division Manager	\$90,105.60	\$123,115.20
Parks Manager	\$90,105.60	\$123,115.20
Property Records Division Manager	\$90,105.60	\$123,115.20
Public Health Program Supervisor	\$90,105.60	\$123,115.20
Taxpayer Services Division Manager	\$90,105.60	\$123,115.20
Accounting Manager	\$96,033.60	\$131,123.20
Building Services Capital Projects Manager	\$96,033.60	\$131,123.20
Communication Center Division Manager	\$96,033.60	\$131,123.20

Community Corrections Supervisor	\$96,033.60	\$131,123.20
Community Services Planning and Program Manager	\$96,033.60	\$131,123.20
Internal Services Division Manager	\$96,033.60	\$131,123.20
Library Division Manager	\$96,033.60	\$131,123.20
Property Appraiser Residential Supervisor	\$96,033.60	\$131,123.20
Public Health and Environment Operations Manager	\$96,033.60	\$131,123.20
Public Health Nurse Supervisor	\$96,033.60	\$131,123.20
Social Services Supervisor	\$96,033.60	\$131,123.20
Strategic and Digital Services Division Manager	\$96,033.60	\$131,123.20
Taxation Division Manager	\$96,033.60	\$131,123.20
Veterans Service Supervisor	\$96,033.60	\$131,123.20
Correctional Health Nurse Supervisor	\$102,398.40	\$139,838.40
Assistant Jail Administrator - Lieutenant	\$102,398.40	\$139,838.40
Deputy County Assessor	\$102,398.40	\$139,838.40
IT Enterprise Support Services Manager	\$102,398.40	\$139,838.40
Legal Services Manager	\$102,398.40	\$139,838.40
Social Services Supervisor - Clinical	\$102,398.40	\$139,838.40
Construction Engineer	\$109,283.20	\$149,302.40
County Surveyor	\$109,283.20	\$149,302.40
Emergency Services Manager	\$109,283.20	\$149,302.40
Traffic Engineer	\$109,283.20	\$149,302.40
Workforce and Veteran Services Division Manager	\$109,283.20	\$149,302.40
Assistant County Engineer	\$116,729.60	\$159,536.00
Building Services Director	\$116,729.60	\$159,536.00
Community/Environmental Health Program Manager, Sr	\$116,729.60	\$159,536.00
Community Corrections Division Manager	\$116,729.60	\$159,536.00
Community Services Division Manager	\$116,729.60	\$159,536.00
Design Engineer	\$116,729.60	\$159,536.00
Environmental Resource Manager, Senior	\$116,729.60	\$159,536.00
Parks Director	\$116,729.60	\$159,536.00
Public Health Program Manager of Nursing Services, Senior	\$116,729.60	\$159,536.00
Public Works Planning Director	\$116,729.60	\$159,536.00
County Assessor	\$127,732.80	\$173,555.20
Assistant County Attorney, Assistant Division Chief, Criminal	\$133,494.40	\$182,478.40

<b>Job Titles</b>	<b>2027 Annual Minimum</b>	<b>2027 Annual Maximum</b>
Library Services Supervisor	\$31.19	\$42.50
Office Supervisor	\$31.19	\$42.50
Building Services Operations/Maintenance Supervisor I	\$33.03	\$45.05
Library Services Supervisor, Senior	\$33.03	\$45.05
License Center Public Services Supervisor	\$33.03	\$45.05
Office Supervisor, Senior	\$33.03	\$45.05
Parks Guest Services Supervisor I	\$33.03	\$45.05
Building Svcs Operations/Maintenance Supv II	\$35.02	\$47.77
Highway Maintenance Supervisor I	\$35.02	\$47.77
Parks Guest Services Supervisor II	\$35.02	\$47.77
Parks Maintenance Supervisor I	\$35.02	\$47.77
Library Manager	\$77,292.80	\$105,435.20
Office Supervisor - Attorney	\$37.16	\$50.69
Parks Maintenance Supervisor II	\$37.16	\$50.69
Highway Maintenance Supervisor II	\$39.46	\$53.86
Library Manager, Senior	\$82,076.80	\$112,028.80
Library Technology Manager	\$82,076.80	\$112,028.80
Accounting Supervisor	\$87,256.00	\$119,121.60
Administrative Services Manager	\$87,256.00	\$119,121.60
Community Engagement Senior Manager	\$87,256.00	\$119,121.60
Public Safety Administrative Manager	\$87,256.00	\$119,121.60
Assessment Support Division Manager	\$92,788.80	\$126,796.80
Assistant County Surveyor	\$92,788.80	\$126,796.80
Assistant Jail Administrator - Lieutenant	\$92,788.80	\$126,796.80
Building Services Operations/Maintenance Manager	\$92,788.80	\$126,796.80
Economic Support Supervisor	\$92,788.80	\$126,796.80
Elections Division Manager	\$92,788.80	\$126,796.80
Environmental Program Supervisor	\$92,788.80	\$126,796.80
Environmental Resource Supervisor	\$92,788.80	\$126,796.80
Fleet Manager	\$92,788.80	\$126,796.80
Group Manager	\$92,788.80	\$126,796.80
License Public Service Division Manager	\$92,788.80	\$126,796.80
Parks Manager	\$92,788.80	\$126,796.80
Property Records Division Manager	\$92,788.80	\$126,796.80
Public Health Program Supervisor	\$92,788.80	\$126,796.80
Taxpayer Services Division Manager	\$92,788.80	\$126,796.80
Accounting Manager	\$98,904.00	\$135,054.40
Building Services Capital Projects Manager	\$98,904.00	\$135,054.40
Communication Center Division Manager	\$98,904.00	\$135,054.40

Community Corrections Supervisor	\$98,904.00	\$135,054.40
Community Services Planning and Program Manager	\$98,904.00	\$135,054.40
Internal Services Division Manager	\$98,904.00	\$135,054.40
Library Division Manager	\$98,904.00	\$135,054.40
Property Appraiser Residential Supervisor	\$98,904.00	\$135,054.40
Public Health and Environment Operations Manager	\$98,904.00	\$135,054.40
Public Health Nurse Supervisor	\$98,904.00	\$135,054.40
Social Services Supervisor	\$98,904.00	\$135,054.40
Strategic and Digital Services Division Manager	\$98,904.00	\$135,054.40
Taxation Division Manager	\$98,904.00	\$135,054.40
Veterans Service Supervisor	\$98,904.00	\$135,054.40
Correctional Health Nurse Supervisor	\$105,456.00	\$144,019.20
Assistant Jail Administrator - Lieutenant	\$105,456.00	\$144,019.20
Deputy County Assessor	\$105,456.00	\$144,019.20
IT Enterprise Support Services Manager	\$105,456.00	\$144,019.20
Legal Services Manager	\$105,456.00	\$144,019.20
Social Services Supervisor - Clinical	\$105,456.00	\$144,019.20
Construction Engineer	\$112,548.80	\$153,774.40
County Surveyor	\$112,548.80	\$153,774.40
Emergency Services Manager	\$112,548.80	\$153,774.40
Traffic Engineer	\$112,548.80	\$153,774.40
Workforce and Veteran Services Division Manager	\$112,548.80	\$153,774.40
Assistant County Engineer	\$120,224.00	\$164,320.00
Building Services Director	\$120,224.00	\$164,320.00
Community/Environmental Health Program Manager, Sr	\$120,224.00	\$164,320.00
Community Corrections Division Manager	\$120,224.00	\$164,320.00
Community Services Division Manager	\$120,224.00	\$164,320.00
Design Engineer	\$120,224.00	\$164,320.00
Environmental Resource Manager, Senior	\$120,224.00	\$164,320.00
Parks Director	\$120,224.00	\$164,320.00
Public Health Program Manager of Nursing Services, Senior	\$120,224.00	\$164,320.00
Public Works Planning Director	\$120,224.00	\$164,320.00
County Assessor	\$131,560.00	\$178,755.20
Assistant County Attorney, Assistant Division Chief, Criminal	\$137,488.00	\$187,948.80

<b>Job Titles</b>	<b>2028 Annual Minimum</b>	<b>2028 Annual Maximum</b>
Library Services Supervisor	\$32.04	\$43.66
Office Supervisor	\$32.04	\$43.66
Building Services Operations/Maintenance Supervisor I	\$33.93	\$46.28
Library Services Supervisor, Senior	\$33.93	\$46.28
License Center Public Services Supervisor	\$33.93	\$46.28
Office Supervisor, Senior	\$33.93	\$46.28
Parks Guest Services Supervisor I	\$33.93	\$46.28
Building Svcs Operations/Maintenance Supv II	\$35.98	\$49.08
Highway Maintenance Supervisor I	\$35.98	\$49.08
Parks Guest Services Supervisor II	\$35.98	\$49.08
Parks Maintenance Supervisor I	\$35.98	\$49.08
Library Manager	\$79,414.40	\$108,326.40
Office Supervisor - Attorney	\$38.18	\$52.08
Parks Maintenance Supervisor II	\$38.18	\$52.08
Highway Maintenance Supervisor II	\$40.54	\$55.34
Library Manager, Senior	\$84,323.20	\$115,107.20
Library Technology Manager	\$84,323.20	\$115,107.20
Accounting Supervisor	\$89,648.00	\$122,387.20
Administrative Services Manager	\$89,648.00	\$122,387.20
Community Engagement Senior Manager	\$89,648.00	\$122,387.20
Public Safety Administrative Manager	\$89,648.00	\$122,387.20
Assessment Support Division Manager	\$95,326.40	\$130,270.40
Assistant County Surveyor	\$95,326.40	\$130,270.40
Assistant Jail Administrator - Lieutenant	\$95,326.40	\$130,270.40
Building Services Operations/Maintenance Manager	\$95,326.40	\$130,270.40
Economic Support Supervisor	\$95,326.40	\$130,270.40
Elections Division Manager	\$95,326.40	\$130,270.40
Environmental Program Supervisor	\$95,326.40	\$130,270.40
Environmental Resource Supervisor	\$95,326.40	\$130,270.40
Fleet Manager	\$95,326.40	\$130,270.40
Group Manager	\$95,326.40	\$130,270.40
License Public Service Division Manager	\$95,326.40	\$130,270.40
Parks Manager	\$95,326.40	\$130,270.40
Property Records Division Manager	\$95,326.40	\$130,270.40
Public Health Program Supervisor	\$95,326.40	\$130,270.40
Taxpayer Services Division Manager	\$95,326.40	\$130,270.40
Accounting Manager	\$101,608.00	\$138,756.80
Building Services Capital Projects Manager	\$101,608.00	\$138,756.80
Communication Center Division Manager	\$101,608.00	\$138,756.80

Community Corrections Supervisor	\$101,608.00	\$138,756.80
Community Services Planning and Program Manager	\$101,608.00	\$138,756.80
Internal Services Division Manager	\$101,608.00	\$138,756.80
Library Division Manager	\$101,608.00	\$138,756.80
Property Appraiser Residential Supervisor	\$101,608.00	\$138,756.80
Public Health and Environment Operations Manager	\$101,608.00	\$138,756.80
Public Health Nurse Supervisor	\$101,608.00	\$138,756.80
Social Services Supervisor	\$101,608.00	\$138,756.80
Strategic and Digital Services Division Manager	\$101,608.00	\$138,756.80
Taxation Division Manager	\$101,608.00	\$138,756.80
Veterans Service Supervisor	\$101,608.00	\$138,756.80
Correctional Health Nurse Supervisor	\$108,347.20	\$147,971.20
Assistant Jail Administrator - Lieutenant	\$108,347.20	\$147,971.20
Deputy County Assessor	\$108,347.20	\$147,971.20
IT Enterprise Support Services Manager	\$108,347.20	\$147,971.20
Legal Services Manager	\$108,347.20	\$147,971.20
Social Services Supervisor - Clinical	\$108,347.20	\$147,971.20
Construction Engineer	\$115,627.20	\$157,996.80
County Surveyor	\$115,627.20	\$157,996.80
Emergency Services Manager	\$115,627.20	\$157,996.80
Traffic Engineer	\$115,627.20	\$157,996.80
Workforce and Veteran Services Division Manager	\$115,627.20	\$157,996.80
Assistant County Engineer	\$123,510.40	\$168,833.60
Building Services Director	\$123,510.40	\$168,833.60
Community/Environmental Health Program Manager, Sr	\$123,510.40	\$168,833.60
Community Corrections Division Manager	\$123,510.40	\$168,833.60
Community Services Division Manager	\$123,510.40	\$168,833.60
Design Engineer	\$123,510.40	\$168,833.60
Environmental Resource Manager, Senior	\$123,510.40	\$168,833.60
Parks Director	\$123,510.40	\$168,833.60
Public Health Program Manager of Nursing Services, Senior	\$123,510.40	\$168,833.60
Public Works Planning Director	\$123,510.40	\$168,833.60
County Assessor	\$135,158.40	\$183,664.00
Assistant County Attorney, Assistant Division Chief, Criminal	\$141,252.80	\$193,107.20