



BECKER COUNTY BOARD OF COMMISSIONERS

Regular Meeting

Date: Tuesday, October 15, 2024 at 8:15 AM

Location: Board Room, Courthouse

or

Virtual TEAMS Meeting Option

Call-In #: 763-496-5929 - Conference I.D.: 604 475 383#

- 8:15 Call the Board Meeting to Order: Board Chair Okeson
1. Pledge of Allegiance
- 8:20 Regular Business
1. Agenda Confirmation
 2. Minutes of October 1, 2024 3
 3. Minutes of October 8, 2024 Public Hearing 7
- 8:25 Consent Agenda
1. Auditor-Treasurer: Regular Claims, Auditor Warrants, and Claims over 90 Days
 2. Auditor-Treasurer: License List 8
 3. Human Services: Regular Claims, Public Health, & Transit
 4. Land Use: Environmental Services: Resolution 10-24-2D - 2025 Solid Waste Fee Schedule 9
 5. Land Use: Parks & Rec - Dunton Locks Park Electrical Upgrade 14
 6. Assessor: Abatement 17
- 8:30 Commissioners
1. Open Forum
 2. Reports and Correspondence
 3. Appointments
- 9:00 County Administrator
1. Report
 2. LELS Supervisor Union Contract 18
 3. Special General Fund Update 36
 4. Highway Road Tour Date
 5. AMC District 4 Meeting - Friday, October 18 37
 6. Township Association Meeting - Thursday, October 17 at 7:00 pm
- 9:25 Auditor-Treasurer
1. Resolution 10-24-2B - Accept Election Grant 38
 2. Resolution 10-24-2C - Purchase 5 Poll Pads 39
- 9:30 Sheriff
1. Resolution 10-24-2A - Personnel Request - New Deputy 40
 2. Purchase - Body Worn Cameras using Public Safety Funds 47
- 9:35 EDA

1. Child Care Grant Update 69

9:40 Break

Closed Session - IT Infrastructure

1. Motion to close the meeting pursuant to Minn. Stat. Section 13D.05 Subd. 3(d) 71

Adjourn

Work Session - Comprehensive Plan

BOARD MEETING AS POSTED

BECKER COUNTY BOARD OF COMMISSIONERS

DATE: TUESDAY, October 1, 2024, at 8:15 am

LOCATION: Board Room, Courthouse

1. Meeting was brought to order by Chair Okeson. Commissioners in attendance: Okeson, Meyer, Vareberg, Jepson and Nelson, County Administrator Carrie Smith, and minute taker Peggy Martin.
2. Pledge of Allegiance.

Agenda/Minutes:

1. Agenda – Motion and second to approve the agenda and add the EDA Child Care Grant Opportunity Information (Nelson, Meyer) carried.
2. Minutes – Moved and second to approve minutes of September 17, 2024 (Meyer, Jepson) carried.
3. Motion and second to approve and accept the following Consent Agenda Items – Auditor-Treasurer: Regular Claims, Auditor Warrants and Claims over 90 Days, License List: Annual Tobacco License Renewal for: Lake Park C-Store-David Blomseth-Lake Park Twp, Lakes Corner Liquors-Aaron Aslesen-Erie Twp, Cormorant Bottle Shop-Rod Einerson-Cormorant Twp, Richwood Store-Kerry Swiers-Richwood Twp, Chief Corner Store-Patricia Moran-Pine Point Twp, The Cormorant Store-Lars Odegaard-Cormorant Twp, The 59er-Jackie Collins-Detroit Twp, Osage Bait & Tackle-Peggy Branstrom-Osage Twp, Human Services: Regular Claims, Public Health, & Transit, NRM/Parks & Rec: Resolution 10-24-11-2025 Fee Schedule, Environmental Services: Resolution 10-24-1E-2025 Solid Waste Assessment, Auditor-Treasurer: August Cash Comparisons, Sales Tax & Investments (Nelson, Jepson) carried.

Commissioners:

1. Open Forum:
 - Doug LeSage-Against Toad Mountain purchase.
 - Roxanne Zick-Against Toad Mountain purchase.
 - Dave Schlossman-Publicly thank the donor who supports purchasing Toad Mountain.
 - Jace Inglestad-Publicly thank the donor who supports purchasing Toad Mountain.
 - Larry Knutson-Largest levy in 15 years. Against Toad Mountain purchase.

- Willis Mattison-Supports Toad Mountain purchase. Comp Plan needs language regarding wake boats.
 - Clark Lee-Against Toad Mountain purchase.
2. Reports and Correspondence: Reports were provided on the following meetings:
 - Commissioner Jepson – Mahube, EDA, Benefits.
 - Commissioner Nelson – Benefits, Lakeland Mental Health, Sunnyside, Extension, Sheriff, NRM, Courthouse.
 - Commissioner Meyer – Sunnyside, Courthouse, DAC, Fair Board.
 - Commissioner Vareberg – NRM, EDA, Environmental.
 - Commissioner Okeson – Fair Board, PLMSV, Negotiations, Wannigan Park.
 3. Appointments
 - None.

County Administrator: presented by Carrie Smith.

1. Report.
 - Jim Olson, Highway Engineer, has requested dates for the Road Tour. Looking at the end of October, beginning of November.
 - Tribal Leadership Meeting request by White Earth Nation. Looking at dates for a work session.
 - AMC District 4 meeting – Friday, October 18.
2. EDA: presented by Cody Piper.
 - Child Care Grant information. Bring it back to the October 15th Board Meeting.
3. Township Association Meeting – October 17, 2024, at 7:00 pm.
4. Resolution 10-24-1A – Change to Exempt Status was not voted on.
 - Motion and second to change the Highway Maintenance Supervisor from Exempt to hourly starting the next pay cycle (Nelson, Vareberg) carried.
5. Motion and second to approve Resolution 10-24-1D – Toad Mountain Donation revising the Resolution to state the pledged donation is up to \$250,000 with the initial donation to be used to allow a Master Plan which is nonrefundable (Nelson, Okeson) carried.

Probation: presented by Brian Rubenstein.

1. Motion and second to approve Resolution 10-24-1B – Establish a Local Corrections Advisory Board (Nelson, Meyer) carried.

Auditor-Treasurer: presented by Mary Hendrickson.

1. Motion and second to approve Resolution 10-24-1C – Decline 2024 Driver & Vehicle Services Request (Jepson, Meyer) carried.

Human Resources: presented by Teaira Christen.

1. Benefits update.
 - Motion and second to change the following benefits to MetLife: Vision (from Avesis) Dental (from Humana), Short-Term Disability (from Sun Life) and Accident (from Signa) (Meyer, Jepson) carried.

Land Use/Environmental Services: presented by Steve Skoog.

1. Motion and second to approve Resolution 10-24-1F – Convert PT Solid Waste Transfer Truck Driver/Transfer Station Worker to FT (Vareberg, Okeson) carried.

Sheriff: presented by Todd Glander & Shane Richard.

1. Purchase – Body Worn Cameras using Public Safety Funds.
 - Motion and second to table until the October 15 meeting (Nelson, Jepson) carried.
2. Motion and second to approve the purchase of a UTV Side by Side from Okeson Offtrail Sales in the amount of \$33,844.97 (Meyer, Nelson) carried.
3. Motion and second to accept the grant - BCA Anti-Heroin Task Force Program-Joint Powers Agreement (Nelson, Meyer) carried.
4. Motion and second to table Resolution 10-24-1G – Personnel Request – New Deputy until the October 15 Board Meeting and bring back more funding information (Nelson, Meyer) carried.
5. Motion and second to approve Resolution 10-24-1H – Personnel Request – New Corrections Officer (Nelson, Meyer) carried.
6. Motion and second to accept the 2025 TZD (Toward Zero Death) Enforcement Grant Agreement in the amount of \$24,150 (Meyer, Jepson) carried.

Planning & Zoning: presented by Carrie Smith.

1. Planning Commission Recommendations of 09/25/2024.
 - Motion and second to concur with the Planning Commission recommendation to approve Travis Howard – Request a Conditional Use Permit for Storage Units (Jepson, Meyer) carried.

- Motion and second to concur with the Planning Commission recommendation to approve Daniel & Kari Kleist – Request a Conditional Use Permit to construct a retaining wall (Jepson, Meyer) carried.
 - Motion and second to concur with the Planning Commission recommendation to approve Ryan & Andrea Berg – Request a Change of Zone from Residential to Agricultural and a Conditional Use Permit to operate a business for horse boarding, riding, and lessons (Okeson, Nelson) carried.
2. Comprehensive Plan Public Meeting on October 8 at 8:30 am in the Commissioners Boardroom.

Being no further business, Board Chair Okeson adjourned the meeting at 10:35 am.

<u>/s/</u>	Carrie Smith	<u>/s/</u>	John Okeson
	Carrie Smith		John Okeson
	County Administrator		Board Chair

BECKER COUNTY BOARD OF COMMISSIONERS
PUBLIC HEARING

DATE: Tuesday, October 8, 2024, AT 8:30 am

LOCATION: Board Room, Courthouse

1. Meeting was brought to order by Board Chair Okeson. Commissioners in attendance: Nelson, Okeson, Vareberg, Jepson and Meyer, County Administrator Carrie Smith, and minute taker Peggy Martin.
2. Pledge of Allegiance

Agenda:

1. Overview of Comprehensive Plan presented by Robin Cauffman with Bolten & Menk.
2. Public Comments were provided by the following people: Sue Sonnenberg, Willis Mattison, Erika Gilsdorf, Bill Hanke, Chuck Becker, Casey Schlauderaff, Eric Zurn, Bill Zurn, Matthew Davis, David Mjolsness, Kristine Spadgenske, Trevor Trieglaff, Larry Remmon, Steve Lindow, Lori Linchbaum, Jodi Moser, Julie Scotman, Vincent Bide, Don Skarie.
3. Board Chair Okeson asked for online comments, none were given.
4. Closed the Public Hearing portion at 9:55 am.
5. Discussion regarding next steps.
 - Work session after the October 15 Board Meeting.

Being no further business, Chair Okeson adjourned the meeting at 10:07 am.

/s/ Carrie Smith
Carrie Smith
County Administrator

/s/ John Okeson
John Okeson
Board Chair

BECKER COUNTY BOARD OF COMMISSIONERS MEETING 10/15/2024

BECKER COUNTY AUDITOR TREASURER

Tobacco License Renewal – Annual

1. Toad Lake Store – Cynthia Knoll – Toad Lake Township
2. Ice Cracking Lodge – Tandra Parsons – Round Lake Township
3. Sunlite Bar & Grill – HJ Gerdes – Detroit Twp
4. Richwood Off-Sale – John Johnson – Richwood Twp
5. Dollar General – Emily Taylor – Cormorant Twp



BECKER COUNTY

915 Lake Avenue • Detroit Lakes, MN 56501
218-846-7311

MEMORANDUM FOR ACTION

Date: October 15th, 2024

SUBJECT: Resolution 10-24-2D, 2025 Solid Waste Fee Schedule Rates

TO: Becker County Board of Commissioners

1. **Discussion:** The Environmental Services Committee has reviewed the 2025 Solid Waste Budget and proposes changes for the 2025 Solid Waste Fee Schedule from the 2024 Solid Waste Fee Schedule to cover increased solid waste disposal rates at the Perham Resource Recovery Facility, the Fargo Landfill, and the City of Grand Forks Landfill as well as other solid waste disposal rates such as tires, demolition landfill expenses, labor costs other general operational cost increases.
2. **Funding:** Funding source for Fund 18 for 2024 solid waste operations.
3. **Action request:** Approve Resolution 10-24-2D "2025 Solid Waste Fee Schedule Rates"
4. The point of contact for this memorandum is Steve Skoog

Distribution: Finance Committee and Board of Commissioners.

BECKER COUNTY BOARD OF COMMISSIONERS

RESOLUTION 10-24-2D

2025 SOLID WASTE FEE SCHEDULE

WHEREAS, the Becker County Board of Commissioners is mandated by the State of Minnesota to manage solid waste generated by its citizens in environmentally correct and State approved processes; and

WHEREAS, the Becker County Board of Commissioners has authority to establish and modify solid waste service and tip fees and;

NOW THEREFORE BE IT RESOLVED that the Board of Commissioners of Becker County hereby approve the 2025 Solid Waste Fee List.

Duly adopted this 15th day of October, 2024, at Detroit Lakes, MN.

COUNTY BOARD OF COMMISSIONERS
Becker County, Minnesota

ATTEST:

/s/ Carrie Smith

Carrie Smith
County Administrator

/s/ John Okeson

John Okeson
Board Chair

State of Minnesota)
) ss
County of Becker)

I, the undersigned being the duly appointed and qualified County Administrator for the County of Becker, State of Minnesota, do hereby certify that the foregoing is a true and correct copy of a Resolution passed, adopted, and approved by the County Board of Commissioners at a meeting held October 15th, 2024, as recorded in the record of proceedings.

Carrie Smith
County Administrator

2025 BECKER COUNTY SOLID WASTE FEE SCHEDULE

Material	Description	2024 Rates		2025 Rates	
Material	Description	without tax	with tax	without tax	with tax
APPLIANCES	Appliances (OUT OF COUNTY)	\$11.00		\$11.00	
	Appliances - County Residents	\$5.50		\$6.00	
BRUSH	COMMERCIAL HAULERS (per ton)	\$18.50		\$20.00	
	NON COMMERCIAL / SELF HAULERS	\$0.00		\$0.00	
CONCRETE	Concrete – Recycled (CY or per ton)	\$8.75		\$9.25	
DEMO - ASBESTOES CONTAINING MATERIALS	Building demolition materials (CY) Asbestos containing materials	\$49.40	\$50.00	\$52.00	\$52.60
DEMOLITION MATERIALS	Building demolition materials (CY)	\$15.90	\$16.50	\$16.90	\$17.50
ELECTRONIC WASTE	Rate per screen 27" and over	\$11.00		\$10.00	
	Rate per screen - under 27"	\$5.50		\$5.00	
	CPU'S/Laptops/keyboards & mouse/printers/copiers etc	\$0.00		\$0.00	
	Out of County	\$15.00		\$15.00	
FLUORESCENT BULBS	Bulbs & Ballasts (SEPERATED)			\$0.00	
FIRE EXT.	Fire Extinguishers (per unit)	\$5.00		\$5.00	
HHW (non-commercial)	HHW - Paint, etc.	\$0.00		Variable	
LOOSE SOLID WASTE	Loose Garbage (per CY)	\$18.80	\$22.00	\$19.66	\$23.00
	Out of County (Per CY)			\$25.56	\$29.55
BOX SPRINGS-RECYCLE	Large Boxspring	\$8.00		\$8.50	
	Small Boxspring	\$8.00		\$8.50	
MATTRESS- RECYCLE	Mattress -large	\$15.00		\$15.00	
	Mattress - small	\$12.00		\$12.00	
MATTRESS OR BOXSPRING OUT OF	ANY SIZE		\$16.00	\$15.00	
MIC	MIC-Compacted Garbage (per ton)	\$136.75	\$160.00	\$143.60	\$168.01
MIC-OUT OF COUNTY	Out of County compacted garbage (per ton)	\$205.13	\$240.00	\$186.68	\$218.42
MIC-PERHAM	MSW direct hauled by lisc. Hauler to Perham PRRF (per ton)	\$131.75	\$154.15	\$138.60	\$162.16
MIX - MSW & DEMO	Mixed MSW/ Demo (CY)	\$25.21	\$29.50	\$25.64	\$30.00
	Mixed MSW/ Demo (per ton)			\$186.68	\$218.42

2025 BECKER COUNTY SOLID WASTE FEE SCHEDULE

Material	Description	2024 Rates		2025 Rates	
Material	Description	without tax	with tax	without tax	with tax
OIL FILTERS	Oil filters by residents	\$0.00		\$0.00	
OIL FILTER	OilFilters-55 gallon barrel	\$50.00		\$50.00	
RR TIES	RR Ties (per ton)	\$136.75	\$160.00	\$143.60	\$168.01
SHINGLES	Shingles-Recycled (per CY)	\$11.00		\$11.50	
	Shingles-Recycled (Ton)	\$30.00		\$31.50	
STUMPS2	Tree stumps (per ton)	\$20.00		\$20.00	
AUTO TIRES	Auto per tire charge	\$2.25	\$2.25	\$3.50	
TIRE - by volume and non-auto tires	TIRE- (enter pounds)	\$0.17		\$0.18	
	(Scaled - per ton)	\$340.00		\$360.00	
	Tractor tire per ton	\$340.00		\$360.00	
	Truck Tire (per unit)	\$16.00		\$18.00	
COMPOST MATERIAL	organic compostable material (per ton)	\$20.00		\$20.00	
Wood – clean	Per Ton	\$66.00		\$66.00	
FEE- HAULER HOLIDAY TIP FEE	Commercial haulers only	\$135.00		\$135.00	
FEE – LATE CUSTOMER	Per hour (rounded to .5 hr)	\$44.00		\$60.75	
FEE – LOADER	Per hour	\$126.75	\$148.30	\$126.76	\$148.30
FEE – BATTERY PACK	Per use	\$6.00		\$8.00	
FEE – SEPARATION	Per hour	\$126.75	\$148.30	\$126.75	\$148.30
COMMERICAL Hazardous Waste (VSQG)	Cost of disposal Plus 35% + \$35 per customer	Cost of disposal Plus 35% + \$35 per customer		Cost of disposal Plus 35% + \$35 per customer	
	Processing fee - baling	\$60.00		\$60.00	
<u>Comingled recyclabels - MRF sorting fee</u>	Becker County (commercial haulers only) per ton	\$30.00		\$31.00	
	Out of County Fee - per ton	\$145.00		\$146.00	
AG/HDPE Plastic Film	Service fee per stop	\$88.00		\$89.00	
RECYCLING DUMPSTERS	Service fee per stop	\$24.00		\$25.00	
Items OUT:					
CRUSHED CONCRETE - OUT	Per ton / plus loading fee	\$14.30		\$15.00	
METAL - OUT	If available for sale	\$0.00	\$.25/lb. or \$5.00 minimum	\$.25/lb. or \$5.00 minimum	
Ground Asphalt Shingles (If available)	Per ton / plus loading fee	\$20.00		\$22.00	
Wood	If available for sale	\$0.00	Varies Dependent on Item		

2025 BECKER COUNTY SOLID WASTE FEE SCHEDULE					
Material	Description	2024 Rates		2025 Rates	
Material	Description	without tax	with tax	without tax	with tax
ReUse materials		\$0.00	Varies dependent on item		



BECKER COUNTY

Land Use Department

915 Lake Avenue • Detroit Lakes, MN 56501
218-846-7201

MEMORANDUM FOR ACTION

Date: October 15, 2024

SUBJECT: Dunton Locks County Park electrical service upgrade

THROUGH: Finance Committee

TO: Becker County Commission

1. Reference: Dunton Locks Shelter project
2. Discussion: Currently the electrical service coming into the Park is 100 amp, the new shelter requires a 200-amp service. Staff secured two proposals to upgrade the service to 200 amps. This includes installing a new main meter and connecting underground wiring from the main meter to the new shelter, to the existing shelter located northeast of the new building, the tram, well, yard lights, and placing communication cable in conduit from the transformer to the new shelter.

Proposal #1: Mark's Electric \$9,800

Proposal #2: Ace Electric \$10,250

3. Funding: Fund 15 – Parks & Rec fund
4. Action: Board motion approving the proposal from Mark's Electric for the amount of \$9,800.
5. The point of contact for this memorandum is Steve.Skoog@co.becker.mn.us or by phone at 846-7310.

Distribution: County Commissioners
County Administrator



Quote

10/07/2024
Attn: Steve Skoog

Becker County Dunton Locks New Shelter Project

Scope of Work: Install Power from Meter Main to New Shelter

Quote Includes:

- (1) 200a (12) Circuit Outdoor Meter Main
- 200amp Feed from Meter Main to New Shelter Building
- Extending Circuits from Existing Pole to New Meter Main
 - (1) 90amp for Tram
 - (1) 90amp for Upper Picnic Shelter
 - (1) 20amp for Well
 - (1) Lighting Circuit for Yard Lights
- State of MN Electrical Inspection Fees

Quote Amount.....\$10,250.00

Note: Pricing is held for 30 days from the date of the quote

Signature of Acceptance_____Date_____

23996 Clark Road
Detroit Lakes, MN 56501
218-847-9900

danj@aceelectricdl.com * amy@aceelectricdl.com

Steve Skoog
Dunton Locks Service and Data Pipe Proposal

Electrical Scope:

- 200 amp meter socket
- 200 amp terminal box for power distribution for tram, and existing shelter
- 100 amp outdoor panel for exterior lighting, well, etc
- grounding
- 275 feet of trenching
- 400 feet of 200 amp underground wire
- 300 feet of 2 inch pvc
- Locate of existing site wires
- Electrical permit
- Treated posts etc to mount the electrical equipment on

\$8,000.00

Tram and existing picnic shelter refeed due to pole being removed. Extend current wire from picnic shelter to the new service location by the well head

\$1,500

\$300 for led pole top fixture to remove and replace the current city utility fixture
Price per each

Thank you for this opportunity. Please let us know if you have any questions or if we can be of further service.

Mark's Electric Inc.

Jon Ramsey

If it's electrical . . . We can do it.

114 West Grant Street ⚡ Detroit Lakes, MN 56501 ⚡ 218-847-2149 ⚡ FAX 218-847-9788

			Previous	Adjustment	Corrected	TAG	Twsp/City	School District	EMV	TMV	DIFFERENCE	NTC PREVIOUS	NTC CORRECTED	AMOUNT DIFF	RMV PREVIOUS	RMV CORRECTED	AMOUNT OF CHANGE
19.8041.000	SHARLA RICHARDS	DUPLICATE PARCEL	\$ 190.00	(\$190)	\$ -		1902 LAKE VIEW	22	\$ -	\$ -	\$ -	334	0	334	\$ -	\$ -	\$ -

AGREEMENT
BETWEEN
COUNTY OF BECKER



AND
LAW ENFORCEMENT LABOR SERVICES, INC



REPRESENTING:
BECKER COUNTY SHERIFF'S SUPERVISORS
(LOCAL #390)

January 1, ~~2023~~ 2024 through December 31, ~~2023~~ 2026

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ARTICLE 1 – PURPOSE OF AGREEMENT

This Agreement is entered into between the County of Becker, hereinafter called the Employer, and the Law Enforcement Labor Services, Inc., hereinafter called the Union. It is the intent and purpose of this agreement to:

- 1.1 Establish procedures for the resolution of disputes concerning this Agreement's interpretation and/or application; and
- 1.2 Place in written form the parties' agreement upon terms and conditions of employment for the duration of this Agreement.

ARTICLE 2 – RECOGNITION

- 2.1 The Employer recognizes the Union as the exclusive representative under Minnesota Statute Section 179A.03, Subd. 14, for the following employees:

All essential supervisory employees of the Becker County Sheriff's Department, Detroit Lakes, Minnesota, who are public employees within the meaning of Minnesota Statute 179A.03, Subd. 14, excluding the Sheriff confidential and all other employees.

- 2.2 Neither the Union nor the Employer shall discriminate against any employee because of Union membership or non-membership, nor because of race, creed, sex, color, religious belief, or political belief. Employee shall be subject to the Sexual Discrimination Policy as referenced in the County Personnel Policy.

ARTICLE 3 – DEFINITIONS

- 3.1 Union: Law Enforcement Labor Services, Inc.
- 3.2 Union Member: A member of Law Enforcement Labor Services, Inc.
- 3.3 Employee: A member of the exclusively recognized bargaining unit.
- 3.4 Department: The Becker County Sheriff's Department.
- 3.5 Employer: The County of Becker.
- 3.6 Union Officer: Officer elected or appointed by Law Enforcement Labor Services, Inc.
- 3.7 Scheduled Shift: A consecutive work period including two (2) rest breaks and a lunch break.

- 3.8 Rest Breaks: Periods during the scheduled shift during which the employee remains on conditional duty and is responsible for assigned duties.
- 3.9 Lunch Breaks: Periods during the scheduled shift during which the employee remains on conditional duty and is responsible for assigned duties.
- 3.10 Regular Employee: A member of the exclusively recognized bargaining unit defined in this Agreement who has completed the required probationary period for newly hired, promoted, or rehired employees.

ARTICLE 4 – EMPLOYER SECURITY

The Union agrees that during the life of this Agreement, neither the Union, its officers or agents, nor any of the employees covered by this Agreement, will cause, encourage, participate in or support any strike, slow down, mass absenteeism, mass resignation, or interruption of or interference with the normal functions of the Employer. In the event that an employee violates this Article, the Union, 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 5 – EMPLOYER AUTHORITY

- 5.1 The Employer retains the full and unrestricted right to operate and manage all manpower, facilities, and equipment; to establish functions and programs; to set and amend budgets; to determine the utilization of technology; to establish and modify the organizational structure; to select, direct, and determine the number of personnel, to establish work schedules; and to perform any inherent managerial function not specifically limited by this Agreement.
- 5.2 Any term and condition of employment specifically established or modified by this Agreement shall remain solely within the discretion of the Employer to modify, establish, or eliminate.

ARTICLE 6 – UNION SECURITY

- 6.1 The Employer shall deduct from the wages of employees who authorize such a deduction, in writing, an amount necessary to cover monthly Union dues such monies shall be remitted as directed by the Union.
- 6.2 The Union may designate employees from the bargaining unit to act as a steward and an alternate and shall inform the Employer in writing of such choice and changes in position of steward and/or alternate.

- 6.3 The Employer shall make space available on a bulletin board for posting Union notices and announcements. The Union agrees to limit the posting of such notices to its bulletin board space. It is specifically understood that no notices of a political or inflammatory nature shall be posted.
- 6.4 The Union agrees to indemnify and hold the Employer harmless against any and all claims, suits, orders, or judgements 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 7 – EMPLOYEE RIGHTS – GRIEVANCE

- 7.1 **Definition of a Grievance:** a grievance is defined as a dispute or disagreement as to the interpretation or application of the specific term and conditions of this Agreement.
- 7.2 **Union Representatives:** The Employer will recognize the Union representative designated by the Union as the grievance representative of the bargaining unit having the duties and responsibilities established by this Article. The Union shall notify the Employer in writing of the names of such Union stewards and of their successors when so designated as provided by 6.2 of this Agreement.
- 7.3 **Processing of a Grievance:** It is recognized and accepted by the Union and the Employer that the processing of grievances as 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 a Union representative 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.
- 7.4 **Procedure:** Grievances, as defined in Section 7.1, shall be resolved in conformance with the following procedure:

Step 1 An employee claiming a violation concerning the interpretation or application of this Agreement shall, within fourteen (14) working days after such alleged violation has occurred, present such grievance to the employee's supervisor. 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 set 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 may be appealed to Step 2 within ten (10)

calendar days after the supervisor'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 waived.

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 Step 2 representative shall give the Union the Employer's Step 2 answer in writing within ten (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 ~~Sheriff's or the Sheriff's Employer~~-designee final Step 2 answer. Any grievance not appealed in writing to Step 3 by the Union within ten (10) calendar days shall be considered waived.

Step 3 A grievance unresolved in Step 2 and appealed to Step 3 by the Union shall be submitted to arbitration subject to the provisions of the Public Employment Labor Relations Act of 1971, as amended. **For grievance matters involving written disciplinary action, demotion, or termination, the assignment of an arbitrator shall be consistent with Minnesota Statute 626.892. The** In all other instances 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 (BMS). **A grievance Grievances not involving written disciplinary action, demotion, or termination** will be waived if an arbitrator is not selected within ninety (90) days of receipt of Arbitrator's list from the BMS unless the fault of the Employer.

7.5 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 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 withing thirty (30) calendar days following the close of the hearing or the submission of briefs by the parties, whichever be later, unless the parties agree to an extension. The decision 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 procedure.
- C. The fees and expenses for 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 the cost shall be shared equally.

7.6 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 the 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.

7.7 Choice of Remedy

If, as a result of the written Employer response in Step 2, the grievance remains unresolved, and if the grievance involves the suspension, demotion, or discharge of an employee who has completed the required probationary period, the grievance may be appealed either to Step 3 of Article 7 or a procedure such as: Civil Service or Veteran's Preference. If appealed to any procedure other than Step 3 of Article 7, the grievance is not subject to the arbitration procedure as provided in Step 3 of Article 7. The aggrieved employee shall indicate in writing which procedure is to be utilized and shall sign a statement to the effect that the choice of any other hearing precludes the aggrieved employee from making a subsequent appeal through Step 3 of Article 7.

ARTICLE 8 – SAVINGS CLAUSE

This Agreement is subject to the laws of the United States, the State of Minnesota and the County of Becker. 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 judgement or decree no appeal has been taken within the time provided, such provisions shall be voided. All other provisions of this Agreement shall continue in full force and effect. The voided provision may be renegotiated by mutual agreement of both parties.

ARTICLE 9 – SENIORITY

9.1 An employee in this bargaining unit who transfers to another department of the Employer shall accumulate total seniority from the other department only for the purpose of calculating vacations and sick leave.

9.2 There shall be three (3) types of seniority established by this Agreement.

- A. Service seniority, which shall be the total length of continuous service with the Employer.
 - B. Department seniority, which shall be the total length of service within a specified department of the Employer.
 - C. Classification seniority, which shall be the total length of service within a work classification.
- 9.3 Except in those instances where senior employees are not qualified to perform remaining work, seniority shall determine the order of:
- A. Layoff, which shall be by classification within a department in inverse order of classification seniority. However, an employee about to be laid off shall have the right to bump (displace) any employee in a previously held lower classification, provided that the Employer determines the employee who is exercising bumping rights to be adequately qualified to perform the duties of the classification into which he/she is bumping, and he/she has greater department seniority than the employee who is to be bumped.
 - B. Recall from layoff, which shall be by classification within a department, in inverse order of layoff, provided that if an employee does not return to work upon recall, as directed by the Employer, or on an extended date mutually acceptable to the employee and Employer, he/she shall automatically have terminated his/her employment. An employee's name shall be retained on the recall list for one (1) year, at which time all rights to recall shall terminate.
- 9.4 The initial probationary period for a new employee shall be one (1) year and the initial probationary period for a promoted employee shall be six (6) months. During the probationary period, a newly hired, rehired, or promoted employee may be discharged at the sole discretion of the Employer.

ARTICLE 10 – DISCIPLINE

- 10.1 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.
- 10.2 Suspensions, demotions, and discharges will be in written form.
- 10.3 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. Employees and the Union will receive a copy of such reprimands and/or notices.

- 10.4 Employees may examine their own individual personnel file at reasonable times under the direct supervision of the Employer.
- 10.5 If an employee is the subject to disciplinary action, said employee will not be questioned concerning such disciplinary action, unless the said employee has been given opportunity to have a Union representative present at such questioning.
- 10.6 Grievance relating to this suspension or discharge may be initiated by the Union in Step 2 of the Grievance Procedure under Article 7.

ARTICLE 11 – OVERTIME

- 11.1 Employees will be compensated at one and one-half (1 ½) times the employee's base rate for hours worked in excess of the employee's regularly scheduled shift with the approval of the Sheriff and/or designee, **except when employees are working contractual overtime paid by an outside vendor, the compensation rate will be two (2) times the employee's base rate of pay.**
- 11.2 Overtime will be distributed as equally as practicable.
- 11.3 **Work performed on a holiday, as defined in Article 18 shall be paid at one and one-half (1 ½) times the employee's regular base pay rate for all hours worked if a regularly scheduled shift.** Work performed on a holiday, as defined in Article 18, shall be paid at double times the employee's regular base pay if not regularly scheduled shift.
- 11.4 Mandatory training and mandatory meetings that fall outside of **an employee's a Deputy Sergeant's** regularly scheduled shift shall not be compensated at one and one-half (1 ½) times the employees 's base rate. **Mandatory training and mandatory meetings that fall outside of the remaining bargaining unit's regularly scheduled shift shall not be compensated at one and one-half (1 ½) times the employees 's base rate for a minimum of three (3) hours.** Non-mandatory approved training and meetings shall be compensated at the employee's regular base pay rate.
- 11.5 Overtime compensation for non-exempt employees shall be made either in cash or compensatory time off, at the employee's option. No employee shall accumulate more than eighty (80) hours in a compensatory time; hours earned in excess of eighty (80) hours shall be paid in cash at the appropriate rate. All accumulated compensatory time in excess of forty (40) hours not used by the second pay period of December shall be paid in cash at the appropriate rate.

ARTICLE 12 – COURT TIME

An employee who is required to appear in Court during the employee's scheduled time off for Becker County Court business and with the approval of the Sheriff or designee shall receive a minimum of ~~two (2)~~ three (3) hours pay at one and one-half (1 ½) times the employee's regular base pay rate, ~~with the exception of Deputy Sergeants who shall receive two (2) hours pay at one and one-half (1 ½) times the employees regular base pay rate due to Deputy Sergeants being paid as soon as they are available for duty and enroute.~~ In addition, an employee who uses his/her own personal car shall receive a travel allowance.

ARTICLE 13 – CALL BACK TIME

An employee who is called to duty during the employee's scheduled off-duty time shall receive a minimum of ~~two (2)~~ three (3) hours pay at one and one-half (1 ½) times the employee's regular base pay rate, ~~with the exception of Deputy Sergeants who shall receive two (2) hours pay at one and one-half (1 ½) times the employee's regular base pay rate due to Deputy Sergeants being paid as soon as they are available for duty and enroute.~~ An extension or early report for regularly scheduled shift for duty does not qualify the employee for the two (2) hour minimum.

ARTICLE 14 – CONSTITUTIONAL PROTECTION

Employees shall have the right granted to all citizens by the United States and Minnesota State Constitution.

ARTICLE 15 – INSURANCE

15.1 The Employer will maintain the hospital and medical insurance program subject to the limitations, benefits, and conditions established by the contract between the Employer and the insurance carrier until such time as the employee is terminated.

The parties agree to meet and confer regarding any changes in this Article necessary to comply with and/or avoid penalties under the Affordable Care Act.

The employer shall establish a Flexible Benefits Plan. Each employee participating in the Plan must purchase the minimum required plan coverages – individual comprehensive major medical coverage, long-term disability, and basic life insurance under the plan. ~~Effective January 1, 2018, the PEIP~~ ~~Effective January 1, 2024 the Medica lowest premium single~~ HSA Compatible Deductible Plan shall be the minimum required health plan.

15.2 Effective 2018, the County's annual contribution will remain the same from 2017. Effective 2019 the annual County contribution will increase based on a 50/50 split between the employer and employee based on the single HSA compatible plan

premium. The County contribution will be calculated by taking 50% of the single HSA plan premium increase and adding it to the previous year's contribution. Employees may receive in cash or use for optional benefits the remaining dollars after the minimum required benefits are deducted from the County's contribution, including those who elect to waive the single required health plan.

After enrollment if any plans fall to ten (10) or less County employees, the plan goes away for the next open enrollment. (Newly implemented plans will be given two (2) years to exist prior to dropping if there are ten (10) or less enrolled.)

- 15.3 In accordance with Minnesota Statute §471.61, a County employee who retires before the age of sixty-five (65) has the option of continuing with the County's group health policy at his/her own expense under the conditions outlined below:
- A. The retiree must meet the age and service requirements necessary for eligibility requirements for an annuity under PERA or be receiving a disability benefit from PERA;
 - B. The retiree may receive dependent coverage only if the retiree received dependent coverage immediately before leaving employment;
 - C. The retiree may initially elect dependent coverage as stipulated immediately above and later drop dependent coverage while retaining individual coverage. The retiree may not drop individual coverage and retain dependent coverage except for certain circumstances may apply if the retiree becomes eligible for Medicare prior to the dependent(s) eligibility for Medicare;
 - D. The monthly premiums will be due by the fifteenth (15th) of the preceding month.
- 15.4 The parties agree to meet and confer regarding any changes in this Article necessary to comply with and/or avoid penalties under the Affordable Care Act.

ARTICLE 16 – VACATIONS

- 16.1 All regular employees of the Department as of the date of execution of this agreement whose vacation earnings under the prior agreement exceeds vacation benefits provided by this agreement shall receive the greater vacation until such time as the benefit under the prior agreement equal the benefits provided under this agreement at which time the employee shall earn all vacation thereafter as provided by the terms of this agreement.
- 16.2 Supervisory employees shall earn vacation leave in accordance with the following schedule:

<u>Years of Service</u>	<u>Vacation Leave</u>
Beginning 0 through 2 years	96 hours
Beginning 3 through 4 4 years	120 hours

Beginning 5 through 9 years	144 hours
Beginning 12 10 through 18 years	160 168 hours
Beginning 19 plus years	192 hours

Vacation shall be earned based on the bi-weekly payroll system.

16.3 Vacations may be accumulated to a maximum of 224 hours.

16.4 All vacation leave shall be scheduled with the Employer.

ARTICLE 17 – UNIFORMS

17.1 Effective January 1, ~~2023~~ 2024, each sworn employee shall receive ~~eight hundred dollars (\$800)~~ nine hundred dollars (\$900) for clothing and maintenance allowance and all non-sworn employees shall receive ~~five hundred forty dollars (\$540)~~ six hundred fifty dollars (\$650). This will be paid by the second pay period of January.

17.2 Uniform or personal items damaged in the line of duty shall be paid for by the Employer.

ARTICLE 18 – HOLIDAY LUMP SUM PAYMENT

Employees shall receive on the second payday in November of each year a lump sum payment for ~~ten (10) holidays, Juneteenth shall become the eleventh (11th) holiday once the Minnesota Legislature enacts legislation making it a holiday~~ eleven (11) holidays. The following ~~ten (10)~~ eleven (11) holidays have been designated as official paid holidays:

New Year's Day	Labor Day
Martin Luther King Day	Veteran's Day
President's Day	Thanksgiving Day
Memorial Day	Friday after Thanksgiving Day
Juneteenth	Christmas Day
Independence Day	

Employees scheduled to work on any of the above holidays shall be paid at a rate of one and one-half (1 ½) times the Employee's regular rate of pay.

ARTICLE 19 – PERSONAL LEAVE DAY TIME

Each employee shall be entitled to sixteen (16) hours per calendar year of personal leave. These personal leave ~~days~~ hours must be taken by the employee or they will be lost.

ARTICLE 20 – LEGAL PROTECTION

The County shall provide, through insurance coverage or otherwise, defense, necessary legal expenses, and other costs to an employee against whom a claim is made or a lawsuit is commenced which is based upon the conduct of the employee acting in the regular course of his/her employment, except for internal torts and crimes or ordinance violations committed by such employee.

ARTICLE 21 – SICK LEAVE

- 21.1 ~~All regular~~ Employees shall be entitled to ~~one (1) sick day~~ eight (8) hours of sick leave per month and shall accumulate sick leave to a maximum of nine hundred sixty (960) hours. Sick leave shall be earned on the bi-weekly payroll system. ~~Effective January 1, 2023,~~ After the maximum of nine hundred sixty (960) hours have been reached half of the overage hours will be contributed to the employee's MSRS Health Care Savings Account and the other half of the overage will be donated into the County wide Catastrophic Leave Bank per policy.
- 21.2 Earned sick leave may be used for absences from work necessitated by the following circumstances and in accordance with MN Statute 181.9413:
- A. Because of sickness or injury to an employee which renders the employee unable to perform the duties of employment;
 - B. Because of quarantine directed by a medical physician;
 - C. Because of death in the immediate family, ~~such use not to exceed twenty-four (24) working hours; immediate family is defined as follows: Employee's spouse, children, stepchildren, grandchildren, parents, stepparents, father/mother-in-law, grandparents, brother, sister, brother/sister-in-law, aunts/uncles, and stepsiblings; up to an additional sixteen (16) hours of sick leave may be granted with the approval of the department head. In instances of death of first cousins such use is not to exceed eight (8) working hours; under Article 23.~~
 - D. Because of doctors visits required by employee, employee's spouse, children, or parents;
 - E. Because of sickness or injury to an employee's spouse, children, or parents, the result of which requires the said employee to attend to their needs.
- 21.3 If an employee receives a job-related injury or sickness and if eligible for Worker's Compensation benefits, the Employer agrees to pay said employee an amount equal to the difference between the amount received from Worker's Compensation and the employee's regular salary, not to exceed the employee's regular take home pay, for a period not to exceed four hundred and eighty (480) working hours. Beyond four hundred and eighty (480) working hours, the difference will be charged to the employee's sick leave account providing the employee chooses to receive the employee's full salary. Once the employee's sick leave account has been used in full, the employee will not continue to accumulate any sick leave, paid holidays, or

vacation during the period that said employee is unable to work and continue to receive worker's compensation benefits. Upon receipt by the Employer of a medical report indicating that the employee's healing period has concluded and if the employee is unable to return to the position that the employee held at the time the employee was injured and there are no other job classifications open, the employee may be discharged.

- 21.4 Use of the sick leave benefits for reasons other than those stated in ~~Section 21.2 of~~ this Article shall be just cause for disciplinary action as provided in Article 10 (Discipline).

ARTICLE 22 – MATERNITY/ADOPTION LEAVE

An unpaid maternity or adoption leave of absence must be granted to a natural parent or adoptive parent who requests such leave in conjunction with the birth or adoption of a child. The leave shall commence on the date requested by the employee and shall continue for up to three (3) months, provided, however, that such leave may be extended up to a maximum of one (1) year by mutual consent of the Employer and the employee. The Employer's policy for unpaid maternity or adoption leave shall be consistently and uniformly applied among employees in similar circumstances.

ARTICLE 23 – BEREAVEMENT POLICY

Excused absence without payroll deduction will be allowed by the Employer in the event of a death that occurs in the Employee's Immediate family, namely: spouse, domestic partner, children, stepchildren, parent, legal guardian, stepparent, brother/sister, stepbrother/sister, mother/father-in-law, brother/sister-in-law, aunt/uncle, grandparents, and grandchildren. Absence will be allowed not to exceed three (3) working days. Up to an additional sixteen (16) hours of sick leave may be granted with the approval of the department head. One day of sick leave may be used for the death of a first (1st) cousin.

ARTICLE 23 24 – WAGES

- 23.1 During the term of this Agreement, employees shall be paid in accordance with Appendix A which is attached here to and incorporated herein.

~~Effective 1/1/2023, increase the salary schedule by four percent (4%). Eligible employees not at the top step shall receive a step increase on their anniversary date.~~

~~Eliminate bottom Step 1 and add an additional top step to the LELS Deputy Supervisors band and grade wage scale.~~

~~Retroactive to January 1, 2023.~~

2.5% COLA retro to January 1, 2024. Going into the new 10-step wage scale retro to April 1, 2024. Anniversary step on anniversary date if anniversary step not already received. Employees topped out on the old scale that did to receive a step increase on anniversary prior to April 1, 2024, will receive a step increase retro to April 1, 2024. Employees topped out on the old scale that did not receive a step increase after April 1, 2024, will receive a step increase on the new scale retro to their anniversary date.

Effective January 1, 2025: 3.5% COLA, plus a step increase on anniversary date.

Effective January 1, 2026: 3.5% COLA, plus a step increase on anniversary date.

234.2 Payday shall be bi-weekly.

234.3 ~~Each employee who works between 6:00 pm and 6:00 am shall receive, in addition to the regular compensation provided herein, said shift differential of one dollar (\$1.00) per hour. Said shift differential to increase to one dollar twenty-five cents (\$1.25) per hour effective January 1, 2018.~~ Employees shall receive an additional one dollar fifty cents (\$1.50) per hour for all hours worked between 6:00 pm and 6:00 am Monday through Friday and 6:00 pm Friday through 6:00 am Monday.

234.4 Each licensed peace officer will be reimbursed for the cost of their three (3) year POST License.

24.5 Corrections Sergeants shall be paid an extra one-half (1/2) hour per working day at the regular rate of pay as compensation for rest breaks as defined in Section 3.8 of this Agreement.

ARTICLE ~~24~~ 25 – LONGEVITY

245.1 Employee's hired before April 1, 2018, shall receive, in addition to the regular compensation provided herein, longevity pay which will follow the schedule below:

0-5 years	0%
6-10 years	1%
11-15 years	2%
16-20 years	3% 5%
21-25 years	5% 7%
26-30 years	6% 8%
Over 30 years	7% 9%

Employees hired after April 1, 2018, shall receive in addition to the regular compensation provided herein, longevity pay which will follow the schedule below:
Upon completion of 15 years 3%

ARTICLE 25 26 – SEVERANCE PAY

Employees hired prior to January 1, 2014, who have completed five (5) years of service and honorably separated, including medical separation, shall be entitled to seventy percent (70%) of their unused sick leave as severance pay, however, said severance pay shall not include any banked sick leave hours.

All employees hired on or after January 1, 2014, will be subject to the following Severance Pay:

<u>Years of Service</u>	<u>Percent of Sick Leave</u>
5 yrs	40%
10 yrs	50%
15 yrs	60%
20 yrs	70%

Note: Refer to Article 28 – Post Employment Health Care Savings Plan MN State Retirement System (MSRS)

ARTICLE 26 27 – MILEAGE

Employees required to furnish cars for the purposes of County business shall be paid at the rate the Internal Revenue Service allows for income tax purposes which is effective at the time the employee's expense is incurred. This is paid only when County cars are not available. In the event that there isn't an available County car, the employee shall be paid at the rate established by the County Board of Commissioners.

ARTICLE 27 28 – POST EMPLOYMENT HEALTH CARE SAVINGS PLAN MN STATE RETIREMENT SYSTEM (MSRS)

Employees ~~to shall~~ contribute two percent (2%) of gross wages and ~~all~~ severance pay (~~per Article 24 provided via Article 26 to their individual~~ MSRS Post-Employment Health Insurance Savings Plan).

ARTICLE 28 29 – DURATION

This Agreement shall be in full force and effect for the period from January 1, ~~2023~~ 2024 until December 31, ~~2023~~ 2026, and shall be automatically renewed from year to year thereafter unless either party shall notify the other in writing by October 1st prior to the expiration date that its desires to modify or terminate this Agreement.

SGT. ANDREW BACHMANN, UNION STEWARD

DATE

JOHN OKESON, BOARD CHAIR

DATE

TERRY OLSON, UNION BUSINESS AGENT

DATE

CARRIE SMITH, COUNTY ADMINISTRATOR

DATE

MEMORANDUM OF AGREEMENT

WHEREAS, the Law Enforcement Labor Services Local #390 (“Union”) represents the Supervisors in the Sheriff’s Department in Becker County (“Employer”); and

WHEREAS, the collective bargaining agreements (CBAs) contain language regarding the Employer’s contribution in 2017 and 218, and an Employer-Employee 50/50 split of the increase beginning in 2019 and thereafter;

WHEREAS, the Union and the Employer have reached an agreement for how the increase will be split for ~~2023~~ 2025 and 2026 only, pursuant to this Memorandum of Agreement, which shall not alter the terms of the CBAs;

NOW, THEREFORE, the parties agree as follows:

1. **CBA Language Unchanged.** The provisions of this Memorandum of Agreement shall commence on January 1, ~~2023~~ 2024, and shall terminate on December 31, ~~2023~~ 2026. The existing language in the CBAs (§15.2) shall remain unchanged and shall be effective January 1, ~~2023~~ 2024, and the Employer contribution amount shall revert to the amount under the §15.2 calculation for ~~2024~~ 2027, unless the parties negotiate a change in the language in the CABAs pursuant to the provisions of PELRA, Minnesota Statutes Chapter 179A, for ~~2023~~ 2025 and 2026.
2. **~~2022~~ 2025 and 2026 Health Insurance Increase Split:** For calendar year ~~2023~~ 2025 and 2026 only, the employer shall pay 75% of the increase in the cost of health insurance premiums under the County’s Health Insurance Plan. The increase will be calculated based on the ~~lowest premium~~ single HSA compatible plan premium. The Employer’s contribution for ~~2023~~ 2025 and 2026 will be calculated by taking 75% of the ~~lowest premium~~ single HSA compatible plan premium increase and adding it to the ~~2023~~ 2024 employer contribution. ~~Any increase to the single, employee plus 1, or family plans will be split 75/25 between the Employer and the employee.~~ Employees may use any excess over the single premium amount for optional benefits after the premiums are deducted from the County’s contribution, including those employees who elect to waive the single required health plan.
- ~~3.—Becker County agrees to submit an RFP for 2024 insurance.~~
4. **Mutual Drafting:** This agreement is the result of negotiations between the parties and, accordingly, shall both be construed for or against either party regardless of which party drafted the agreement or any portion thereof. The agreement shall for all purposes be deemed to have been mutually drafted.

SGT. ANDREW BACHMANN, UNION STEWARD

DATE

JOHN OKESON, BOARD CHAIR

DATE

TERRY OLSON, UNION BUSINESS AGENT

DATE

CARRIE SMITH, COUNTY ADMINISTRATOR

DATE

2024	Position	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
	Chief Bailiff	7	\$28.08	\$28.93	\$29.79	\$30.69	\$31.61	\$32.56	\$33.53	\$34.54	\$35.58	\$36.64
	Communications Supervisor	9	\$32.30	\$33.27	\$34.27	\$35.30	\$36.36	\$37.45	\$38.57	\$39.73	\$40.92	\$42.15
	Jail Sergeant	9	\$32.30	\$33.27	\$34.27	\$35.30	\$36.36	\$37.45	\$38.57	\$39.73	\$40.92	\$42.15
	Assistant Jail Administrator	10	\$34.89	\$35.93	\$37.01	\$38.12	\$39.27	\$40.44	\$41.66	\$42.91	\$44.20	\$45.52
	Deputy Sergeant	11	\$38.38	\$39.53	\$40.71	\$41.94	\$43.19	\$44.49	\$45.82	\$47.20	\$48.61	\$50.07

3.5% COLA	Position	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
	Chief Bailiff	7	\$29.06	\$29.94	\$30.83	\$31.76	\$32.72	\$33.70	\$34.70	\$35.75	\$36.83	\$37.92
	Communications Supervisor	9	\$33.43	\$34.43	\$35.47	\$36.54	\$37.63	\$38.76	\$39.92	\$41.12	\$42.35	\$43.63
	Jail Sergeant	9	\$33.43	\$34.43	\$35.47	\$36.54	\$37.63	\$38.76	\$39.92	\$41.12	\$42.35	\$43.63
	Assistant Jail Administrator	10	\$36.11	\$37.19	\$38.31	\$39.45	\$40.64	\$41.86	\$43.12	\$44.41	\$45.75	\$47.11
	Deputy Sergeant	11	\$39.72	\$40.91	\$42.13	\$43.41	\$44.70	\$46.05	\$47.42	\$48.85	\$50.31	\$51.82

3.5% COLA	Position	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
	Chief Bailiff	7	\$30.08	\$30.99	\$31.91	\$32.88	\$33.86	\$34.88	\$35.92	\$37.00	\$38.11	\$39.25
	Communications Supervisor	9	\$34.60	\$35.64	\$36.71	\$37.81	\$38.95	\$40.12	\$41.32	\$42.56	\$43.83	\$45.15
	Jail Sergeant	9	\$34.60	\$35.64	\$36.71	\$37.81	\$38.95	\$40.12	\$41.32	\$42.56	\$43.83	\$45.15
	Assistant Jail Administrator	10	\$37.38	\$38.49	\$39.65	\$40.84	\$42.07	\$43.32	\$44.63	\$45.97	\$47.35	\$48.76
	Deputy Sergeant	11	\$41.11	\$42.35	\$43.61	\$44.93	\$46.27	\$47.66	\$49.08	\$50.56	\$52.07	\$53.64

CARES/ARPA/Special General RECAP

Through 08/31/2024

	<u>Grants</u>	<u>Receipts</u>	<u>Disbursements</u>	<u>Journal Entries</u>	<u>Balance</u>	<u>Notes</u>
02-041 CARES Jul-20	4,217,633.00	347,513.70 (3,846.64)	(1,205,150.57)	(3,356,149.49)	(0.00)	Original Grant-\$4,217,633.00/Return from Twps-\$347,513.70 MOVED \$1,850,179.35-Special Gen (02-060)
02-043 Business Em Grant Jan-21	681,764.10	-	(681,783.48)	19.38	(0.00)	\$19.38-Interest 2020/2021 Business Grants
02-045 American Rescue May-21	3,343,132.00 3,343,132.00	-	(852,869.23)	(5,967,664.41) 134,269.64	-	Transfer to Spec Gen INTERNAL (Scanning/Interest/EDA Grant)
02-060 General-Special Dec-2020-Current		126,009.77	(3,974,880.09)	1,850,179.35 5,967,664.41 (1,094,420.78)	2,874,552.66	FROM 02-060 FROM 02-045 INTERNAL ('23 Retro/Interest/Cares Transfers)
	11,585,661.10	469,676.83	(6,714,683.37)	(2,466,101.90)	2,874,552.66	Balance of Account
					59,450.42	September and October Disbursements
					899,758.10	Outstanding Obligations UKG, Case Works, recorder digitizing, MNCCC Tax System, Bear Cat, Child Care)
					1,915,344.14	

Friday, October 18, 2024
8:00 a.m. – Noon

Otter Tail County Government Services Bldg., Board Room
500 Fir Ave. W, Fergus Falls ([map](#))

Meeting Fee: \$50

8:00 A.M. Registration/Check-in

8:15 A.M. Call to Order

District Director: Bill Stearns, Wadena County
 Term(s): 07/23-06/25
Alternate Director: Bill LaValley, Grant County
 Term(s): 07/23-06/25

Announced Candidate for AMC 2nd Vice President
 Commissioner Barb Weckman Brekke, Scott County

AMC Executive Committee Report

Management Team Report

MCIT Report

AMC Departmental Updates

Break

County Reports: Concerns, Priorities and Accomplishments

2025 Legislative Priorities Review and Voting
 AMC Government Relations Staff

Upcoming AMC Meetings & Events

- **AMC Annual Conference, DoubleTree, Bloomington:** December 9-11, 2025
- **County Government 101, InterContinental Hotel, St. Paul:** January 22-24, 2025
- **AMC Drainage Conference, Arrowwood Resort, Alexandria:** February 4-5, 2025
- **AMC Legislative Conference, InterContinental Hotel, St. Paul:** February 26-27, 2025
- **NACo Legislative Conference, Washington, DC:** March 1-5, 2025

Noon Lunch

Spring District 4 Meeting – Friday, June 6, 2025 – Otter Tail County

GRANT APPLICATION ACCEPTANCE
2023 Session Laws, Chapter 62 (Section 43 and Section 6 Subd 4)

WHEREAS, the Office of Secretary of State, completed the electronic transfer of 1.25M for the Voting Operations, Technology, & Election Resources (VOTER) Account,

WHEREAS this grant will continue annually based on the prior year register voters on May 1st, 2023.

THEREFORE, BE IT RESOLVED the Becker County Board of Commissioners accepts the 2024 VOTER election grant funds and approves the allocation and distribution of funds as stated above.

COUNTY BOARD OF COMMISSIONERS
Becker County, Minnesota

/s/ John Okeson
John Okeson
Board Chair

I, the undersigned being the duly appointed and qualified County Administrator for the County of Becker, State of Minnesota, do hereby certify that the foregoing is a true and correct copy of a Resolution passed, adopted, and approved by the County Board of Commissioners at a meeting held October 15, 2024, as recorded in the record of proceedings.

Page 38 of 71

BECKER COUNTY BOARD OF COMMISSIONERS

RESOLUTION 10-24-2C

Equipment Purchase

WHEREAS, Becker County received a VOTER, Voting Operations, Technology & Election Resources grant in July 2024, and

WHEREAS, October 2023 the Auditor-Treasurer purchased 36 Poll Pads to provide electronic rosters for the cities and townships based on 500 registered voters for each machine, and

WHEREAS, Due to the increase in voter registrations we need 5 additional poll pads to meet this need at a cost of \$10,425.00,

NOW THEREFORE BE IT RESOLVED. That the Board of County Commissioners of Becker County, Minnesota, approves the purchase of 5 Knowink Poll Pads for the 2024 general election using grant funds.

Duly adopted this 15th day of October 2024, at Detroit Lakes, MN.

COUNTY BOARD OF COMMISSIONERS
Becker County, Minnesota

ATTEST:

/s/ Carrie Smith
Carrie Smith
County Administrator

/s/ John Okeson
John Okeson
Board Chair

State of Minnesota)
) ss
County of Becker)

I, the undersigned being the duly appointed and qualified County Administrator for the County of Becker, State of Minnesota, do hereby certify that the foregoing is a true and correct copy of a Resolution passed, adopted, and approved by the County Board of Commissioners at a meeting held October 15, 2024, as recorded in the record of proceedings.

Carrie Smith
County Administrator

BECKER COUNTY BOARD OF COMMISSIONERS

RESOLUTION: # 10-24-2A

New Full-Time Deputy Sheriff Position

WHEREAS, there is a need for an additional full-time Deputy Sheriff position. **AND;**

WHEREAS, all salaries costs are already included in the FY2025 budget. **AND;**

WHEREAS, the start date for the new Deputy Sheriff position will not be earlier than January 1st, 2025. **AND;**

NOW THEREFORE BE IT RESOLVED. That the Board of County Commissioners of Becker County, Minnesota, approves to hire a full-time Deputy Sheriff position through the normal hiring process using the most recent internal/external list or to re-advertise if necessary.

Duly adopted this 15th day of October 2024, at Detroit Lakes, MN.

COUNTY BOARD OF COMMISSIONERS
Becker County, Minnesota

ATTEST:

/s/	Carrie Smith	/s/	John Okeson
	Carrie Smith		John Okeson
	County Administrator		Board Chair

State of Minnesota)
) ss
County of Becker)

I, the undersigned being the duly appointed and qualified County Administrator for the County of Becker, State of Minnesota, do hereby certify that the foregoing is a true and correct copy of a Resolution passed, adopted, and approved by the County Board of Commissioners at a meeting held October 15th, 2024, as recorded in the record of proceedings.

Carrie Smith
County Administrator

DEPUTY SHERIFF SALARY

Adjusted Salary	Overtime Pay	Additional Pay	Total Salary
\$72,336.33	\$5,065.00	\$2,701.00	\$80,102.23

Social Security	Medicare	Pera	Health Insurance Contribution	Health Insurance Benefits	Uniform Allowance	Total Cost
\$0.00	\$1,289.31	\$14,178.09	\$8,815.56	\$8,407.80	\$900.00	\$113,692.99

30%- 2025 Public Safety Funds	70%- 2025 Budgeted Funds
\$34,107.90	\$79,585.09

2023 Non-Metro Licensed Deputy staffing of Counties with a 10,000-24,999 served (excludes population served by local PD's)

<u>Rank</u>	<u>Agency Name</u>	<u>Population</u>	<u>Population Group</u>	<u># of Deputies</u>	<u>How many citizens each Deputy serves</u>	<u># of Deputies /1000 Citizens</u>	<u>Average</u>
13	Isanti County Sheriff	23,485	Metro County 10,000 - 24,999	22	1067.50	0.94	
12	Carlton County Sheriff	21,467	Metro County 10,000 - 24,999	24	894.46	1.12	
11	Fillmore County Sheriff	16,536	Metro County 10,000 - 24,999	21	787.43	1.27	
10	Mille Lacs County Sheriff	17,900	Metro County 10,000 - 24,999	29	617.24	1.62	
9	Wabasha County Sheriff	11,272	Metro County 10,000 - 24,999	19	593.26	1.69	
8	Benton County Sheriff	13,810	Metro County 10,000 - 24,999	25	552.40	1.81	
7	Le Sueur County Sheriff	13,077	Metro County 10,000 - 24,999	24	544.88	1.84	
6	Scott County Sheriff	24,308	Metro County 10,000 - 24,999	46	528.43	1.89	
5	Dodge County Sheriff	13,180	Metro County 10,000 - 24,999	26	506.92	1.97	
4	Blue Earth County Sheriff	18,614	Metro County 10,000 - 24,999	38	489.84	2.04	
3	Polk County Sheriff	13,007	Metro County 10,000 - 24,999	27	481.74	2.08	
2	Clay County Sheriff	10,057	Metro County 10,000 - 24,999	34	295.79	3.38	
1	Dakota County Sheriff	19,704	Metro County 10,000 - 24,999	87	226.48	4.42	
1	Wright County Sheriff	129,359	Metro County 100,000 or over	169	765.44	1.31	
8	Carver County Sheriff	83,295	Metro County 25,000 - 99,999	70	1189.93	0.84	
7	Chisago County Sheriff	28,149	Metro County 25,000 - 99,999	42	670.21	1.49	
6	Washington County Sheriff	76,532	Metro County 25,000 - 99,999	115	665.50	1.50	
5	Sherburne County Sheriff	50,552	Metro County 25,000 - 99,999	79	639.90	1.56	
4	Anoka County Sheriff	86,735	Metro County 25,000 - 99,999	136	637.76	1.57	
3	Stearns County Sheriff	49,606	Metro County 25,000 - 99,999	79	627.92	1.59	
2	St Louis County Sheriff	56,722	Metro County 25,000 - 99,999	102	556.10	1.80	
1	Olmsted County Sheriff	41,794	Metro County 25,000 - 99,999	82	509.68	1.96	
5	Houston County Sheriff	9,158	Metro County under 10,000	15	610.53	1.64	
4	Nicollet County Sheriff	8,078	Metro County under 10,000	17	475.18	2.10	
3	Lake County Sheriff	5,589	Metro County under 10,000	15	372.60	2.68	
2	Ramsey County Sheriff	79,023	Metro County under 10,000	220	359.20	2.78	
1	Hennepin County Sheriff	8,910	Metro County under 10,000	300	29.70	33.67	
16	Roseau County Sheriff	10,784	Non-metro County 10,000 - 24,999	10	1078.40	0.93	1.52
15	Morrison County Sheriff	21,967	Non-metro County 10,000 - 24,999	21	1046.05	0.96	1.52
14	Todd County Sheriff	19,728	Non-metro County 10,000 - 24,999	20	986.40	1.01	1.52
13	Becker County Sheriff	22,795	Non-metro County 10,000 - 24,999	24	949.79	1.05	1.52
12	Meeker County Sheriff	16,431	Non-metro County 10,000 - 24,999	21	782.43	1.28	1.52
11	Hubbard County Sheriff	17,559	Non-metro County 10,000 - 24,999	23	763.43	1.31	1.52
10	Kanabec County Sheriff	16,722	Non-metro County 10,000 - 24,999	23	727.04	1.38	1.52
9	Kandiyohi County Sheriff	21,527	Non-metro County 10,000 - 24,999	32	672.72	1.49	1.52
8	Aitkin County Sheriff	13,193	Non-metro County 10,000 - 24,999	20	659.65	1.52	1.52
7	Winona County Sheriff	14,145	Non-metro County 10,000 - 24,999	22	642.95	1.56	1.52
6	Douglas County Sheriff	23,361	Non-metro County 10,000 - 24,999	37	631.38	1.58	1.52
5	Mower County Sheriff	14,085	Non-metro County 10,000 - 24,999	26	541.73	1.85	1.52
4	Freeborn County Sheriff	12,366	Non-metro County 10,000 - 24,999	24	515.25	1.94	1.52
3	Rice County Sheriff	17,101	Non-metro County 10,000 - 24,999	34	502.97	1.99	1.52
2	Goodhue County Sheriff	19,276	Non-metro County 10,000 - 24,999	43	448.28	2.23	1.52
1	McLeod County Sheriff	11,619	Non-metro County 10,000 - 24,999	26	446.88	2.24	1.52

(26 puts us at 1.14)
**AN INCREASE OF 10
DEPUTIES BRINGS US
TO A 1.49 AVG, 11
DEPUTIES TO A 1.54
AVG**

2023 Non-Metro Licensed Deputy staffing of Counties with a 10,000-24,999 served (excludes population served by local PD's)

6	Otter Tail County Sheriff	36,226	Non-metro County 25,000 - 99,999	37	979.08	1.02
5	Beltrami County Sheriff	30,179	Non-metro County 25,000 - 99,999	33	914.52	1.09
4	Itasca County Sheriff	28,457	Non-metro County 25,000 - 99,999	34	836.97	1.19
3	Pine County Sheriff	29,814	Non-metro County 25,000 - 99,999	37	805.78	1.24
2	Crow Wing County Sheriff	31,187	Non-metro County 25,000 - 99,999	44	708.80	1.41
1	Cass County Sheriff	28,351	Non-metro County 25,000 - 99,999	45	630.02	1.59
38	Clearwater County Sheriff	6,925	Non-metro County under 10,000	8	865.63	1.16
37	Pope County Sheriff	7,434	Non-metro County under 10,000	10	743.40	1.35
36	Stevens County Sheriff	9,650	Non-metro County under 10,000	13	742.31	1.35
35	Lac Qui Parle County Sheriff	5,115	Non-metro County under 10,000	7	730.71	1.37
34	Rock County Sheriff	9,492	Non-metro County under 10,000	13	730.15	1.37
33	Grant County Sheriff	6,175	Non-metro County under 10,000	9	686.11	1.46
32	Big Stone County Sheriff	5,152	Non-metro County under 10,000	8	644.00	1.55
31	Lincoln County Sheriff	4,461	Non-metro County under 10,000	7	637.29	1.57
30	Pipestone County Sheriff	9,353	Non-metro County under 10,000	15	623.53	1.60
29	Koochiching County Sheriff	6,183	Non-metro County under 10,000	10	618.30	1.62
28	Yellow Medicine County Sheriff	6,036	Non-metro County under 10,000	10	603.60	1.66
27	Norman County Sheriff	3,952	Non-metro County under 10,000	7	564.57	1.77
26	Lake of the Woods County Sheriff	3,937	Non-metro County under 10,000	7	562.43	1.78
25	Marshall County Sheriff	8,805	Non-metro County under 10,000	16	550.31	1.82
24	Chippewa County Sheriff	6,020	Non-metro County under 10,000	11	547.27	1.83
23	Nobles County Sheriff	7,025	Non-metro County under 10,000	13	540.38	1.85
22	Traverse County Sheriff	3,242	Non-metro County under 10,000	6	540.33	1.85
21	Redwood County Sheriff	7,899	Non-metro County under 10,000	15	526.60	1.90
20	Cook County Sheriff	5,781	Non-metro County under 10,000	11	525.55	1.90
19	Kittson County Sheriff	3,145	Non-metro County under 10,000	6	524.17	1.91
18	Lyon County Sheriff	8,254	Non-metro County under 10,000	16	515.88	1.94
17	Wadena County Sheriff	6,679	Non-metro County under 10,000	13	513.77	1.95
16	Martin County Sheriff	6,591	Non-metro County under 10,000	13	507.00	1.97
15	Brown County Sheriff	5,957	Non-metro County under 10,000	12	496.42	2.01
14	Pennington County Sheriff	4,893	Non-metro County under 10,000	10	489.30	2.04
13	Faribault County Sheriff	6,343	Non-metro County under 10,000	13	487.92	2.05
12	Jackson County Sheriff	7,574	Non-metro County under 10,000	16	473.38	2.11
11	Waseca County Sheriff	6,108	Non-metro County under 10,000	13	469.85	2.13
10	Swift County Sheriff	4,956	Non-metro County under 10,000	11	450.55	2.22
9	Watsonwan County Sheriff	4,010	Non-metro County under 10,000	9	445.56	2.24
8	Sibley County Sheriff	7,382	Non-metro County under 10,000	17	434.24	2.30
7	Steele County Sheriff	9,083	Non-metro County under 10,000	21	432.52	2.31
6	Red Lake County Sheriff	3,852	Non-metro County under 10,000	9	428.00	2.34
5	Wilkin County Sheriff	2,991	Non-metro County under 10,000	7	427.29	2.34
4	Renville County Sheriff	7,610	Non-metro County under 10,000	18	422.78	2.37
3	Mahnomen County Sheriff	5,321	Non-metro County under 10,000	13	409.31	2.44
2	Murray County Sheriff	4,730	Non-metro County under 10,000	12	394.17	2.54
1	Cottonwood County Sheriff	3,882	Non-metro County under 10,000	10	388.20	2.58

2023 State Average of Deputies/1000 citizens

Rank	Agency Name	Population	Population Group	# of Deputies	How many citizens each Deputy serves	# of Deputies /1000 Citizens	State Average for # of Deputies /1000 Citizens	State Average for # of Deputies/1000 Citizens (No Hennepin Co)		
87	Carver County Sheriff	83,295	Metro County 25,000 - 99,999	70	1189.93	0.84	2.15	1.78		
86	Roseau County Sheriff	10,784	Non-metro County 10,000 - 24,999	10	1078.40	0.93	2.15	1.78		
85	Isanti County Sheriff	23,485	Metro County 10,000 - 24,999	22	1067.50	0.94	2.15	1.78		
84	Morrison County Sheriff	21,967	Non-metro County 10,000 - 24,999	21	1046.05	0.96	2.15	1.78		
83	Todd County Sheriff	19,728	Non-metro County 10,000 - 24,999	20	986.40	1.01	2.15	1.78		
82	Otter Tail County Sheriff	36,226	Non-metro County 25,000 - 99,999	37	979.08	1.02	2.15	1.78	(26 puts us at 1.14)	
81	Becker County Sheriff	22,795	Non-metro County 10,000 - 24,999	24	949.79	1.05	2.15	1.78	40 Deputies gets us	
80	Beltrami County Sheriff	30,179	Non-metro County 25,000 - 99,999	33	914.52	1.09	2.15	1.78	to 1.75, 41 gets us to	
79	Carlton County Sheriff	21,467	Metro County 10,000 - 24,999	24	894.46	1.12	2.15	1.78	1.80 and state	
78	Clearwater County Sheriff	6,925	Non-metro County under 10,000	8	865.63	1.16	2.15	1.78	average is 1.78 (no	
77	Itasca County Sheriff	28,457	Non-metro County 25,000 - 99,999	34	836.97	1.19	2.15	1.78	Hennepin)	
76	Pine County Sheriff	29,814	Non-metro County 25,000 - 99,999	37	805.78	1.24	2.15	1.78		
75	Fillmore County Sheriff	16,536	Metro County 10,000 - 24,999	21	787.43	1.27	2.15	1.78		
74	Meeker County Sheriff	16,431	Non-metro County 10,000 - 24,999	21	782.43	1.28	2.15	1.78		
73	Wright County Sheriff	129,359	Metro County 100,000 or over	169	765.44	1.31	2.15	1.78		
72	Hubbard County Sheriff	17,559	Non-metro County 10,000 - 24,999	23	763.43	1.31	2.15	1.78		
71	Pope County Sheriff	7,434	Non-metro County under 10,000	10	743.40	1.35	2.15	1.78		
70	Stevens County Sheriff	9,650	Non-metro County under 10,000	13	742.31	1.35	2.15	1.78		
69	Lac Qui Parle County Sheriff	5,115	Non-metro County under 10,000	7	730.71	1.37	2.15	1.78		
68	Rock County Sheriff	9,492	Non-metro County under 10,000	13	730.15	1.37	2.15	1.78		
67	Kanabec County Sheriff	16,722	Non-metro County 10,000 - 24,999	23	727.04	1.38	2.15	1.78		
66	Crow Wing County Sheriff	31,187	Non-metro County 25,000 - 99,999	44	708.80	1.41	2.15	1.78		
65	Grant County Sheriff	6,175	Non-metro County under 10,000	9	686.11	1.46	2.15	1.78		
64	Kandiyohi County Sheriff	21,527	Non-metro County 10,000 - 24,999	32	672.72	1.49	2.15	1.78		
63	Chisago County Sheriff	28,149	Metro County 25,000 - 99,999	42	670.21	1.49	2.15	1.78		
62	Washington County Sheriff	76,532	Metro County 25,000 - 99,999	115	665.50	1.50	2.15	1.78		
61	Aitkin County Sheriff	13,193	Non-metro County 10,000 - 24,999	20	659.65	1.52	2.15	1.78		
60	Big Stone County Sheriff	5,152	Non-metro County under 10,000	8	644.00	1.55	2.15	1.78		
59	Winona County Sheriff	14,145	Non-metro County 10,000 - 24,999	22	642.95	1.56	2.15	1.78		
58	Sherburne County Sheriff	50,552	Metro County 25,000 - 99,999	79	639.90	1.56	2.15	1.78		
57	Anoka County Sheriff	86,735	Metro County 25,000 - 99,999	136	637.76	1.57	2.15	1.78		
56	Lincoln County Sheriff	4,461	Non-metro County under 10,000	7	637.29	1.57	2.15	1.78		
55	Douglas County Sheriff	23,361	Non-metro County 10,000 - 24,999	37	631.38	1.58	2.15	1.78		
54	Cass County Sheriff	28,351	Non-metro County 25,000 - 99,999	45	630.02	1.59	2.15	1.78		
53	Stearns County Sheriff	49,606	Metro County 25,000 - 99,999	79	627.92	1.59	2.15	1.78		
52	Pipestone County Sheriff	9,353	Non-metro County under 10,000	15	623.53	1.60	2.15	1.78		
51	Koochiching County Sheriff	6,183	Non-metro County under 10,000	10	618.30	1.62	2.15	1.78		
50	Mille Lacs County Sheriff	17,900	Metro County 10,000 - 24,999	29	617.24	1.62	2.15	1.78		
49	Houston County Sheriff	9,158	Metro County under 10,000	15	610.53	1.64	2.15	1.78		
48	Yellow Medicine County Sheriff	6,036	Non-metro County under 10,000	10	603.60	1.66	2.15	1.78		
47	Wabasha County Sheriff	11,272	Metro County 10,000 - 24,999	19	593.26	1.69	2.15	1.78		
46	Norman County Sheriff	3,952	Non-metro County under 10,000	7	564.57	1.77	2.15	1.78		
45	Lake of the Woods County Sheriff	3,937	Non-metro County under 10,000	7	562.43	1.78	2.15	1.78		
44	St Louis County Sheriff	56,722	Metro County 25,000 - 99,999	102	556.10	1.80	2.15	1.78		
43	Benton County Sheriff	13,810	Metro County 10,000 - 24,999	25	552.40	1.81	2.15	1.78		
42	Marshall County Sheriff	8,805	Non-metro County under 10,000	16	550.31	1.82	2.15	1.78		
41	Chippewa County Sheriff	6,020	Non-metro County under 10,000	11	547.27	1.83	2.15	1.78		

2023 State Average of Deputies/1000 citizens

40	Le Sueur County Sheriff	13,077	Metro County 10,000 - 24,999	24	544.88	1.84	2.15	1.78		
39	Mower County Sheriff	14,085	Non-metro County 10,000 - 24,999	26	541.73	1.85	2.15	1.78		
38	Nobles County Sheriff	7,025	Non-metro County under 10,000	13	540.38	1.85	2.15	1.78		
37	Traverse County Sheriff	3,242	Non-metro County under 10,000	6	540.33	1.85	2.15	1.78		
36	Scott County Sheriff	24,308	Metro County 10,000 - 24,999	46	528.43	1.89	2.15	1.78		
35	Redwood County Sheriff	7,899	Non-metro County under 10,000	15	526.60	1.90	2.15	1.78		
34	Cook County Sheriff	5,781	Non-metro County under 10,000	11	525.55	1.90	2.15	1.78		
33	Kittson County Sheriff	3,145	Non-metro County under 10,000	6	524.17	1.91	2.15	1.78		
32	Lyon County Sheriff	8,254	Non-metro County under 10,000	16	515.88	1.94	2.15	1.78		
31	Freeborn County Sheriff	12,366	Non-metro County 10,000 - 24,999	24	515.25	1.94	2.15	1.78		
30	Wadena County Sheriff	6,679	Non-metro County under 10,000	13	513.77	1.95	2.15	1.78		
29	Olmsted County Sheriff	41,794	Metro County 25,000 - 99,999	82	509.68	1.96	2.15	1.78		
28	Martin County Sheriff	6,591	Non-metro County under 10,000	13	507.00	1.97	2.15	1.78		
27	Dodge County Sheriff	13,180	Metro County 10,000 - 24,999	26	506.92	1.97	2.15	1.78		
26	Rice County Sheriff	17,101	Non-metro County 10,000 - 24,999	34	502.97	1.99	2.15	1.78		
25	Brown County Sheriff	5,957	Non-metro County under 10,000	12	496.42	2.01	2.15	1.78		
24	Blue Earth County Sheriff	18,614	Metro County 10,000 - 24,999	38	489.84	2.04	2.15	1.78		
23	Pennington County Sheriff	4,893	Non-metro County under 10,000	10	489.30	2.04	2.15	1.78		
22	Faribault County Sheriff	6,343	Non-metro County under 10,000	13	487.92	2.05	2.15	1.78		
21	Polk County Sheriff	13,007	Metro County 10,000 - 24,999	27	481.74	2.08	2.15	1.78		
20	Nicollet County Sheriff	8,078	Metro County under 10,000	17	475.18	2.10	2.15	1.78		
19	Jackson County Sheriff	7,574	Non-metro County under 10,000	16	473.38	2.11	2.15	1.78		
18	Waseca County Sheriff	6,108	Non-metro County under 10,000	13	469.85	2.13	2.15	1.78		
17	Swift County Sheriff	4,956	Non-metro County under 10,000	11	450.55	2.22	2.15	1.78		
16	Goodhue County Sheriff	19,276	Non-metro County 10,000 - 24,999	43	448.28	2.23	2.15	1.78		
15	McLeod County Sheriff	11,619	Non-metro County 10,000 - 24,999	26	446.88	2.24	2.15	1.78		
14	Watonwan County Sheriff	4,010	Non-metro County under 10,000	9	445.56	2.24	2.15	1.78		
13	Sibley County Sheriff	7,382	Non-metro County under 10,000	17	434.24	2.30	2.15	1.78		
12	Steele County Sheriff	9,083	Non-metro County under 10,000	21	432.52	2.31	2.15	1.78		
11	Red Lake County Sheriff	3,852	Non-metro County under 10,000	9	428.00	2.34	2.15	1.78		
10	Wilkin County Sheriff	2,991	Non-metro County under 10,000	7	427.29	2.34	2.15	1.78		
9	Renville County Sheriff	7,610	Non-metro County under 10,000	18	422.78	2.37	2.15	1.78		
8	Mahnomen County Sheriff	5,321	Non-metro County under 10,000	13	409.31	2.44	2.15	1.78		
7	Murray County Sheriff	4,730	Non-metro County under 10,000	12	394.17	2.54	2.15	1.78		
6	Cottonwood County Sheriff	3,882	Non-metro County under 10,000	10	388.20	2.58	2.15	1.78		
5	Lake County Sheriff	5,589	Metro County under 10,000	15	372.60	2.68	2.15	1.78		
4	Ramsey County Sheriff	79,023	Metro County under 10,000	220	359.20	2.78	2.15	1.78		
3	Clay County Sheriff	10,057	Metro County 10,000 - 24,999	34	295.79	3.38	2.15	1.78		
2	Dakota County Sheriff	19,704	Metro County 10,000 - 24,999	87	226.48	4.42	2.15	1.78		
1	Hennepin County Sheriff	8,910	Metro County under 10,000	300	29.70	33.67	2.15	1.78		



BECKER COUNTY SHERIFF'S OFFICE

Todd Glander • Sheriff

OFFICE: 925 Lake Avenue
Detroit Lakes, MN 56501
Phone: 218-847-2661 • Fax: 218-847-1604

JAIL: 1428 Stony Road
Detroit Lakes, MN 56501
Phone: 218-847-2939 • Fax: 218-846-2580

Inmate Count	Rate Per Day		
	\$ 72.00	\$ 85.00	\$ 90.00
	ANNUAL INCOME	ANNUAL INCOME	ANNUAL INCOME
10	\$ 262,800.00	\$ 310,250.00	\$ 328,500.00
11	\$ 289,080.00	\$ 341,275.00	\$ 361,350.00
12	\$ 315,360.00	\$ 372,300.00	\$ 394,200.00
13	\$ 341,640.00	\$ 403,325.00	\$ 427,050.00
14	\$ 367,920.00	\$ 434,350.00	\$ 459,900.00
15	\$ 394,200.00	\$ 465,375.00	\$ 492,750.00
16	\$ 420,480.00	\$ 496,400.00	\$ 525,600.00
17	\$ 446,760.00	\$ 527,425.00	\$ 558,450.00
18	\$ 473,040.00	\$ 558,450.00	\$ 591,300.00
19	\$ 499,320.00	\$ 589,475.00	\$ 624,150.00
20	\$ 525,600.00	\$ 620,500.00	\$ 657,000.00
21	\$ 551,880.00	\$ 651,525.00	\$ 689,850.00
22	\$ 578,160.00	\$ 682,550.00	\$ 722,700.00
23	\$ 604,440.00	\$ 713,575.00	\$ 755,550.00
24	\$ 630,720.00	\$ 744,600.00	\$ 788,400.00
25	\$ 657,000.00	\$ 775,625.00	\$ 821,250.00
26	\$ 683,280.00	\$ 806,650.00	\$ 854,100.00
27	\$ 709,560.00	\$ 837,675.00	\$ 886,950.00
28	\$ 735,840.00	\$ 868,700.00	\$ 919,800.00
29	\$ 762,120.00	\$ 899,725.00	\$ 952,650.00
30	\$ 788,400.00	\$ 930,750.00	\$ 985,500.00



Axon Enterprise, Inc.
17800 N 85th St.
Scottsdale, Arizona 85255
United States
VAT: 86-0741227
Domestic: (800) 978-2737
International: +1.800.978.2737

Q-575392-45547.815SR

Issued: 09/12/2024

Quote Expiration: 10/31/2024

Estimated Contract Start Date: 01/01/2025

Account Number: 114757

Payment Terms: N30

Delivery Method:

SHIP TO	BILL TO
Becker County Sheriff's Dept. - MN 925 Lake Ave Detroit Lakes, MN 56501-3403 USA	Becker County Sheriff's Dept. - MN 925 Lake Ave Detroit Lakes MN 56501-3403 USA Email:

SALES REPRESENTATIVE	PRIMARY CONTACT
Lily Dokic Phone: Email: lyost@axon.com Fax:	Shane Richard Phone: (218) 847-2661 Email: smricha@co.becker.mn.us Fax:

Quote Summary

Program Length	60 Months
TOTAL COST	\$473,330.50
ESTIMATED TOTAL W/ TAX	\$473,330.50

Discount Summary

Average Savings Per Year	\$11,488.80
TOTAL SAVINGS	\$57,444.00

Payment Summary

Date	Subtotal	Tax	Total
Dec 2024	\$94,666.10	\$0.00	\$94,666.10
Dec 2025	\$94,666.10	\$0.00	\$94,666.10
Dec 2026	\$94,666.10	\$0.00	\$94,666.10
Dec 2027	\$94,666.10	\$0.00	\$94,666.10
Dec 2028	\$94,666.10	\$0.00	\$94,666.10
Total	\$473,330.50	\$0.00	\$473,330.50

Quote Unbundled Price:	\$530,774.50
Quote List Price:	\$474,830.50
Quote Subtotal:	\$473,330.50

Pricing

All deliverables are detailed in Delivery Schedules section lower in proposal

Item	Description	Qty	Term	Unbundled	List Price	Net Price	Subtotal	Tax	Total
Program									
B00020	BUNDLE - UNLIMITED	40	60	\$164.13	\$140.82	\$140.82	\$337,968.00	\$0.00	\$337,968.00
A la Carte Hardware									
H00001	AB4 Camera Bundle	40			\$849.00	\$849.00	\$33,960.00	\$0.00	\$33,960.00
H00002	AB4 Multi Bay Dock Bundle	5			\$1,638.90	\$1,638.90	\$8,194.50	\$0.00	\$8,194.50
A la Carte Software									
73682	AXON EVIDENCE - AUTO TAGGING LICENSE	40	60		\$10.85	\$10.85	\$26,040.00	\$0.00	\$26,040.00
85760	AXON AUTO-TRANSCRIBE - UNLIMITED SERVICE	40	60		\$22.57	\$22.57	\$54,168.00	\$0.00	\$54,168.00
A la Carte Services									
100610	AXON SIGNAL - INSTALLATION SERVICE - VIRTUAL	1			\$1,500.00	\$0.00	\$0.00	\$0.00	\$0.00
85144	AXON BODY - PSO - STARTER	1			\$13,000.00	\$13,000.00	\$13,000.00	\$0.00	\$13,000.00
Total							\$473,330.50	\$0.00	\$473,330.50

Delivery Schedule

Hardware

Bundle	Item	Description	QTY	Shipping Location	Estimated Delivery Date
AB4 Camera Bundle	100147	AXON BODY 4 - CAMERA - NA US FIRST RESPONDER BLK RAPIDLOCK	1	1	12/01/2024
AB4 Camera Bundle	100147	AXON BODY 4 - CAMERA - NA US FIRST RESPONDER BLK RAPIDLOCK	40	1	12/01/2024
AB4 Camera Bundle	100466	AXON BODY 4 - CABLE - USB-C TO USB-C	44	1	12/01/2024
AB4 Camera Bundle	74028	AXON BODY - MOUNT - WING CLIP RAPIDLOCK	44	1	12/01/2024
AB4 Multi Bay Dock Bundle	100206	AXON BODY 4 - 8 BAY DOCK	5	1	12/01/2024
AB4 Multi Bay Dock Bundle	70033	AXON - DOCK WALL MOUNT - BRACKET ASSY	5	1	12/01/2024
AB4 Multi Bay Dock Bundle	71019	AXON BODY - DOCK POWERCORD - NORTH AMERICA	5	1	12/01/2024
BUNDLE - UNLIMITED	100681	AXON SIGNAL - SIDEARM SENSOR ONLY	40	1	12/01/2024
BUNDLE - UNLIMITED	71044	AXON SIGNAL - BATTERY - CR2430 SINGLE PACK	80	1	12/01/2024
BUNDLE - UNLIMITED	73309	AXON BODY - TAP REFRESH 1 - CAMERA	41	1	06/01/2027
BUNDLE - UNLIMITED	73689	AXON BODY - TAP REFRESH 1 - DOCK MULTI BAY	5	1	06/01/2027
BUNDLE - UNLIMITED	73310	AXON BODY - TAP REFRESH 2 - CAMERA	41	1	12/01/2029
BUNDLE - UNLIMITED	73688	AXON BODY - TAP REFRESH 2 - DOCK MULTI BAY	5	1	12/01/2029

Software

Bundle	Item	Description	QTY	Estimated Start Date	Estimated End Date
BUNDLE - UNLIMITED	73638	AXON STANDARDS - LICENSE	40	01/01/2025	12/31/2029
BUNDLE - UNLIMITED	73680	AXON RESPOND PLUS - LICENSE	40	01/01/2025	12/31/2029

Software

Bundle	Item	Description	QTY	Estimated Start Date	Estimated End Date
BUNDLE - UNLIMITED	73683	AXON EVIDENCE - STORAGE - 10GB A LA CARTE	400	01/01/2025	12/31/2029
BUNDLE - UNLIMITED	73686	AXON EVIDENCE - STORAGE - UNLIMITED (AXON DEVICE)	40	01/01/2025	12/31/2029
BUNDLE - UNLIMITED	73746	AXON EVIDENCE - ECOM LICENSE - PRO	40	01/01/2025	12/31/2029
A la Carte	73682	AXON EVIDENCE - AUTO TAGGING LICENSE	40	01/01/2025	12/31/2029
A la Carte	85760	AXON AUTO-TRANSCRIBE - UNLIMITED SERVICE	40	01/01/2025	12/31/2029

Services

Bundle	Item	Description	QTY
A la Carte	100610	AXON SIGNAL - INSTALLATION SERVICE - VIRTUAL	1
A la Carte	85144	AXON BODY - PSO - STARTER	1

Warranties

Bundle	Item	Description	QTY	Estimated Start Date	Estimated End Date
BUNDLE - UNLIMITED	80464	AXON BODY - TAP WARRANTY - CAMERA	40	12/01/2025	12/31/2029
BUNDLE - UNLIMITED	80465	AXON BODY - TAP WARRANTY - MULTI BAY DOCK	5	12/01/2025	12/31/2029

Shipping Locations

Location Number	Street	City	State	Zip	Country
1	925 Lake Ave	Detroit Lakes	MN	56501-3403	USA

Payment Details

Dec 2024

Invoice Plan	Item	Description	Qty	Subtotal	Tax	Total
Year 1	100610	AXON SIGNAL - INSTALLATION SERVICE - VIRTUAL	1	\$0.00	\$0.00	\$0.00
Year 1	73682	AXON EVIDENCE - AUTO TAGGING LICENSE	40	\$5,208.00	\$0.00	\$5,208.00
Year 1	85144	AXON BODY - PSO - STARTER	1	\$2,600.00	\$0.00	\$2,600.00
Year 1	85760	AXON AUTO-TRANSCRIBE - UNLIMITED SERVICE	40	\$10,833.60	\$0.00	\$10,833.60
Year 1	B00020	BUNDLE - UNLIMITED	40	\$67,593.60	\$0.00	\$67,593.60
Year 1	H00001	AB4 Camera Bundle	40	\$6,792.00	\$0.00	\$6,792.00
Year 1	H00002	AB4 Multi Bay Dock Bundle	5	\$1,638.90	\$0.00	\$1,638.90
Invoice Upon Fulfillment	H00001	AB4 Camera Bundle	40	\$0.00	\$0.00	\$0.00
Total				\$94,666.10	\$0.00	\$94,666.10

Dec 2025

Invoice Plan	Item	Description	Qty	Subtotal	Tax	Total
Year 2	100610	AXON SIGNAL - INSTALLATION SERVICE - VIRTUAL	1	\$0.00	\$0.00	\$0.00
Year 2	73682	AXON EVIDENCE - AUTO TAGGING LICENSE	40	\$5,208.00	\$0.00	\$5,208.00
Year 2	85144	AXON BODY - PSO - STARTER	1	\$2,600.00	\$0.00	\$2,600.00
Year 2	85760	AXON AUTO-TRANSCRIBE - UNLIMITED SERVICE	40	\$10,833.60	\$0.00	\$10,833.60
Year 2	B00020	BUNDLE - UNLIMITED	40	\$67,593.60	\$0.00	\$67,593.60
Year 2	H00001	AB4 Camera Bundle	40	\$6,792.00	\$0.00	\$6,792.00
Year 2	H00002	AB4 Multi Bay Dock Bundle	5	\$1,638.90	\$0.00	\$1,638.90
Total				\$94,666.10	\$0.00	\$94,666.10

Dec 2026

Invoice Plan	Item	Description	Qty	Subtotal	Tax	Total
Year 3	100610	AXON SIGNAL - INSTALLATION SERVICE - VIRTUAL	1	\$0.00	\$0.00	\$0.00
Year 3	73682	AXON EVIDENCE - AUTO TAGGING LICENSE	40	\$5,208.00	\$0.00	\$5,208.00
Year 3	85144	AXON BODY - PSO - STARTER	1	\$2,600.00	\$0.00	\$2,600.00
Year 3	85760	AXON AUTO-TRANSCRIBE - UNLIMITED SERVICE	40	\$10,833.60	\$0.00	\$10,833.60
Year 3	B00020	BUNDLE - UNLIMITED	40	\$67,593.60	\$0.00	\$67,593.60
Year 3	H00001	AB4 Camera Bundle	40	\$6,792.00	\$0.00	\$6,792.00
Year 3	H00002	AB4 Multi Bay Dock Bundle	5	\$1,638.90	\$0.00	\$1,638.90
Total				\$94,666.10	\$0.00	\$94,666.10

Dec 2027

Invoice Plan	Item	Description	Qty	Subtotal	Tax	Total
Year 4	100610	AXON SIGNAL - INSTALLATION SERVICE - VIRTUAL	1	\$0.00	\$0.00	\$0.00
Year 4	73682	AXON EVIDENCE - AUTO TAGGING LICENSE	40	\$5,208.00	\$0.00	\$5,208.00
Year 4	85144	AXON BODY - PSO - STARTER	1	\$2,600.00	\$0.00	\$2,600.00
Year 4	85760	AXON AUTO-TRANSCRIBE - UNLIMITED SERVICE	40	\$10,833.60	\$0.00	\$10,833.60

Dec 2027

Invoice Plan	Item	Description	Qty	Subtotal	Tax	Total
Year 4	B00020	BUNDLE - UNLIMITED	40	\$67,593.60	\$0.00	\$67,593.60
Year 4	H00001	AB4 Camera Bundle	40	\$6,792.00	\$0.00	\$6,792.00
Year 4	H00002	AB4 Multi Bay Dock Bundle	5	\$1,638.90	\$0.00	\$1,638.90
Total				\$94,666.10	\$0.00	\$94,666.10

Dec 2028

Invoice Plan	Item	Description	Qty	Subtotal	Tax	Total
Year 5	100610	AXON SIGNAL - INSTALLATION SERVICE - VIRTUAL	1	\$0.00	\$0.00	\$0.00
Year 5	73682	AXON EVIDENCE - AUTO TAGGING LICENSE	40	\$5,208.00	\$0.00	\$5,208.00
Year 5	85144	AXON BODY - PSO - STARTER	1	\$2,600.00	\$0.00	\$2,600.00
Year 5	85760	AXON AUTO-TRANSCRIBE - UNLIMITED SERVICE	40	\$10,833.60	\$0.00	\$10,833.60
Year 5	B00020	BUNDLE - UNLIMITED	40	\$67,593.60	\$0.00	\$67,593.60
Year 5	H00001	AB4 Camera Bundle	40	\$6,792.00	\$0.00	\$6,792.00
Year 5	H00002	AB4 Multi Bay Dock Bundle	5	\$1,638.90	\$0.00	\$1,638.90
Total				\$94,666.10	\$0.00	\$94,666.10

Tax is estimated based on rates applicable at date of quote and subject to change at time of invoicing. If a tax exemption certificate should be applied, please submit prior to invoicing.

Standard Terms and Conditions

Axon Enterprise Inc. Sales Terms and Conditions

Axon Master Services and Purchasing Agreement:

This Quote is limited to and conditional upon your acceptance of the provisions set forth herein and Axon's Master Services and Purchasing Agreement (posted at <https://www.axon.com/sales-terms-and-conditions>), as well as the attached Statement of Work (SOW) for Axon Fleet and/or Axon Interview Room purchase, if applicable. In the event you and Axon have entered into a prior agreement to govern all future purchases, that agreement shall govern to the extent it includes the products and services being purchased and does not conflict with the Axon Customer Experience Improvement Program Appendix as described below.

ACEIP:

The Axon Customer Experience Improvement Program Appendix, which includes the sharing of de-identified segments of Agency Content with Axon to develop new products and improve your product experience (posted at www.axon.com/legal/sales-terms-and-conditions), is incorporated herein by reference. By signing below, you agree to the terms of the Axon Customer Experience Improvement Program.

Acceptance of Terms:

Any purchase order issued in response to this Quote is subject solely to the above referenced terms and conditions. By signing below, you represent that you are lawfully able to enter into contracts. If you are signing on behalf of an entity (including but not limited to the company, municipality, or government agency for whom you work), you represent to Axon that you have legal authority to bind that entity. If you do not have this authority, please do not sign this Quote.

Signature

Date Signed

9/12/2024





Axon Enterprise, Inc.
17800 N 85th St.
Scottsdale, Arizona 85255
United States
VAT: 86-0741227
Domestic: (800) 978-2737
International: +1.800.978.2737

Q-575402-45547.819SR

Issued: 09/12/2024

Quote Expiration: 10/31/2024

Estimated Contract Start Date: 01/01/2025

Account Number: 114757

Payment Terms: N30

Delivery Method:

SHIP TO	BILL TO
Becker County Sheriff's Dept. - MN 925 Lake Ave Detroit Lakes, MN 56501-3403 USA	Becker County Sheriff's Dept. - MN 925 Lake Ave Detroit Lakes MN 56501-3403 USA Email:

SALES REPRESENTATIVE	PRIMARY CONTACT
Lily Dokic Phone: Email: lyost@axon.com Fax:	Shane Richard Phone: (218) 847-2661 Email: smricha@co.becker.mn.us Fax:

Quote Summary

Program Length	60 Months
TOTAL COST	\$486,297.00
ESTIMATED TOTAL W/ TAX	\$486,297.00

Discount Summary

Average Savings Per Year	\$21,579.60
TOTAL SAVINGS	\$107,898.00

Payment Summary

Date	Subtotal	Tax	Total
Dec 2024	\$97,259.40	\$0.00	\$97,259.40
Dec 2025	\$97,259.40	\$0.00	\$97,259.40
Dec 2026	\$97,259.40	\$0.00	\$97,259.40
Dec 2027	\$97,259.40	\$0.00	\$97,259.40
Dec 2028	\$97,259.40	\$0.00	\$97,259.40
Total	\$486,297.00	\$0.00	\$486,297.00

Quote Unbundled Price:	\$594,195.00
Quote List Price:	\$534,597.00
Quote Subtotal:	\$486,297.00

Pricing

All deliverables are detailed in Delivery Schedules section lower in proposal

Item	Description	Qty	Term	Unbundled	List Price	Net Price	Subtotal	Tax	Total
Program									
Fleet3A	Fleet 3 Advanced	35	60	\$282.95	\$254.57	\$231.57	\$486,297.00	\$0.00	\$486,297.00
Total							\$486,297.00	\$0.00	\$486,297.00

Delivery Schedule

Hardware

Bundle	Item	Description	QTY	Shipping Location	Estimated Delivery Date
Fleet 3 Advanced	70112	AXON SIGNAL - SIGNAL UNIT	35	1	12/01/2024
Fleet 3 Advanced	72036	AXON FLEET 3 - STANDARD 2 CAMERA KIT	35	1	12/01/2024
Fleet 3 Advanced	72036	AXON FLEET 3 - STANDARD 2 CAMERA KIT	1	1	12/01/2024
Fleet 3 Advanced	72040	AXON FLEET - TAP REFRESH 1 - 2 CAMERA KIT	35	1	12/01/2029
Fleet 3 Advanced	72040	AXON FLEET - TAP REFRESH 1 - 2 CAMERA KIT	1	1	12/01/2029

Software

Bundle	Item	Description	QTY	Estimated Start Date	Estimated End Date
Fleet 3 Advanced	80400	AXON EVIDENCE - FLEET VEHICLE LICENSE	35	01/01/2025	12/31/2029
Fleet 3 Advanced	80401	AXON FLEET 3 - ALPR LICENSE - 1 CAMERA	35	01/01/2025	12/31/2029
Fleet 3 Advanced	80402	AXON RESPOND - LICENSE - FLEET 3	35	01/01/2025	12/31/2029
Fleet 3 Advanced	80410	AXON EVIDENCE - STORAGE - FLEET 1 CAMERA UNLIMITED	70	01/01/2025	12/31/2029

Services

Bundle	Item	Description	QTY
Fleet 3 Advanced	73391	AXON FLEET 3 - DEPLOYMENT PER VEHICLE - NOT OVERSIZED	35

Warranties

Bundle	Item	Description	QTY	Estimated Start Date	Estimated End Date
Fleet 3 Advanced	80379	AXON SIGNAL - EXT WARRANTY - SIGNAL UNIT	35	12/01/2025	12/31/2029
Fleet 3 Advanced	80495	AXON FLEET 3 - EXT WARRANTY - 2 CAMERA KIT	35	12/01/2025	12/31/2029
Fleet 3 Advanced	80495	AXON FLEET 3 - EXT WARRANTY - 2 CAMERA KIT	1	12/01/2025	12/31/2029

Shipping Locations

Location Number	Street	City	State	Zip	Country
1	925 Lake Ave	Detroit Lakes	MN	56501-3403	USA

Payment Details

Dec 2024						
Invoice Plan	Item	Description	Qty	Subtotal	Tax	Total
Year 1	Fleet3A	Fleet 3 Advanced	35	\$97,259.40	\$0.00	\$97,259.40
Total				\$97,259.40	\$0.00	\$97,259.40

Dec 2025						
Invoice Plan	Item	Description	Qty	Subtotal	Tax	Total
Year 2	Fleet3A	Fleet 3 Advanced	35	\$97,259.40	\$0.00	\$97,259.40
Total				\$97,259.40	\$0.00	\$97,259.40

Dec 2026						
Invoice Plan	Item	Description	Qty	Subtotal	Tax	Total
Year 3	Fleet3A	Fleet 3 Advanced	35	\$97,259.40	\$0.00	\$97,259.40
Total				\$97,259.40	\$0.00	\$97,259.40

Dec 2027						
Invoice Plan	Item	Description	Qty	Subtotal	Tax	Total
Year 4	Fleet3A	Fleet 3 Advanced	35	\$97,259.40	\$0.00	\$97,259.40
Total				\$97,259.40	\$0.00	\$97,259.40

Dec 2028						
Invoice Plan	Item	Description	Qty	Subtotal	Tax	Total
Year 5	Fleet3A	Fleet 3 Advanced	35	\$97,259.40	\$0.00	\$97,259.40
Total				\$97,259.40	\$0.00	\$97,259.40

Tax is estimated based on rates applicable at date of quote and subject to change at time of invoicing. If a tax exemption certificate should be applied, please submit prior to invoicing.

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Signature

Date Signed

9/12/2024



Flock Safety + MN - Becker County SO

Flock Group Inc.
1170 Howell Mill Rd, Suite 210
Atlanta, GA 30318

MAIN CONTACT:

Bo Manor
bo.manor@flocksafety.com
+17154569138

Created Date: 09/23/2024
Expiration Date: 10/18/2024
Quote Number: Q-101554
PO Number:



Budgetary Quote

This document is for informational purposes only. Pricing is subject to change.

Bill To: 925 Lake Ave Detroit Lakes, Minnesota 56501

Ship To: 925 Lake Ave Detroit Lakes, Minnesota 56501

Billing Company Name: MN - Becker County SO

Billing Contact Name:

Billing Email Address:

Billing Phone:

Subscription Term: 60 Months

Payment Terms: Net 30

Retention Period: 30 Days

Billing Frequency: Annual Plan - First Year Invoiced at Signing.

Hardware and Software Products

Annual recurring amounts over subscription term

Item	Cost	Quantity	Total
Flock Safety Platform			\$12,000.00
Flock Safety Flock OS			
FlockOS TM - Essentials	Included	1	Included
Flock Safety LPR Products			
Flock Safety Falcon ®	Included	4	Included

Professional Services and One Time Purchases

Item	Cost	Quantity	Total
One Time Fees			
Flock Safety Professional Services			
Professional Services - Standard Implementation Fee	\$650.00	4	\$2,600.00

Subtotal Year 1: \$14,600.00

Annual Recurring Subtotal: \$12,000.00

Estimated Tax: \$0.00

Contract Total: \$62,600.00

Taxes shown above are provided as an estimate. Actual taxes are the responsibility of the Customer. This is not an invoice – this document is a non-binding proposal for informational purposes only. Pricing is subject to change.

Billing Schedule	Amount (USD)
Year 1	
At Contract Signing	\$14,600.00
Annual Recurring after Year 1	\$12,000.00
Contract Total	\$62,600.00

*Tax not included

Product and Services Description

FlockOS Features	Description
FlockOS TM - Essentials	An integrated public safety platform that detects, centralizes and decodes actionable evidence to increase safety, improve efficiency, and connect the community.
Flock Safety Falcon ®	Law enforcement grade infrastructure-free (solar power + LTE) license plate recognition camera with Vehicle Fingerprint TM technology (proprietary machine learning software) and real-time alerts for unlimited users.
Professional Services - Standard Implementation Fee	One-time Professional Services engagement. Includes site and safety assessment, camera setup and testing, and shipping and handling in accordance with the Flock Safety Standard Implementation Service Brief.

FlockOS Features & Description

FlockOS Features	Description
Community Network Access	The ability to request direct access to feeds from privately owned Flock Safety Falcon® LPR cameras located in neighborhoods, schools, and businesses in your community, significantly increasing actionable evidence that clears cases.
Unlimited Users	Unlimited users for FlockOS
State Network (License Plate Lookup Only)	Allows agencies to look up license plates on all cameras opted into the Flock Safety network within your state.
Nationwide Network (License Plate Lookup Only)	With the vast Flock Safety sharing network, law enforcement agencies no longer have to rely on just their devices alone. Agencies can leverage a nationwide system boasting 10 billion additional plate reads per month to amplify the potential to collect vital evidence in otherwise dead-end investigations.
Law Enforcement Network Access	The ability to request direct access to evidence detection devices from Law Enforcement agencies outside of your jurisdiction.
Time & Location Based Search	Search full, partial, and temporary plates by time at particular device locations
License Plate Lookup	Look up specific license plate location history captured on Flock devices
Vehicle Fingerprint Search	Search footage using Vehicle Fingerprint TM technology. Access vehicle type, make, color, license plate state, missing / covered plates, and other unique features like bumper stickers, decals, and roof racks.
Insights & Analytics	Reporting tool to help administrators manage their LPR program with device performance data, user and network audits, plate read reports, hot list alert reports, event logs, and outcome reports.
ESRI Based Map Interface	Map-based interface that consolidates all data streams and the locations of each connected asset, enabling greater situational awareness and a common operating picture.
Real-Time NCIC Alerts on Flock ALPR Cameras	Receive automated alerts when vehicles entered into established databases for missing and wanted persons are detected, including the FBI's National Crime Information Center (NCIC) and National Center for Missing & Exploited Children (NCMEC) databases.
Unlimited Custom Hot Lists	Ability to add a suspect's license plate to a custom list and get alerted when it passes by a Flock camera

Flock Safety + MN - Becker County SO

Flock Group Inc.
1170 Howell Mill Rd, Suite 210
Atlanta, GA 30318

MAIN CONTACT:

Bo Manor
bo.manor@flocksafety.com
+17154569138

Created Date: 09/23/2024
Expiration Date: 10/18/2024
Quote Number: Q-101557
PO Number:



Budgetary Quote

This document is for informational purposes only. Pricing is subject to change.

Bill To: 925 Lake Ave Detroit Lakes, Minnesota 56501

Ship To: 925 Lake Ave Detroit Lakes, Minnesota 56501

Billing Company Name: MN - Becker County SO

Billing Contact Name:

Billing Email Address:

Billing Phone:

Subscription Term: 60 Months

Payment Terms: Net 30

Retention Period: 30 Days

Billing Frequency: Annual Plan - First Year Invoiced at Signing.

Hardware and Software Products

Annual recurring amounts over subscription term

Item	Cost	Quantity	Total
Flock Safety Platform			\$3,500.00
Flock Safety LPR Products			
Flock Safety Falcon ® Flex	Included	1	Included

Professional Services and One Time Purchases

Item	Cost	Quantity	Total
One Time Fees			

Subtotal Year 1: \$3,500.00

Annual Recurring Subtotal: \$3,500.00

Estimated Tax: \$0.00

Contract Total: \$17,500.00

Taxes shown above are provided as an estimate. Actual taxes are the responsibility of the Customer. This is not an invoice – this document is a non-binding proposal for informational purposes only. Pricing is subject to change.

Billing Schedule	Amount (USD)
Year 1	
At Contract Signing	\$3,500.00
Annual Recurring after Year 1	\$3,500.00
Contract Total	\$17,500.00

*Tax not included

Product and Services Description

FlockOS Features	Description
Flock Safety Falcon ® Flex	Law enforcement grade tactical deployment (portable + LTE) license plate recognition camera with Vehicle Fingerprint ™ technology (proprietary machine learning software) and real-time alerts for unlimited users.



BECKER COUNTY

Economic Development Authority

915 Lake Avenue • Detroit Lakes, MN 56501

MEMORANDUM

October 15, 2024

SUBJECT: MN DEED – Child Care Economic Development Program

TO: Becker County Board of Commissioners

1. Reference:
Childcare Economic Development Program

2. Discussion:
Families and children in Becker County and across Minnesota are facing unprecedented shortages in providers, staff, and program resources. There is a need of over 750 additional childcare slots within the county based on the most recent census data 5-year estimates. A problem that existed but has recently been amplified due to economic changes, regulatory implications, and an aging workforce. Becker County has been requested to continue its support for childcare providers and programs by applying for the Childcare Economic Development program through Minnesota DEED. Becker County has been the lead applicant to childcare programs in the past and involved in the development and support of childcare funding.

3. Grant Information:
The object of the grant is to increase the number of quality childcare providers to support regional economic development. In effort to reduce the shortage of childcare need throughout the county. Becker County EDA has identified with its partners' available projects applicable to the funding through this program.

Project proposals:

Addition or Expansion of an existing space located inside a care facility already equipped with a provider and staff. The current location has been successful in operations and filling available slots. The second space would expand care for additional staff and up to 14 additional children.

Construction of a residential unit(s) to provide additional space available to rent to providers at an affordable cost. This project would offer 2 new provider locations and support care for an additional 24 children. This has been successfully developed throughout the state as a replicable model.

Expansion and facility improvements to an operating facility to provide expansion of existing operations and provide an additional space for the startup of an additional childcare business. Project would provide additional childcare slots and 1 additional provider.

3. Funding:

No request for funding is presented at this time. Necessary costs related to the construction of the project will be sourced from the grant program. Additional costs such as playground equipment will be sourced from a separate grant. Additional costs related to site preparation would be funded through partnerships or fundraising allocation. The result of the grant application would determine the development of the requested projects. Insufficient funding would result in alternative project development and would not require financial commitment from Becker County.

4. Action:

Approve Becker County to apply for the Childcare Economic Development program as lead applicant and fiscal host for funding.

5. The point of contact for this memorandum is Cody Piper, EDA Specialist, Becker County at cody.piper@co.becker.mn.us or 218-846-7330.

s\ Cody Piper
EDA Specialist

Closed Session-

Motion to close the meeting pursuant to Minn. Stat. Section 13D.05 Subd. 3(d), Meetings may be closed to receive security briefings and reports, to discuss issues related to security systems, to discuss emergency response procedures and to discuss security deficiencies in or recommendations regarding public services, infrastructure and facilities, if disclosure of the information discussed would pose a danger to public safety or compromise security procedures or responses. The subject to be discussed is Becker County Information Technology infrastructure.

Additional Information provided at the Board Meeting



BECKER COUNTY BOARD OF COMMISSIONERS

Finance Committee Meeting

Date: Monday, October 14, 2024 at 8:30 AM

Location: 1st Floor – Board Meeting Room - Courthouse
915 Lake Avenue, Detroit Lakes, MN

Administrator

1. Report
2. Special General Fund Update

Auditor-Treasurer

1. Claims
2. Claims Human Services, Public Health, & Transit
3. Resolution 10-24-2B - Accept Election Grant
4. Resolution 10-24-2C - Purchase 5 Poll Books

Assessor

1. Abatement

Sheriff

1. Resolution 10-24-2A - Personnel Request - New Deputy
2. Purchase - Body Worn Cameras using Public Safety Funds

Land Use/Environmental Services

1. Environmental Services: Resolution 10-24-2D - 2025 Solid Waste Fee Schedule
2. Park & Rec: Dunton Lock Park Electrical Upgrade

Adjourn

BECKER COUNTY BOARD OF COMMISSIONERS
RESOLUTION 10-24-2E
Legislative Public Safety Aid

WHEREAS, The 2023 Minnesota Legislature enacted a one-time Public Safety Aid payment.

WHEREAS, The funds must be used to provide public safety.

WHEREAS, Becker County received \$996,097 in Public Safety Aid.

NOW THEREFORE BE IT RESOLVED. That the Board of County Commissioners of Becker County, Minnesota, approves the acceptance of the one-time Public Safety Aid in the amount of \$996,097 that will be used for Public Safety equipment and needs at the Sheriff's discretion and necessary approvals within purchasing guidelines.

Duly adopted this 15th day of October, 2024, at Detroit Lakes, MN.

COUNTY BOARD OF COMMISSIONERS
Becker County, Minnesota

ATTEST:

/s/ Carrie Smith
Carrie Smith
County Administrator

/s/ John Okeson
John Okeson
Board Chair

State of Minnesota)
) ss
County of Becker)

I, the undersigned being the duly appointed and qualified County Administrator for the County of Becker, State of Minnesota, do hereby certify that the foregoing is a true and correct copy of a Resolution passed, adopted, and approved by the County Board of Commissioners at a meeting held October 15, 2024, as recorded in the record of proceedings.

Carrie Smith
County Administrator

October 17, 2024 at 8:15 am

Continuation of the County Board meeting held on October 15, 2024, that was recessed until October 17, 2024, at 8:15 am for a Closed Meeting pursuant to Minn. Stat. § 13D.05, Subd. 2.

- The meeting is being closed to discuss complaints against an employee and to determine what action, if any, should be taken

Closed Session is Cancelled