



Cass County Settlement Summary – January 4, 2022

Our mission is to deliver quality public services to the citizens in an effective, professional and efficient manner.

Employee Groups	#	Contract	2016 Base Wage	2017 Base Wage	2018 Base Wage	2019 Base Wage	2020 Base Wage	2021 Base Wage	2022 Base Wage
Bargaining Units									
AFSCME – Courthouse	40	12/31/22	2.5%+steps	2.5%+steps	2.5%+steps	2.5%+steps	3%+steps	3%+steps	3%+steps
AFSCME – Health, Human & Veterans	79	12/31/22	2.5%+steps	2.5%+steps	2.5%+steps	2.5%+steps	3%+steps	3%+steps	3%+steps
Operating Engineers #49 – Highway	30	12/31/22	2.5%+steps	2.5%+steps	2.5%+steps	2.5%+steps	3%+steps	3%+steps	3%+steps
Teamsters #320 – Jail	15	12/31/22	2.5%+steps	2.5%+steps	2.5%+steps	2.5%+steps	3%+steps	3%+steps	3%+steps
Teamsters #346 – Dispatch & Records	16	12/31/22	2.5%+steps	2.5%+steps	2.5%+steps	2.5%+steps	3%+steps	3%+steps	3%+steps
LELS – Deputies	41	12/31/22	2.5%+steps	2.5%+steps	2.5%+steps	2.5%+steps	3%+steps	3%+steps	3%+steps
Elected									
County Board	5	Annual	2.5%	2.5%	2.5%	2.5%	3%	3%	3%
County Attorney	1	Annual	2.5%+steps	2.5%+steps	2.5%+steps	2.5%+steps	3%+steps	3%+steps	3%+steps
Sheriff	1	Annual	2.5%+steps	2.5%+steps	2.5%+steps	2.5%+steps	3%+steps	3%+steps	3%+steps
Recorder	1	Annual	2.5%+steps	2.5%+steps	2.5%+steps	2.5%+steps	3%+steps	3%+steps	3%+steps
Probation Officers – District Court	5	Annual	2.5%+steps	2.5%+steps	2.5%+steps	2.5%+steps	3%+steps	3%+steps	3%+steps
Non-union	49	Annual	2.5%+steps	2.5%+steps	2.5%+steps	2.5%+steps	3%+steps	3%+steps	3%+steps

Health Plan

Self-insured Cafeteria Plan – 279 active and 137 retired participants; 2022 County contribution \$1,060/month; 2021 County Contribution \$1,045/month

Pay Plan

One plan (except County Board) - 50 grades (3% variance each); 10 steps (3% variance each) authorized at completion of initial probationary period and annually July 01 thereafter

Specialty Pay

Longevity – all personnel except County Board after 10 years receive annual payment of 1.75% times monthly salary times years of service

Jail “staff person in charge” – additional \$1.50 per hour

Jail and dispatch shift differential – 2020/2021/2022 rate additional \$1.00 per hour between 5:00 pm and 7:00 am and all hours Saturday and Sunday

Highway – snowplowing and emergencies time and one half prior to 8:00 am; time and one-half for work on weekends and holidays

Deputy shift differential – 2022 rate additional \$1.00 per hour between 5:00 pm and 7:00 am and all hours Saturday and Sunday

Uniforms and Maintenance Allowances

AFSCME – Courthouse	Provide custodians; provide Land Department initial uniform and \$200/year; all qualify for \$125/year County logo work apparel allowance
AFSCME – Health, Human & Veterans	All qualify for \$125/year County logo work apparel allowance
Operating Engineers #49 – Highway	Provide shop and work zone clothing; required safety apparel \$475/year; all qualify for \$125/year County logo allowance
Teamsters #320 – Jail	Provide initial uniform; all others \$880/year
Teamsters #346 – Dispatchers	Provide initial uniform; dispatchers \$880/year
LELS – Deputies	Provide initial uniform; deputies \$1,100/year
Assistant Attorneys	Professional maintenance allowance \$675/year
Non-union, elected, Probation	Receive the same benefits as others in their department

Additional Information

Other conditions of employment are defined in collective bargaining agreements and personnel policies all of which are posted on the Cass County website www.co.cass.mn.us