



Cass County Settlement Summary – March 13, 2023

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

Employee Groups	#	Contract	2017 Base Wage	2018 Base Wage	2019 Base Wage	2020 Base Wage	2021 Base Wage	2022 Base Wage	2023 Base Wage
<b>Bargaining Units</b>									
AFSCME – Courthouse	39	12/31/25	2.5%+steps	2.5%+steps	2.5%+steps	3%+steps	3%+steps	3%+steps	5%+steps
AFSCME – Health, Human & Veterans	74	12/31/22	2.5%+steps	2.5%+steps	2.5%+steps	3%+steps	3%+steps	3%+steps	5%+steps
Operating Engineers #49 – Highway	32	12/31/25	2.5%+steps	2.5%+steps	2.5%+steps	3%+steps	3%+steps	3%+steps	5%+steps
Teamsters #320 – Jail	14	12/31/25	2.5%+steps	2.5%+steps	2.5%+steps	3%+steps	3%+steps	3%+steps	5%+steps
Teamsters #346 – Dispatch & Records	13	12/31/25	2.5%+steps	2.5%+steps	2.5%+steps	3%+steps	3%+steps	3%+steps	5%+steps
LELS – Deputies	40	12/31/25	2.5%+steps	2.5%+steps	2.5%+steps	3%+steps	3%+steps	3%+steps	5%+steps
<b>Elected</b>									
County Board	5	Annual	2.5%	2.5%	2.5%	2.5%	3%	3%	5%
County Attorney	1	Annual	2.5%+steps	2.5%+steps	2.5%+steps	2.5%+steps	3%+steps	3%+steps	5%+steps
Sheriff	1	Annual	2.5%+steps	2.5%+steps	2.5%+steps	2.5%+steps	3%+steps	3%+steps	5%+steps
Recorder	1	Annual	2.5%+steps	2.5%+steps	2.5%+steps	2.5%+steps	3%+steps	3%+steps	5%+steps
Probation Officers – District Court	5	Annual	2.5%+steps	2.5%+steps	2.5%+steps	2.5%+steps	3%+steps	3%+steps	5%+steps
Non-union	47	Annual	2.5%+steps	2.5%+steps	2.5%+steps	2.5%+steps	3%+steps	3%+steps	5%+steps

Health Plan

Self-insured Cafeteria Plan – 283 active and 136 retired participants; 2023 County contribution \$1,070/month; 2022 County Contribution \$1,060/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 – 2023/2024/2025 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 – 2023 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 \$500/year; all qualify for \$125/year County logo allowance
Teamsters #320 – Jail	Provide initial uniform; all others \$1000/year
Teamsters #346 – Dispatchers	Provide initial uniform; dispatchers \$1000/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.casscountymn.gov](http://www.casscountymn.gov)