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Growing with **Direction**

**HUMAN RESOURCES**  
Angela Nalezny, Director  
Jody Brown, Deputy Director

Date: February 2, 2026

To: Paul Schwarz, Tonya Hollan, AFSCME Council No. 5, Non-Exempt and Exempt Employee Units

From: Jody Brown, Human Resources Deputy Director/Labor Relations Manager

Re: 2026 Contract Negotiations Washington County Offer to Settle All Issues – 2/2/25 8:00 p.m.

The Offer is available through Monday, March 2, 2026, at 3:00p.m. Following the expiration of the deadline, this offer including any TA's are rescinded.

**(1) TERM – 3 Year Agreement 2026 2027 2028**

**(2) ARTICLE 8. VACATION AND SICK LEAVE**

8.8 Earned Sick and Safe Time (ESST): Public emergency or weather event would require an employee to respond to such an event. **TENTATIVE AGREEMENT**

Medical documentation per County policy required after first 48 hours of ESST. **TENTATIVE AGREEMENT**

**(3) ARTICLE 9. PAID TIME OFF (PTO)**

9.8 Earned Sick and Safe Time (ESST): Public emergency or weather event would require an employee to respond to such an event. **TENTATIVE AGREEMENT**

Medical documentation per County policy required after first 48 hours of ESST. **TENTATIVE AGREEMENT**

Employees with less than 5 years of service go to 21 days. Effective upon approval of the contract by the Washington County Board. No retroactivity.

**(4) ARTICLE 10. OTHER LEAVES OF ABSENCE**

10.15 Minnesota Paid Leave Program 50%/50% Premium Share **TENTATIVE AGREEMENT**

Overpayments must be paid back to the County. **TENTATIVE AGREEMENT**

Insurance arrears must be paid to the County for Unpaid Leave. **TENTATIVE AGREEMENT**

If paid parental leave is repealed during this contract cycle, Washington County will revert back to the contract language that provides three (3) weeks of Paid Parental Leave (pro-rated for part-time employees) for the birth or adoption of a child, in accordance with County policy.

**(5) ARTICLE 11. COMPENSATION**

- General Adjustment:  
1/1/2026 – 3.25%  
1/1/2027 – 3.00%  
1/1/2028 – 2.75%
- Salary Range Adjustment – 2026, 2027, 2028 move in accord with General Adjustment

- Range Movement – 2026, 2027, 2028 - Employees below the maximum of the salary range shall be eligible for a 4.00% range movement (2026), a 3.50% range movement (2027), a 3.50% range movement (2028) increase on anniversary date not to exceed the salary range maximum.

**(6) ARTICLE 14. SENIORITY/LAYOFF (14.7, 16.4, 16.7 Package)**

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

**ARTICLE 16. PROBATIONARY PERIODS**

16.4 Promotion probationary period from 6 months to 12 months.

16.7 All unpaid leave hours, including but not limited to time as designated Minnesota Paid Leave and/or FMLA, shall extend the probationary period by a commensurate number of hours.

**(7) ARTICLE 17. INSURANCE - 2026 2027 2028 Insurance. See Insurance proposal.**

**(8) MEMORANDUM OF AGREEMENTS**

**MOA's to be Added to Contract as Agreed – Housekeeping – TENTATIVE AGREEMENT 10/27/25**

- MOA Exempt Revised Vacation and PTO
- MOA Non-Exempt Revised Vacation and PTO

**MOA's to Renew for 2026**

- MOA Exempt Embedded Mental Health Unit
- MOA Exempt Crisis Response Unit
- MOA Non-Exempt Recruitment Incentive LPN, CHN or SCHN
- MOA Exempt and Non-Exempt Bilingual Pay – Increase to \$75.00 per bi-weekly period

**ADD A LINK FOR EMPLOYEES TO AFSCME LOCAL 517 WEBSITE**

**ONE TIME MEET AND CONFER WITH BMS ON MENTAL HEALTH BENEFIT**

**NEW EMPLOYEE WELCOME SESSION (NEWS) – CONSISTENT WITH STATE LAW. COUNTY TO ADD EXCLUSIVE REPRESENTATIVE INFORMATION TO THE END OF THE AGENDA (Agenda provided at meeting invite)**

*The County reserves the right to add, delete, withdraw or modify this proposal at any time during negotiations. Any tentative agreements not fully executed will be considered as part of the total package agreement.*