



ITASCA COUNTY BOARD OF COMMISSIONERS

Itasca County Courthouse
123 NE 4th Street
Grand Rapids, MN 55744
(218) 327-2847

Tuesday, May 26, 2026

2:30 PM

Itasca County Boardroom

FINAL

REGULAR SESSION MINUTES

I. CALL TO ORDER

Chair Smith called the meeting to order at 2:30 PM.

Attendee Name	Title	Status	Arrived
Cory Smith	District #1	Present	2:30 PM
Terry Snyder	District #2	Present	2:30 PM
John Johnson	District #3	Present	2:30 PM
Larry Hopkins	District #4	Present	2:30 PM
Casey Venema	District #5	Present	2:30 PM

II. PLEDGE OF ALLEGIANCE

III. APPROVAL OF AGENDA

Motion To: Add additional information to Item #6.4 (County Based Purchasing (IMCare) Division Update/Presentation), Item #6.5 (Crisis Team Response Annual Update) and approve the agenda, as amended.

RESULT: APPROVED (5 TO 0)
MOVER: Commissioner Terry Snyder
SECONDER: Commissioner Larry Hopkins
AYES: Cory Smith, Terry Snyder, John Johnson, Larry Hopkins, Casey Venema

IV. MINUTES APPROVAL

Motion To: Approve the minutes of the Tuesday, May 19, 2026, County Board Regular Session.

RESULT: APPROVED (5 TO 0)
MOVER: Commissioner Casey Venema
SECONDER: Commissioner Terry Snyder
AYES: Cory Smith, Terry Snyder, John Johnson, Larry Hopkins, Casey Venema

1. Approve the minutes of the Tuesday, May 19, 2026, Regular Session.

V. CONSENT AGENDA

Motion To: Approve the Consent agenda, as presented.

RESULT: APPROVED (5 TO 0)
MOVER: Commissioner John Johnson
SECONDER: Commissioner Larry Hopkins
AYES: Cory Smith, Terry Snyder, John Johnson, Larry Hopkins, Casey Venema

1. Approve Letter of Support for the Leech Lake Band of Ojibwe.
2. Approve the 2025-2027 Collective Bargaining Agreement - LELS 494 Corrections Unit-FINAL.

3. Authorize the County Board to approve Itasca County as sponsors for two new ATV trails from July 1, 2026, to June 30, 2031, with the stipulation the DNR approves Performance Based Grants and Grant in Aid Grants.
4. Authorize the IMCare Director to sign the 2027-2029 HEDIS Statement of Work with Metastar.
5. Schedule a Public Hearing Re: Vacating excess highway easement on CSAH 60 on July 7, 2026, during the regular board meeting.
6. Approve a road easement exchange between tax-forfeited trust lands and private landowners, Joan and Desi Sagedahl, under the terms set forth in the easement documents, and authorize necessary signatures.

VI. REGULAR AGENDA

1. Employee Recognition
Farewell to Lilly Gould and Cadence Erickson.

Welcome to Amber Haugen, Emily Paul, and Frank Leimer.

Congratulations to Dereikia Kuschel who transferred from her position as Administrative Assistant to Environmental Services Specialist, Lindsay Nelson Shultz who transferred from her position as Home and Community Based Social Worker to Home and Community Based Specialist, and Kenneth Lipsy who has transferred from his position as Lead Custodian to Facilities Maintenance Worker II.

Employee Milestone Recognition for May:

Steven Rossini, 10 years in the MIS department

Lindsey Staydohar, 10 years in the Health and Human Services department

Mike Gibbons, 25 years in the Land department

2. Commissioner Warrants

Motion To: Approve Commissioner Warrants with a check date of May 27, 2026, in the amount of \$529,598.09

RESULT:	APPROVED (5 TO 0)
MOVER:	Commissioner Casey Venema
SECONDER:	Commissioner Terry Snyder
AYES:	Cory Smith, Terry Snyder, John Johnson, Larry Hopkins, Casey Venema

3. ICHHS Warrants

Motion To: Approve Itasca County Health and Human Services Warrants for May 2026 in the amount of \$997,120.36.

RESULT:	APPROVED (5 TO 0)
MOVER:	Commissioner John Johnson
SECONDER:	Commissioner Casey Venema
AYES:	Cory Smith, Terry Snyder, John Johnson, Larry Hopkins, Casey Venema

4. County Based Purchasing (IMCare) Division Update/Presentation
Matt Alstad, HHS Controller, provided an update on County Based Purchasing (IMCare) Division.

RESULT:	INFORMATIONAL - NO ACTION TAKEN
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5. Crisis Response Team Annual Report
Cre Larson, Executive Director provided the Crisis Response Team annual report.

RESULT:	INFORMATIONAL - NO ACTION TAKEN
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6. Itasca County Tourism Economic Impact
Megan Christianson, Executive Director of Visit Grand Rapids gave a presentation on Itasca County Tourism Economic Impact.

RESULT:	INFORMATIONAL - NO ACTION TAKEN
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VII. ADMINISTRATOR UPDATE

County Administrator Brett Skyles provided an Administrator Update, including not having to purchase new flagpoles to fly both the old and new MN State Flag as the County already had flagpoles available.

VIII. COMMITTEE REPORTS

Commissioner Hopkins reported on attending a Grand Village Board meeting.

Commissioner Snyder reported on attending an IEDC meeting, a meeting at the YMCA, and Grand Village Board meeting.

IX. COMMISSIONER COMMENTS

No comments provided.

X. CITIZEN INPUT

Dave Holmbeck provided input on the Legislative Session being unremarkable, and the Canisteo overflow.

John Casper provided input on the Cindy Martin case, homicide cases, rape cases, misconduct allegations, accountability, and an Advisory Counsel.

Jake Langeslag provided input on Mr. Casper being in attendance, having FSS Syndrome, animal husbandry, placement of MN State flag, public comment in Coleraine, new dog park opening, and invited all to his Zoom court on 3/27/2026.

XI. CLOSED SESSIONS

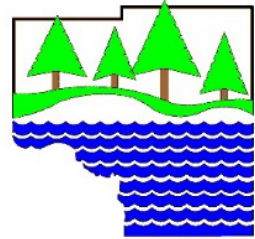
XII. ADJOURN

Chair Smith adjourned the meeting at 3:38 PM.

ATTEST


Cory Smith
Chair of the County Board


Brett Skyles
Clerk of the County Board



MEETING INFORMATION SHEET
MAY 26, 2026

PULL: None

ADDITIONS: None

CHANGES: None

INFORMATIONAL:

1. Item #6.4 (County Based Purchasing (IMCare) Division Update) – **REGULAR AGENDA**
2. Item #6.5 (Crisis Response Team Annual Report) – **REGULAR AGENDA**



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(218) 327-2847

Tuesday, May 19, 2026

2:30 PM

Itasca County Boardroom

DRAFT

REGULAR SESSION MINUTES

I. CALL TO ORDER

Chair Smith called the meeting to order at 2:30 PM.

Attendee Name	Title	Status	Arrived
Cory Smith	District #1	Present	2:30 PM
Terry Snyder	District #2	Present	2:30 PM
John Johnson	District #3	Absent	
Larry Hopkins	District #4	Present	2:30 PM
Casey Venema	District #5	Present	2:30 PM

II. PLEDGE OF ALLEGIANCE

III. APPROVAL OF AGENDA

Motion To: Approve as Amended, pulling item #6.1 (Legislative Session Wrap-up).

RESULT: APPROVED (4 TO 0)
MOVER: Commissioner Terry Snyder
SECONDER: Commissioner Casey Venema
AYES: Cory Smith, Terry Snyder, Larry Hopkins, Casey Venema
ABSENT: John Johnson

IV. MINUTES APPROVAL

Motion To: Approve the minutes of the Tuesday, May 12, 2026, County Board Regular Session.

RESULT: APPROVED (4 TO 0)
MOVER: Commissioner Casey Venema
SECONDER: Commissioner Terry Snyder
AYES: Cory Smith, Terry Snyder, Larry Hopkins, Casey Venema
ABSENT: John Johnson

1. Approve the minutes of the Tuesday, May 12, 2026, Regular Session.

V. CONSENT AGENDA

Motion To: Approve the Consent agenda, as presented.

RESULT: APPROVED (4 TO 0)
MOVER: Commissioner Larry Hopkins
SECONDER: Commissioner Casey Venema
AYES: Cory Smith, Terry Snyder, Larry Hopkins, Casey Venema
ABSENT: John Johnson

1. Award SP 031-070-010 HSIP Intersection Signing and Pavement Markings to H&R Construction Co. and authorize the required signatures on the contract documents pending County Attorney approval.

VI. REGULAR AGENDA

2. Commissioner Warrants

Motion To: Approve Commissioner Warrants with a check date of May 20, 2026, in the amount of \$263,638.48.

RESULT:	APPROVED (4 TO 0)
MOVER:	Commissioner Casey Venema
SECONDER:	Commissioner Terry Snyder
AYES:	Cory Smith, Terry Snyder, Larry Hopkins, Casey Venema
ABSENT:	John Johnson

3. Itasca County Sheriff's Office 2026 Citizens Academy and Youth Citizens Academy Chief Deputy, Chris Peterson, presented information on the Citizens Academy and an upcoming Youth Academy.

RESULT:	INFORMATIONAL - NO ACTION TAKEN
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4. MN State Flag

Motion To: Approve flying both the old and new flags on separate poles.

RESULT:	APPROVED (4 TO 0)
MOVER:	Commissioner Terry Snyder
SECONDER:	Commissioner Larry Hopkins
AYES:	Cory Smith, Terry Snyder, Larry Hopkins, Casey Venema
ABSENT:	John Johnson

VII. ADMINISTRATOR UPDATE

County Administrator Brett Skyles provided an Administrator Update, including thanking all who reached out to Legislators, highlighted technology updates, SNAP costs, increased supervision services and the Nuclear Committee.

VIII. COMMITTEE REPORTS

Commissioner Snyder reported on attending a Law Enforcement Memorial Rededication.

Commissioner Venema reported on attending the Bearville Township Meeting and a Range Mining Forum.

IX. COMMISSIONER COMMENTS

Commissioner Hopkins provided comment regarding the next Coffee with Commissioners in June.

Commissioner Snyder provided comment on lots of conversation regarding the flag discussion, calls about the Chloride treatment being included in the \$500,000 cuts made, a reminder for Elections coming in the Fall and researching candidates.

Commissioner Smith provided comment on the Nuclear Committee and appreciating all the input from people on current issues.

X. CITIZEN INPUT

Dave Holmbeck provided input on Deer Lake and the DNR.

Jake Langeslag provided input on the County Attorney not present, public comment being shut down in Coleraine, HRO against himself, Zoom Court/Mental Health court, and popcorn.

Adrienne Reiners provided input on having data that tracks people's wishes and transparency.

Terri Hill provided input on paying an Ambulance fee per parcel and she has 5 parcels with 4 of them being under an acre per parcel.

XI. CLOSED SESSIONS

XII. ADJOURN

Chair Smith adjourned the meeting at 3:26 PM.

ATTEST

Cory Smith
Chair of the County Board

Brett Skyles
Clerk of the County Board



**ITASCA COUNTY
BOARD OF COMMISSIONERS**

Itasca County Courthouse
123 NE 4th Street
Grand Rapids, MN 55744

Tuesday, May 26, 2026

REQUEST FOR BOARD ACTION: RBA-2026-417

DEPARTMENT: Administrative Services
PRESENTER:

TIME REQUESTED:

AGENDA ITEM:

Approve Letter of Support for the Leech Lake Band of Ojibwe

BOARD ACTION REQUESTED:

Approve Letter of Support for the Leech Lake Band of Ojibwe.

BACKGROUND:

This regards federal legislation S. 622 which serves as a technical correction to the Leech Lake Reservation Restoration Act of 2020. During implementation of the original Restoration Act, additional federal review identified approximately 4,000 acres of land that were similarly transferred out of Tribal ownership.

COUNTY ATTORNEY REVIEW: N/A

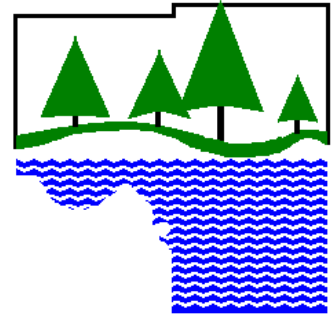
SUPPORTING DOCUMENTATION:

1. LLBO Letter of Support

RESULT:	APPROVED (5 TO 0)
MOVER:	Commissioner John Johnson
SECONDER:	Commissioner Larry Hopkins
AYES:	Cory Smith, Terry Snyder, John Johnson, Larry Hopkins, Casey Venema

ITASCA COUNTY

**Courthouse
Administrative Services
123 NE 4th Street
Grand Rapids, MN 55744-2600
Office (218) 327-7363 Fax (218)-327-2848**



May 26, 2026

Congressman Pete Stauber
United States House of Representatives
Washington, D.C.

Dear Congressman Stauber:

On behalf of Itasca County, Minnesota, I am writing to express our support for S. 622, legislation that would complete the technical correction associated with the Leech Lake Reservation Restoration Act of 2020.

Itasca County has worked collaboratively with the Leech Lake Band of Ojibwe on numerous important regional priorities over many years, including public safety coordination, economic development initiatives, infrastructure, natural resource management, environmental stewardship, and intergovernmental cooperation. We value the strong and productive working relationship that has developed between the County and the Band and appreciate the continued partnership that benefits communities throughout northern Minnesota.

As you know, previous restoration efforts received bipartisan support and successfully addressed historical land transfer issues involving approximately 11,600 acres that had been improperly transferred through federal secretarial actions decades ago. S. 622 seeks to address an additional approximately 4,000 acres identified through the same federal review process and based upon the same historical and legal findings.

We believe this legislation represents a fair and reasonable continuation of previously supported restoration efforts and an appropriate resolution of longstanding historical land issues. We appreciate your prior support for the Leech Lake Restoration Act and respectfully encourage your continued support for S. 622 as it moves through the United States House of Representatives.

Itasca County remains committed to maintaining positive working relationships with the Leech Lake Band of Ojibwe and supporting collaborative solutions that strengthen our shared region.

Thank you for your consideration and continued service to northern Minnesota.

Sincerely,

Board Chair
Itasca County, Minnesota



**ITASCA COUNTY
BOARD OF COMMISSIONERS**

Itasca County Courthouse
123 NE 4th Street
Grand Rapids, MN 55744

Tuesday, May 26, 2026

REQUEST FOR BOARD ACTION: RBA-2026-415

DEPARTMENT: Administrative Services
PRESENTER:

TIME REQUESTED:

AGENDA ITEM:

2025-2027 Collective Bargaining Agreement LELS 494 Corrections Unit FINAL

BOARD ACTION REQUESTED:

Approve the 2025-2027 Collective Bargaining Agreement - LELS 494 Corrections Unit-FINAL.

BACKGROUND:

COUNTY ATTORNEY REVIEW: N/A

SUPPORTING DOCUMENTATION:

1. 2025-2027 Collective Bargaining Agreement LELS 494 Corrections Unit Final

RESULT:	APPROVED (5 TO 0)
MOVER:	Commissioner John Johnson
SECONDER:	Commissioner Larry Hopkins
AYES:	Cory Smith, Terry Snyder, John Johnson, Larry Hopkins, Casey Venema

AGREEMENT

BETWEEN

COUNTY OF ITASCA



Itasca County
Minnesota

AND

LAW ENFORCEMENT LABOR SERVICES, INC.



**Law Enforcement
Labor Services**

REPRESENTING:

Non-Licensed Essential Employees

JANUARY 1, 2025 -DECEMBER 31, 2027

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This agreement, entered into between the County of Itasca, hereinafter referred to as the Employer, and Law Enforcement Labor Services, Inc., Local No. 494, hereinafter referred to as the Union.

ARTICLE 1. PREAMBLE AND PURPOSE OF AGREEMENT

Section 1. This memorandum of understanding, hereinafter referred to as the Agreement, is entered into between the County of Itasca, hereinafter called the Employer, and Law Enforcement Labor Services, Inc., Local No. 494, hereinafter called the Union. The intent and purpose of this Agreement is to:

- 1.1.1 Express, in written form, the complete Agreement between the parties on hours, wages, and all other conditions of employment.
- 1.1.2 Establish orderly procedures for the resolution of disputes.
- 1.1.3 Specify the full and complete understanding of the parties.
- 1.1.4 Maintain and improve greater individual productivity and quality of services.
- 1.1.5 Ensure against any interruptions of work and interference with the efficient and effective rendering of service to the public.

The Employer and the Union, through this Agreement, continue their dedication to the highest quality of public service. The parties recognize that this Agreement is not intended to modify any of the authority vested in the Itasca County Sheriff or the Itasca County Board of Commissioners.

ARTICLE 2. RECOGNITION

Section 1. The Employer recognizes the Union as the exclusive representative as certified by the Bureau of Mediation Services, BMS Case No. 22PRE0453 for a bargaining unit composed of:

All essential employees of the Itasca County Sheriff's Department, Grand Rapids, Minnesota, who are public employees within the meaning of Minn. Stat. 179A.03, subd. 14, excluding Road Deputies, Sergeant Road Deputies, Emergency Communication Specialists, supervisory, confidential and all other employees.

Section 2. The Union recognizes the labor relations representative designated by the Employer as the exclusive representative of the Employer and shall meet and negotiate exclusively with such representatives. No agreement covering terms and conditions of employment or other matters made between the Union and the Employer shall be binding upon the Employer or the Union unless the witnessed signature of the Union's and the Employer's designated labor relations representatives are affixed thereon.

Section 3. The Employer agrees not to enter into any agreements covering terms and conditions of employment with members of the bargaining unit under jurisdiction of this Agreement either individually or collectively which in any way conflicts with the terms and conditions set forth in this Agreement, except through certified representatives as designated in Article 3, Section 5.

ARTICLE 3. UNION SECURITY

Section 1. In recognition of the Union as the exclusive representative:

- 3.1.1 The Employer shall deduct an amount sufficient to provide the payment of regular dues and/or other Union approved deductions as required by Minn. Stat. Sec. 179A.06, Subd. 6.
- 3.1.2 The Employer shall remit such deductions to Law Enforcement Labor Services with a list of the names of the employees from whose wages deductions were made along with other pertinent employee information preferably in an Excel formatted report that may be electronically transmitted or by U.S. mail; and

Section 2. The Union agrees to indemnify and hold the Employer harmless against any and all claims, suits, orders or judgments brought or issued against the Employer as a result of action taken by the Employer under Article 3, Section 1.

Section 3. The Union may designate certain employees from within the bargaining unit to act as stewards and shall, within 5 days of such a designation, certify to the Employer, in writing, of such choice and the designation of successors to former stewards. The Union shall also certify to the Employer a current list of any non-employee business representative(s) upon execution of this Agreement.

- 3.3.1 The Employer agrees to recognize stewards certified by the Union as provided in this Section subject to the following stipulation:
- 3.3.2 The Employer agrees to allow stewards to interrupt their work for a reasonable amount of time for the purpose of Union business with approval of the Employer and they shall notify the Employer upon resumption of their work. Interruption of work for Union business shall be limited to the investigation and presentation of grievances to the Employer and negotiation sessions with Employer relating to subsequent contracts.
- 3.3.3 Non-Employee business representatives of the Union, previously certified to the Employer as provided herein, may, with approval of the Employer, come on the premises of the Employer for the purpose of negotiations or investigating and presenting grievances. The Union may use the Employer's premises or facilities for Union business with prior approval of the Employer.
- 3.3.4 The Employer shall allow the Union to use designated bulletin boards for the purpose of posting notices of Union meetings, Union election, Union election returns, Union appointments to office, and Union recreational or social affairs and other items specifically approved by the Employer.

ARTICLE 4. EMPLOYER RIGHTS AND DIVISION OF RESPONSIBILITY

Section 1. The Employer retains the right to operate and manage all 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 transfer personnel for just cause; to contract with vendors or others for

goods and/or services so long as the act is performed in good faith, it represents a reasonable business decision and it does not subvert the agreement between the parties; and to perform such other inherent managerial functions as set forth in the Minnesota Public Employment Labor Relations Act (PELRA) of 1971.

Section 2. The Employer shall have the right to designate responsibility for employer functions required under this Agreement pursuant to applicable statutory provision and to designate representatives authorized to act on its behalf with respect to matters arising under this Agreement.

Section 3. Specifically, the County Board responsibility as Employer shall be limited to matters relating to maintenance of appropriate pay rates and payment thereof, specific fringe benefit authorizations in the area of insurance, vacation allowance, sick leave allowance, severance pay, holidays, and related economic computations. For all other matters covered in the Agreement, the Sheriff shall be considered the Employer.

ARTICLE 5. INDIVIDUAL RIGHTS

Section 1. The Union shall, in the responsibility of exclusive representative of employees, represent all employees without discrimination, interference, restraint or coercion.

Section 2. In accordance with applicable law, the Employer and the Union agree to apply the provisions of this Agreement equally to all employees, without discrimination as to any protected class as defined in federal, state statute or rule.

ARTICLE 6. WORK STOPPAGE LIMITATIONS

In recognition of the provisions included in this Agreement for a grievance procedure providing for arbitration to be used for resolution of disputes, the Union agrees that neither the Union, its officers or agent, nor any of the employees covered by this Agreement will engage in work stoppage. Any or all employees who violate the provisions of the Article will be subject to discharge or other discipline as appropriate under applicable Civil Service Rules and/or County policies.

ARTICLE 7. GRIEVANCE PROCEDURE

Section 1. A GRIEVANCE, for the purpose of this ARTICLE, is defined as a dispute or disagreement as to the interpretation or application of any terms or conditions of this AGREEMENT.

Employees shall have the right to process GRIEVANCES through the procedures of this ARTICLE or through other procedures such as Veteran's Preference, Human Rights or other statutorily created procedures, provided that a GRIEVANCE may be processed through one procedure or the other, but not both unless required by state or federal law. An employee who pursues a GRIEVANCE through a procedure other than the procedure provided in this section shall waive the rights of this ARTICLE of the AGREEMENT.

Section 2. If a GRIEVANCE is not presented within the time limits set forth below, it shall be considered "waived." The time limit in each step may be extended by mutual written agreement of the EMPLOYER and the UNION in each step.

Step 1. An employee claiming a violation concerning the interpretation or application of this AGREEMENT shall, within 21 calendar days after such alleged violation has occurred, place in writing, signed by the grieved employee setting forth the nature of the GRIEVANCE, the facts on which it is based, the provision or provisions of the AGREEMENT allegedly violated, and the remedy requested.

The matter shall be discussed with the employee's supervisor as designated by the EMPLOYER within 7 calendar days. The EMPLOYER'S response will be made in writing and provided to the grieved employee and the UNION within 7 calendar days after the close of the discussion.

A GRIEVANCE not resolved in Step 1 and appealed to Step 2 shall be appealed to Step 2 within 7 calendar days after the supervisor's final Step 1 response.

Step 2. If appealed, the written GRIEVANCE shall be presented by the UNION and discussed with the Department Head in consultation with Human Resources within 14 calendar days. Human Resources shall give the UNION the EMPLOYER'S Step 2 response in writing within 14 calendar days after the close of the discussion. A GRIEVANCE not resolved in Step 2 may be appealed to Step 3 within 14 calendar days following Human Resources Step 2 response.

Step 3. If appealed, the written GRIEVANCE shall be presented by the UNION and discussed with the County Board or its designee within 28 calendar days. The County Board or its designee shall give the UNION the EMPLOYER'S Step 3 response in writing within 14 calendar days. A GRIEVANCE not resolved in Step 3 may be appealed to Step 4 within 14 calendar days following the EMPLOYER-designated representative's Step 3 response.

Step 4. Mediation of a GRIEVANCE: Upon completion of Step 3 and prior to requesting arbitration in Step 5, the UNION or the EMPLOYER may, by mutual agreement, request mediation of the GRIEVANCE by the Bureau of Mediation Services who will conduct meetings as deemed necessary in an attempt to resolve the GRIEVANCE. If the parties waive mediation, the GRIEVANCE may be appealed to Step 5, or if the mediator or either party determines that further mediation would serve no purpose, a GRIEVANCE may be appealed to Step 5 within 30 calendar days.

Step 5. The GRIEVANCE appealed to arbitration shall be subject to the provisions of PELRA. The selection of an arbitrator shall be made in accordance with the Rules Governing the Arbitration of GRIEVANCES as established by the State Bureau of Mediation Services. Any unresolved GRIEVANCE not submitted for arbitration shall be considered settled on the basis of the EMPLOYER'S Step 3 response and/or Step 4.

Section 3. Arbitrator's Authority.

7.3.1 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.

- 7.3.2. The arbitrator shall be without power to make decisions contrary to, or inconsistent with, or modifying or varying in any way the application of laws, rules or regulations having the force and effect of law. The arbitrator's decision shall be submitted in writing within 30 days following close of the hearing or submission of briefs by the parties, whichever is later, unless the parties agree to an extension. The decision shall be binding on both the EMPLOYER and the UNION and shall be based solely on the arbitrator's interpretation or application of the express terms of this AGREEMENT and to the facts of the GRIEVANCE presented.
- 7.3.3. 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.

ARTICLE 8. HOURS OF WORK- PREMIUM PAY

Section 1. General

- 8.1.1 This Article is intended only to define the normal hours of work and normal scheduling and to provide the basis for the calculation of overtime or other premium pay.
- 8.1.2 Employees assigned to a higher job class shall receive the higher rate of pay on a temporary or regular basis.
- 8.1.3 The Employer agrees that split shift work will not be scheduled for the employees covered by this Agreement except in case of emergency and in that event only for the time involved in the emergency.
- 8.1.4 Scheduling procedures shall be vested with the Employer.

Section 2. Normal Workday and Week

- 8.2.1 The normal work period for Corrections employees not assigned to a rotating shiftwork schedule shall consist of 80 hours per pay period based on a consistent scheduling procedure.
- 8.2.2 The normal workday and work week for Corrections employees assigned to a rotating shiftwork schedule shall consist of 12 hours per day and 84 hours per pay period, based on a consistent scheduling procedure.

Section 3. Overtime

- 8.3.1 Overtime available shall first be offered to available, full-time employees then to part-time employees by classification in which the overtime occurs.
- 8.3.2 The overtime rate of pay for Corrections employees assigned to a rotating shiftwork schedule (who work 84 hours per pay period) shall be computed as follows:

$$\frac{(\text{hourly rate of pay} * 2184 \text{ hours})}{(2080 \text{ hours})} * 1.5 = \text{Overtime Rate of Pay}$$

- 8.3.3 Corrections employees assigned to a rotating shiftwork schedule who are required to work more than 12 hours per day or 84 hours per pay period shall be compensated for all such hours at the overtime rate of pay described in Section 8.3.2.
- 8.3.4 Any Corrections employees not assigned to a rotating shiftwork schedule who are required to work in excess of their regularly scheduled shift or more than 80 hours per pay period shall be compensated for all such hours at 1½ times the employee's regular hourly rate of pay.
- 8.3.5 Assignment of overtime shall be at the discretion of the Employer and shall be divided as equally as practicable among all employees within their respective classifications.

- 8.3.6 All employees who work overtime shall have the option to be paid as follows:

$$\frac{(\text{hourly rate of pay} * 2184 \text{ hours})}{(2080 \text{ hours})} * 1.5 = \text{Overtime Rate of Pay}$$

or take compensatory time off at the rate of 1 ½ hours off for each hour of overtime worked. Compensatory time off may be banked to a maximum of 80 hours. All compensatory time off must be approved by the employee's immediate supervisor. Vacation, sick leave, holidays and other paid time off shall count as hours worked for the purposes of calculating eligibility for overtime/compensatory time. In no case will compensatory time earned and compensatory time taken occur in the same day.

- 8.3.7 Employees shall be required to work overtime or holidays when assigned unless excused by the Employer.

Section 4. Call Outs and Official Business

- 8.4.1 When called out for non-scheduled work, hours will count toward overtime and employees shall be compensated with a minimum of 2 hours for each call out at the applicable overtime rate.
- 8.4.2 Employees shall be compensated for time required to conduct official business when the official business occurs in hours other than their regular schedule with a minimum of 2 hours at the applicable overtime rate.

Section 5. Court Time

For any employee who is required to appear in court as part of their duty assignment at times other than their regular duty time, the employee shall receive a minimum of 2 hours of pay at the applicable overtime rate.

ARTICLE 9 - HOLIDAY PROVISIONS

Section 1. Employees shall receive holiday pay for the following paid holidays provided said employees perform work or are on vacation in the pay period in which the holiday occurs and work as scheduled or assigned both on their last scheduled work day prior to and on their first scheduled work day following the holiday unless they have failed to work because of sickness or because of death in the immediate family or because of similar cause:

1. New Year's Day
2. Martin Luther King Day
3. President's Day
4. Good Friday
5. Memorial Day
6. Juneteenth
7. Independence Day
8. Labor Day
9. Indigenous Peoples Day
10. Veterans Day
11. Thanksgiving Day
12. Friday after Thanksgiving
13. Christmas Eve Day
14. Christmas Day
15. One Floating Holiday

Section 2. Observed Holidays. When the following holidays fall on Sunday, the following day shall be the observed holiday. When the following holidays fall on Saturday, the preceding day shall be the observed holiday:

January 1 - New Year's Day
July 4 - Independence Day
November 11 - Veterans Day
December 24 - Christmas Eve Day
December 25 - Christmas Day

When Christmas Eve Day is on a Friday and Christmas Day is on a Saturday, Thursday and Friday shall be the observed holidays. When Christmas Eve Day is on a Sunday and Christmas Day is on a Monday, Monday and Tuesday shall be the observed holidays.

Section 3. Holiday Pay. Whenever an employee is required to work on any holiday, they shall receive 1½ times the regular rate of pay for all such hours worked, in addition to their regular salary. Shift work employees are entitled to holiday pay for shifts worked on the actual holiday.

Section 4. Paid Holiday. When a paid holiday falls on a non-rotating schedule employee's scheduled day off or during the employee's vacation period, the employee shall receive 8 hours of holiday pay. For shift work employees, 1½ time holiday pay shall be payable on the day the shift commences on the day the holiday actually occurs.

When a paid holiday falls on a rotating schedule employee's scheduled day off or during the employee's vacation period, the employee shall receive 8.4 hours of holiday pay. For these shift work employees, 1½ time holiday pay shall be payable on the day the shift commences on the day the holiday actually occurs.

Section 5. Floating Holiday

- 9.5.1 Initial employment probationary status employees cannot take floating holiday until the one year probationary period has been successfully completed at which time the floating holiday is earned for the year in which the probationary period was completed.
- 9.5.2 Floating holidays do not carry over. Floating holiday hours will match the employee's regularly scheduled hours. In the event of an employee with a hire date occurring in the timeframe of the last payroll of the year being run and the employee successfully completing the 1-year probation, the employee will be given a one month extension from date of hire to take the floating holiday earned the first year. Thereafter, the employee must take floating holidays prior to the last payroll of the year being run or will lose the floating holiday.

ARTICLE 10. SHIFT DIFFERENTIAL

Section 1. All employees shall be paid shift differential in the amount of \$2.00 per hour for hours worked between 5 PM and 6 AM. This shall apply also to all callouts under the same time frame.

ARTICLE 11. VACATIONS

Section 1. All full-time employees shall earn vacation time and shall be paid vacation leave benefits at their current pay rate.

Section 2. Vacation benefits shall accrue each pay period in accordance with the following schedule and in which pay period the employee has worked or been on earned leave at least 50% of the time:

Employees not assigned to a rotating shiftwork schedule:

Completed Months of Service:	Rate of Accumulation of Vacation Hours Per Pay Period:
0-59 months	3.077 hrs.
60-119 months	4.616 hrs.
120-179 months	6.165 hrs.
180+ months	7.693 hrs.

Employees assigned to a rotating shiftwork schedule who work 84 hours per pay period:

Completed Months of Service:	Rate of Accumulation of Vacation Hours Per Pay Period:
0-59 months	3.231 hrs.
60-119 months	4.847 hrs.
120-179 months	6.462 hrs.
180+ months	8.078 hrs.

Section 3. The Employer agrees to post vacation schedule request lists and the first choice of vacation scheduling shall be given on a seniority basis within each division of the department. Where a system of second choice of time is required, such choice shall also be based on the seniority system within each division. The Employer has the right to limit the number of personnel in each division and in each grade who can be on vacation at any given time as necessary to maintain adequate personnel complement for the division.

Section 4. No employee shall exceed 248 hours of vacation accumulation after December 31 (including bonus vacation). In the event an employee has an accumulation of 248 hours prior to December 31, the employee shall have all hours in excess of 248 converted to a contribution to their post-retirement health care savings plan (HCSP). This contribution may not exceed 50 hours and all additional hours shall be lost.

Section 5. Employees not assigned to a rotating shiftwork schedule who have accumulated 600 hours of sick leave shall be granted a bonus vacation and sick leave as set forth in Article 12, Sick leave.

Section 6. Employees assigned to a rotating shiftwork schedule who work 84 hours per pay period who have accumulated 630 hours of sick leave shall be granted a bonus vacation and sick leave as set forth in Article 12, Sick leave.

ARTICLE 12. SICK LEAVE

Section 1. Non-Rotating Shifts. All full-time employees not assigned to a rotating shiftwork schedule, shall earn sick leave at the rate of 3.693 hours per pay period accumulated to an annual maximum of 1,000 working hours in which pay period the employee has worked or has been on earned leave at least 50% of the time.

Section 2. Rotating Shifts. All full-time employees assigned to a rotating shiftwork schedule who work 84 hours per pay period shall earn sick leave at the rate of 3.877 hours per pay period accumulated to an annual maximum of 1,050 working hours in which pay period the employee has worked or has been on earned leave at least 50% of the time.

Section 3. An employee may use sick leave for absences for such reasonable periods as the employee's attendance with the family member may be necessary, on the same terms the employee is able to use sick leave for the employee's own illness, to:

- Provide care for a family member who is incapacitated as a result of physical or mental illness, injury, pregnancy or childbirth;
- Provide care for a family member as a result of medical, dental or optical examination or treatment.

For purposes of this Article, family member is defined as:

- Spouse, and parents, thereof,
- Children, including adopted and stepchildren, and spouses thereof,
- Parents, grandparents and grandchildren of the employee and/or the spouse,
- Brothers and sisters, and spouses thereof,
- Domestic partner or Guardian.

Section 4. Sick leave usage shall be subject to approval and verification by the Employer, and the employee may be required to furnish a report from a recognized physician or mental health authority satisfactory to the Employer attesting to the necessity of the leave and such other information as the Employer deems necessary to establish the employee's fitness for employment.

Section 5. Sick leave benefits shall be paid at the employee's current rate of pay.

Section 6. Bonus Vacation.

- 12.6.1 Employees not assigned to a rotating shiftwork schedule shall earn 1.847 hours bonus vacation for any pay period in which the employee has not used sick leave, providing the beginning balance of sick leave is 600 hours or more.
- 12.6.2 Employees assigned to rotating shiftwork schedule who work 84 hours per pay period shall earn 1.939 hours bonus vacation for any pay period in which the employee has not used sick leave, providing the beginning balance of sick leave is 630 hours or more.

Section 7. Bereavement Leave.

- 12.7.1 Regular employees shall be allowed up to 3 shifts off with pay based on normal hours of shift assignment in case of death in the immediate family.
- 12.7.2 Immediate family shall mean Domestic partner or Guardian, a brother, sister, son, daughter, father, mother, grandchild, grandparent or spouse of either the employee or the employee's spouse.
- 12.7.3 Two (2) additional shifts maybe used in the event that travel is necessary to a point outside a radius of 150 miles from the employee's home or for other personal reasons related to the death such as for funeral arrangements.

Section 8. Upon termination of employment prior to, on, or subsequent to the normal retirement date, an employee shall receive as severance pay 75% of the employee's accumulated but unused sick leave from the first day of county employment. Such severance pay shall be excluded from retirement deductions and from any calculations in retirement benefits and shall be paid in 1 lump

sum. The employee shall apply the 25% balance of unused sick leave to the employee's Post Health Care Savings Plan after all regular pay has been paid out.

Any payment made upon termination due to death will be paid in accordance to State and Federal Regulations. In the event of an active employee's death, 100% of his/her accrued sick leave shall be paid out to the surviving spouse or to the estate of the employee who has passed away.

An employee will not receive severance pay if:

12.8.1 The employee has less than 5 years of continuous service with Itasca County; or

12.8.2 The employee is terminated by the Employer for cause.

The maximum County payment for the 75% dollar value of an employee's accumulated unused sick leave (severance pay) shall be \$10,000. (That is, 75% of the employee's accumulated unused sick leave shall have a maximum value of \$10,000 at retirement for use for any purpose permitted by the contract.) This limit does not apply to other County payments for retirement group insurance premiums, nor does it affect the other 25% dollar value of an employee's accumulated unused sick leave which shall be deposited into the Employee's Post Health Care Savings Plan.

ARTICLE 13. INJURED ON DUTY LEAVE BENEFITS AND WORKER'S COMPENSATION BENEFITS

Section 1. The parties recognize that employees working in the Sheriff's Office and covered by this Agreement face a high potential for injury due to the nature of their employment. Such employee who in the ordinary course of employment and while acting in a reasonable and prudent manner and in compliance with the established rules and procedures of the Employer, incurs a disabling injury while in performance of assigned duties shall be compensated in an amount equal to the difference between the employee's regular net rate of pay and benefits paid under Worker's Compensation, without deduction from the employee's accrued sick leave.

Section 2. Such compensation under Section 1 shall not exceed an amount equal to 240 times the employee's regular hourly rate of pay per disabling injury. To be eligible for Worker's Compensation pursuant to this Section, the disabling injury must have been incurred while performing services for the County.

ARTICLE 14. SENIORITY

Section 1. The Employer shall maintain seniority lists as of the effective date of this Agreement structured by each work classification to include and rank, in order of highest to lowest seniority, all regular full-time employees in the bargaining unit and will provide said list to the Union upon request.

Section 2. Seniority standing shall be granted to all employees who have completed the required probationary period (12 months) and have attained regular full-time status with the department.

Section 3. The initial probationary period shall commence on the first day of employment with the department. Upon successful completion of the initial probationary period, seniority and

anniversary date of each employee attaining regular full-time status shall revert back to the first day of employment. Seniority accrues from date of hire.

Section 4. Seniority freezes at date of leave of absence and unfreezes as of first day back to employment regardless if returned to work full or part time.

Section 5. Any employee who is awarded a posting for another bargaining unit position in a different classification or pay grade, shall be subject to a trial period during which the Employer shall assess the employee's performance, abilities and competencies, and shall provide quarterly written assessments.

14.5.1 If, within the first 6 months in the new position, the employee desires to return to their previous position, written notification to the Sheriff and the Union president shall be required, and the employee shall be re-assigned within 30 calendar days of the notice, if a position is open at that time. If no vacancy is available, the Sheriff shall ask the employee if they wish to return when the next available slot opens up in the employee's previous job classification and shall return the employee without the formal posting if the employee indicates a desire to return.

14.5.2 If the Employer determines that the employee is not meeting standards of expectations, written notice shall also be provided of the re-assignment back to their previous position, and this action shall not be considered disciplinary or a grievable action.

14.5.3 The trial period for a transfer or promotion shall be 12 months.

An employee who is transferred or promoted to a position outside this bargaining unit shall maintain, but shall not accrue, additional classification seniority in classification(s) held by the employee within this bargaining unit, so long as the employee continued to be employed by Itasca County Sheriff's office.

Section 6. There shall be three types of seniority established by the Agreement; they are:

14.6.1 Service Seniority. which shall be the total length of continuous service with the County as a regular employee. Regular employee is a member of the exclusively recognized bargaining unit as defined in the Article entitled "Recognition" who has completed the initial probationary period.

14.6.1 Department Seniority. which shall be the total length of service within the Sheriff's Department.

14.6.1 Classification Seniority, which shall be the total length of service within a work classification.

14.6.1 Breaks in Seniority: An employee's seniority shall be broken by voluntary resignation, discharge for just cause, or retirement.

Section 7. Seniority shall determine the order of:

14.7.1 Layoff, which shall be by classification in inverse order of classification seniority. However, an employee about to be laid off shall have the right to bump (displace) any other employee in any equal or lower ranked classification with less department

seniority, provided that the employee who is exercising bumping rights shall be qualified to perform the duties of the classification into which he/she is bumping. Employees who have maintained classification seniority within this bargaining unit may exercise their seniority to bump back into a classification within this bargaining unit in the event of layoff from a position outside this unit. Employees shall be given a 14-day notice prior to being laid off. Within 5 working days after receiving notice of layoff, an employee intending to exercise seniority preference shall advise the Sheriff to the specific position into which the employee intends to bump.

14.7.2 Recall from lay-off, which shall be by classification within a department, in inverse order of layoff, provided, that, if an employee does not return to work within two weeks of recall, as directed by the Employer, or on an extended date mutually acceptable to the employee and the Employer, he/she shall automatically have terminated his/her employment. An employee's name shall be retained on the recall list for 2 years, at which time all rights to recall shall terminate.

14.7.3 Emergency, provisional and limited term employees in the same classification shall precede regular employees in layoff. No new employees shall be hired in a work classification where there are employees on layoff status until all laid off employees have been recalled in accordance with the above.

Section 8. Within Grade Transfers - Posting of Vacancies - Prior to appointing any persons from outside the bargaining unit, all vacancies shall be posted for a minimum of 7 calendar days. Employees currently serving in the same job classification as the vacancy will submit in writing a request to the Sheriff to be appointed to the vacant position.

When training, work record, job performance and experience are equal, seniority shall prevail as the final determining factor in awarding the position.

ARTICLE 15. CLOTHING ALLOWANCE

The Employer shall supply all clothing necessary in the execution of his/her duties to include uniform pants, shirt, tie, jacket and any additional uniform clothing necessary to carrying out the employee's duties.

ARTICLE 16. PAY PLAN

Section 1. The pay rates set forth on the attached schedules entitled Sheriff's Department Pay Plan are made a part of this Agreement, and shall apply for the duration of this Agreement, with effective dates as indicated on Addendum A, except as otherwise indicated in this Article. Employees in this bargaining unit shall receive a general increase of five percent (5%) effective January 1, 2025, and three and a half (3.5%) effective each January 1 of 2026 and 2027. In addition, the following market increases will be applied:

Market Adjustments for 2025, 2026, and 2027

No market adjustments are awarded for the classifications of Corrections Deputy and the Mental Health Professional.

Market adjustments of two percent (2%) are awarded for the classification of Corrections Sergeant effective each January 1 of 2025, 2026, and 2027.

Drop/Add Steps

No steps are dropped, and therefore no steps are added for the classifications of Corrections Sergeant or the Mental Health Professional.

Effective January 1, 2026, the Step 1 rate of pay is dropped for the classification of Corrections Deputy. On that same date, a new top step will be added with a four and a half percent (4.5%) increase in the rate of pay.

Section 2. Placement on Wage Scale.

- 18.2.1 New employees who are considered so qualified by education or previous work experience may, with the recommendation of the department head and approval by the County Administrator, be started in a step higher than the first step of the pay grade, but no higher than step three.
- 18.2.2 Current employees who are offered a job change and have education or pre-county work experience for which they have not previously received credit may, with the recommendation of the department head and approval by the County Administrator, be started in a higher step on the pay grade.
- 18.2.3 When an employee is promoted to a higher paid class within the bargaining unit, the employee shall be paid at the step in the higher class which is equal to or next higher than the employee's current pay, plus one step.
- 18.2.4 When an employee voluntarily accepts a demotion to a lower grade, the employee shall be paid at the step in the lower class which is equal to or next higher than the employee's current pay.

Section 3. The definition of an anniversary date shall be the first day of employment for any employee who has worked 12 months of continuous employment.

ARTICLE 17. GROUP INSURANCE PROGRAM

Section 1. Eligibility

All regular County employees shall be eligible for hospital/medical insurance from the first date of employment, provided all necessary application forms have been completed. Employees shall be eligible for life insurance on the first day of the month following the date of employment provided all necessary application forms have been completed. Regular employees shall be eligible for dental insurance coverage on the first day of the month following the date of employment, provided all necessary application forms have been filled out and signed by the employee.

Regular employees, who have opted not to be covered by hospital/medical or dental insurance and later choose to be covered by same may be covered by said insurance provided they are eligible for a mid-plan year change due to a qualified life event.

Regular employees who are temporarily laid off for more than 30 days, or who are on authorized unpaid leave of absence of more than 30 days (not FMLA covered), may continue their insurance coverage by paying the full amount of the premiums themselves during the period of such leave of absence, or orders of temporary layoffs (under the provisions of COBRA). At the time of approved leaves of absence, or orders of temporary layoffs, the County shall provide a written statement to the affected employee advising the employee of the status of the employee's insurance coverage during the period of absence. Upon returning to work, such employee need not re-establish eligibility

Employees who leave Employer employment must have worked or used earned time equal to 50% of their work schedule for the calendar month during which such employment termination becomes effective in order to be eligible for such Employer contributions for the next succeeding calendar month.

Employees returning to work after authorized leave of absence without pay shall be required to work or use earned time equal to at least 50% of their work schedule for the calendar month in which such employee returns to work in order to be eligible for such Employer contributions for the next succeeding calendar month. Accrued earned leave (i.e., vacation, sick, comp) and holiday shall be considered such days so worked. Employees who voluntarily terminate such employment without due notice to the department head, unless such termination without notice is approved by the department head, shall forfeit all rights to such Employer contributions. Employees who are discharged for cause shall forfeit all rights to such Employer contributions.

Section 2 (Flexible Spending Account). The County may provide flexible spending account programs. Employees may elect to participate.

Section 3. (Retired Employees).

3.1 Definition: Effective January 1, 2000, "retiree" or 'to retire' means leaving Itasca County employment at a time when the employee has at least 15 years of service in Itasca County employment and will be eligible for PERA retirement annuity upon leaving the service of Itasca County. Provided, however, any employee on the payroll as of April 25, 2000, who does not have 15 years of service with Itasca County when retiring at a time when eligible for a PERA retirement annuity shall be exempt from the 15-year requirement.

3.2 Total Disability: For all regular employees, who qualify for a total disability pension under the eligibility stipulations set by the Minnesota Public Employees Retirement Association and/or Federal Social Security, upon approval and acceptance of an employee by either of said entities for a total disability annuity pension and upon an employee drawing said annuity, the Employer shall pay for the employee and his/her dependents' hospital/medical insurance in full. Upon reaching age 65, the retiree is required to enroll in both Parts A & B of Medicare (if eligible). At that point the Employer and retiree will be responsible for their payment of health insurance premium as directed within the labor contract.

Execution of this Agreement and any new changes in policy shall not in any way be interpreted to deny or forfeit any disabled retired employee's right to continue under a previous agreement from which they have been entitled to insurance benefits. (For retiree coverage, see Section 7.)

Section 4. (Group Life Insurance).

4.1 Active Employees. The Employer will provide and pay the entire premium for the present group life insurance in the amount of \$25,000.00 for each eligible employee, said insurance includes a double indemnity clause for Accidental Death and Dismemberment (AD&D) coverage in an amount equal to Basic Life insurance coverage.

Active employees may opt to purchase additional Basic Life and AD&D coverage for themselves, their spouse and eligible dependents at their own expense. All employer provided insurance and employee elected additional insurance will terminate upon employee leaving employment.

Section 5 (Coverage – Group Hospital and Medical Insurance).

5.1 Active Employees. High Deductible Plan (Option 1) or the High Deductible Plan (Option 2) both with a Health Savings Account (HSA) shall be the hospital-medical insurance coverage for all eligible employees under this bargaining agreement. The Internal Revenue Code requires that the minimum statutory deductible for plans used with HSAs be indexed for inflation and the deductibles will automatically increase in future years in order to remain compliant with the Internal Revenue Service (IRS) guidelines for high deductible health insurance plans.

5.2 The Employer will pay 80% of the annual deductible via an HSA contribution on the single or family coverage and the Employee will pay 20% of the annual deductible on the single or family coverage while the Employee is enrolled in the Plan.

- a. The County portion of the annual deductible will be pro-rated by the number of months the employee is enrolled in the plan for employees who enroll in the plan mid year.
- b. Employees enrolled in County-sponsored health insurance plans who are ineligible for an HSA contribution shall have the option for the County portion of the annual deductible to be contributed to a VEBA (Voluntary Employee's Beneficiary Association).
- c. The County portion of the annual deductible will be deposited to the HSA or VEBA accounts in January for employee's who are enrolled in the health insurance plan for the year.

5.3 The employee shall have the option to elect either plan during an open enrollment period or when a qualified event occurs. The premium participation for said plans shall be 80% by the Employer and 20% by the employee.

5.4 The employee's portion of health insurance premiums shall be split between the first and second payroll of each month. This split shall be as close to even as possible.

5.5 In the event during the term of the Agreement the County Board elects to change insurance carriers, it is understood and agreed that the County shall continue to provide equivalent coverage to the present hospital-medical insurance and dental insurance plans covering the employees under this Agreement, if such alternative should become available. It is understood that the employee's and Union's rights as provided by state and federal statutes relating to their health and welfare insurance provided by the Employer shall not be negated by the aforementioned language (Statutes such as M.S. Chapter 471, Minnesota Comprehensive Health Insurance Act 62 E 03, etc.).

Section 6. (Group Dental Insurance)

6.1 Active Employees Only. The Employer will provide dental insurance under Delta Dental Plan of Minnesota or its equivalent with maximum annual benefit of \$1,500 per person.

The Employer shall pay the full single premium and 80% of the dependents' cost of said insurance. The employee shall pay 20% of the dependents' cost of said insurance.

The employee shall have the option to enroll in the program when newly eligible or during an open enrollment period.

Section 7. (Coverage – Group Health and Medical Insurance – Retired Employees)

Hospital and medical coverage provided for retirees shall be the High Deductible Plan (Option 1) or High Deductible Plan (Option 2) both with a Health Savings Account (HSA), or its equivalent. The Internal Revenue Code requires that the minimum statutory deductible for plans used with HSAs be indexed for inflation and the deductibles will automatically increase in future years in order to remain compliant with the Internal Revenue Service (IRS) guidelines for high deductible health insurance plans.

The Employer shall pay the full single premium and 50% of the dependency coverage cost, and the balance 50% of dependency coverage cost shall be paid by the retiree until their health insurance cap is exhausted. The Employer shall pay 80% of the annual deductible via an HSA or VEBA contribution on single or family coverage and the retiree shall pay 20% of the annual deductible on single or family coverage while the retiree is enrolled in the plan, until their health insurance cap is exhausted. The retiree may choose either of the high deductible health plans with a VEBA or HSA contribution from the County. The retiree must designate which health plan option and deductible option (HSA or VEBA) upon retirement. The County portion of the deductible will be pro-rated by the number of months the retiree is enrolled in the plan for retirees who enroll in the plan mid-year. If the retiree's health insurance cap is exhausted, the retiree may continue to stay on the county-sponsored health insurance plan and will pay 100% of the premium and 100% of the deductible.

When a retiree reaches age 65, the retiree will be transitioned from their current health plan to one of the Medicare Supplemental Plans offered by the County and the County shall pay the full single premium and 50% of the dependency coverage cost, and the balance 50% of dependency cost shall come from the retiree unless or until their health insurance cap is exhausted.

For employees hired after January 1, 1998, the maximum County payment for retirement group insurance premiums shall not exceed \$10,000.

Section 8. Insurance Advisory Committee

An Insurance Advisory Committee shall be established to examine the County's current medical insurance plan. The Committee shall be composed of representatives from each of the groups participating in the County's program. The bargaining unit representatives on the Committee will be as follows:

LELS Local 494

2 representatives

The Committee may recommend changes in medical program to the County Board.

If the Committee recommendations call for changes in the structure of the medical plan, this contract shall be subject to reopening negotiations for medical benefits.

If the County Board deviates from the Committee recommendations, the agreement reopening negotiations for the medical plan is void.

Section 9. (Post Health Care Savings Plan)

All employees shall be enrolled in the Post Health Care Savings Plan, (HCSP), after 1 year of employment on their anniversary date of hire, or the very next pay period. Said employee shall contribute 2% of their regular wages * earned during the biweekly pay period into the HSCP via payroll deduction each pay period.

*Regular wages is defined as the hourly wage stated in the Union pay plan (regular wages excludes call out pay, shift differential, meals, severance pay, overtime).

The County shall not be responsible for a contribution to any costs associated with the Post Health Care Savings Plan mentioned above.

ARTICLE 18. ADMINISTRATIVE REQUIREMENTS

Section 1. Pay Periods and Pay Dates. Payment of wages is made on a bi-weekly basis, with the pay date being every other Friday. The pay period shall be a period of two consecutive weeks commencing at 12:01 a.m. Sunday of the first day of such period and ending at 11:59 p.m. on Saturday of said 2-week period.

Section 2. Jury Duty. Whenever any employee is called for jury duty, they shall receive their hourly rate for their hours lost, up to the end of their assigned shift. The compensation for jury duty be paid to the fund from which the employee is paid. Employees are required to submit to the County Auditor's Office their daily stipend received for their jury duty service. However, mileage received from the Courts can be kept by the employee.

ARTICLE 19. LEAVES OF ABSENCE

Section 1. All requests for a leave of absence shall be submitted in writing by the employee to the employee's supervisor as soon as the need for such leave is known. Supervisors are responsible for reporting to the County Sheriff.

Section 2. Parenting Leave: Eligible employees shall be entitled to up to 12 weeks of parenting leave in accordance with state law and the Itasca County Personnel Policy. Any leave taken under this section shall reduce the length of leave for which the employee and spouse are eligible under the Family and Medical Leave Act policy for birth or placement of a child and any unpaid leave taken under the Family and Medical Leave Act policy for birth or placement of a child shall reduce the length of leave for which the employee is eligible under this Section.

Section 3. Family and Medical Leave Act: Family and Medical Leave Act leave shall be available to eligible employees in accordance with federal law and the Itasca County Family and Medical Leave Act policy as adopted by the Employer.

Section 4. Extended Leave: After an employee has used all accumulated earned leave and any available FMLA protected leave on a consecutive basis, the employee shall be granted a leave of absence without pay, with appropriate documentation from the healthcare provider, for a period not to exceed six months without having their name removed from the payroll. If the employee is in the process of seeking a disability determination, the time will be extended a total of up to 12 months. If during that time the employee is certified disabled, employment shall cease.

Section 5. Personal Leave of Absence:

1. A leave of absence without pay may be granted by the department head for a period not to exceed 10 days in each calendar year.
2. A leave of absence in excess of 10 working days may be granted by the County Administrator.
3. No leaves of absence shall be granted for an employee to engage in other employment.

Section 6. MN Paid Leave: The parties have not agreed to alter the 50% employer/50% employee premium contribution formula outlined in Minn. Stat. Sec. 268B.14, Subd. 3.

ARTICLE 20. DRUG AND ALCOHOL TESTING

Section 1. Employees are subject to the provisions of the Itasca County drug and alcohol testing policy as set forth in the Itasca County Personnel Policy.

Section 2. Any employee submitting to a urinalysis test shall have the right to have a portion of the sample sent to another lab at their own expense.

ARTICLE 21. TRAINING TIME

Attendance at department-mandated training is compensable time. The schedule of training attendance shall be subject to the sheriff's approval. Paid training time shall count as hours worked for purposes of computing overtime eligibility under Article 8.

ARTICLE 22. SEPARABILITY

Section 1. It is hereby declared to be the intention of the parties to this Agreement that the sections, paragraphs, sentences, clauses and phrases of the Agreement are separable, and, if any phrase, clauses, sentence, paragraph or section of this Agreement shall be declared invalid by the valid judgment or decree of a court of competent jurisdiction because of any conflict with Minnesota State Law, such invalidity shall not affect any of the remaining phrases, clauses, sentences, paragraphs and sections of this Agreement.

The Employer and the Union agree that they will meet within a 30-day period following the declaration of invalidity to begin negotiations upon a substitute clause to replace the provisions found to be invalid. This places no time limitations on the parties during which they may negotiate.

ARTICLE 23. TERM OF AGREEMENT

Except as otherwise provided, this Agreement shall be in full force and effect from January 1, 2025, to December 31, 2027, and shall be automatically renewed from year to year thereafter unless either party shall notify the other, in writing, at least 60 days prior to December 31 that it desires to modify or terminate this Agreement. The present contract shall remain in force in the event settlement for the ensuing contract year has not been reached at the time this contract expires.

IN WITNESS THEREOF, the parties have caused this Agreement to be executed this _____ day of _____, 2026..

FOR: LAW ENFORCEMENT LABOR
SERVICES, INC., LOCAL NO. 494

FOR: COUNTY OF ITASCA

Union Representative

County Board Chair

Union Staff Representative

Brett Skyles
County Administrator

Date: _____

Date: _____

Addendum A – Pay Plan

APPENDIX A Correctional Deputy

01/01/2025 494 ANNUAL PAY PLAN 5.00% on 2024 base

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8		
GRADE 8	\$27.41	\$28.39	\$29.43	\$30.51	\$31.55	\$32.64	\$33.71	\$35.27	GRADE 8	Correctional Deputy
GRADE 8	\$27.41	\$28.39	\$29.43	\$30.51	\$31.55	\$32.64	\$33.71	\$35.27	GRADE 8	Rotating Shiftwork Corrections Deputy

IN THE EVENT THERE IS A ROUNDING DIFFERENCE BETWEEN THIS APPENDIX AND PAYROLL, PAYROLL SHALL GOVERN.

APPENDIX A Correctional Sergeant

01/01/2025 494 ANNUAL PAY PLAN 7.00% on 2024 base

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8		
GRADE 9	\$29.53	\$30.61	\$31.73	\$32.88	\$33.98	\$35.19	\$36.33	\$38.01	GRADE 9	Corrections Sergeant
GRADE 9	\$29.53	\$30.61	\$31.73	\$32.88	\$33.98	\$35.19	\$36.33	\$38.01	GRADE 9	Rotating Shiftwork Corrections Sergeant

IN THE EVENT THERE IS A ROUNDING DIFFERENCE BETWEEN THIS APPENDIX AND PAYROLL, PAYROLL SHALL GOVERN.

APPENDIX A Corrections Mental Health Professional

01/01/2025 494 ANNUAL PAY PLAN 5.00% on 2024 base

	STEP 1	STEP 2	STEP 3	4.6	STEP 5	STEP 6	STEP 7	STEP 8		
GRADE 11	\$32.38	\$34.08	\$35.79	\$37.51	\$39.22	\$40.91	\$42.61	\$44.32	GRADE 11	Corrections Mental Health Professional
GRADE 12	\$34.74	\$36.56	\$38.40	\$40.24	\$42.07	\$43.89	\$45.71	\$47.54	GRADE 12	Corrections Mental Health Professional

IN THE EVENT THERE IS A ROUNDING DIFFERENCE BETWEEN THIS APPENDIX AND PAYROLL, PAYROLL SHALL GOVERN.

APPENDIX A Correctional Deputy

01/01/2026 494 ANNUAL PAY PLAN 3.50% on 2025 base

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8		
GRADE 8	\$29.38	\$30.46	\$31.58	\$32.65	\$33.78	\$34.89	\$36.50	\$38.14	GRADE 8	Correctional Deputy
GRADE 8	\$29.38	\$30.46	\$31.58	\$32.65	\$33.78	\$34.89	\$36.50	\$38.14	GRADE 8	Rotating Shiftwork Corrections Deputy

IN THE EVENT THERE IS A ROUNDING DIFFERENCE BETWEEN THIS APPENDIX AND PAYROLL, PAYROLL SHALL GOVERN.

APPENDIX A Correctional Sergeant

01/01/2026 494 ANNUAL PAY PLAN 5.50% on 2025 base

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8		
GRADE 9	\$31.15	\$32.29	\$33.48	\$34.69	\$35.85	\$37.13	\$38.33	\$40.10	GRADE 9	Corrections Sergeant
GRADE 9	\$31.15	\$32.29	\$33.48	\$34.69	\$35.85	\$37.13	\$38.33	\$40.10	GRADE 9	Rotating Shiftwork Corrections Sergeant

IN THE EVENT THERE IS A ROUNDING DIFFERENCE BETWEEN THIS APPENDIX AND PAYROLL, PAYROLL SHALL GOVERN.

APPENDIX A Corrections Mental Health Professional

01/01/2026 494 ANNUAL PAY PLAN 3.50% on 2025 base

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8		
GRADE 11	\$33.51	\$35.27	\$37.04	\$38.82	\$40.59	\$42.34	\$44.10	\$45.87	GRADE 11	Corrections Mental Health Professional
GRADE 12	\$35.96	\$37.84	\$39.74	\$41.65	\$43.54	\$45.43	\$47.31	\$49.20	GRADE 12	Corrections Mental Health Professional

IN THE EVENT THERE IS A ROUNDING DIFFERENCE BETWEEN THIS APPENDIX AND PAYROLL, PAYROLL SHALL GOVERN.

APPENDIX A Correctional Deputy

01/01/2027 494 ANNUAL PAY PLAN 3.50% on 2026 base

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8		
GRADE 8	\$30.41	\$31.53	\$32.69	\$33.79	\$34.96	\$36.11	\$37.78	\$39.47	GRADE 8	Correctional Deputy
GRADE 8	\$30.41	\$31.53	\$32.69	\$33.79	\$34.96	\$36.11	\$37.78	\$39.47	GRADE 8	Rotating Shiftwork Corrections Deputy

IN THE EVENT THERE IS A ROUNDING DIFFERENCE BETWEEN THIS APPENDIX AND PAYROLL, PAYROLL SHALL GOVERN.

APPENDIX A Correctional Sergeant

01/01/2027 494 ANNUAL PAY PLAN 5.50% on 2026 base

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8		
GRADE 9	\$32.86	\$34.07	\$35.32	\$36.60	\$37.82	\$39.17	\$40.44	\$42.31	GRADE 9	Corrections Sergeant
GRADE 9	\$32.86	\$34.07	\$35.32	\$36.60	\$37.82	\$39.17	\$40.44	\$42.31	GRADE 9	Rotating Shiftwork Corrections Sergeant

IN THE EVENT THERE IS A ROUNDING DIFFERENCE BETWEEN THIS APPENDIX AND PAYROLL, PAYROLL SHALL GOVERN.

APPENDIX A Corrections Mental Health Professional

01/01/2027 494 ANNUAL PAY PLAN 3.50% on 2026 base

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8		
GRADE 11	\$34.68	\$36.50	\$38.34	\$40.18	\$42.01	\$43.82	\$45.64	\$47.48	GRADE 11	Corrections Mental Health Professional
GRADE 12	\$37.22	\$39.16	\$41.13	\$43.11	\$45.06	\$47.02	\$48.97	\$50.92	GRADE 12	Corrections Mental Health Professional

IN THE EVENT THERE IS A ROUNDING DIFFERENCE BETWEEN THIS APPENDIX AND PAYROLL, PAYROLL SHALL GOVERN.

Addendum B – Retiree Insurance

The parties have agreed to place any agreed upon language interpreting the provisions in the Agreement relating to retirees into this Appendix.



**ITASCA COUNTY
BOARD OF COMMISSIONERS**

Itasca County Courthouse
123 NE 4th Street
Grand Rapids, MN 55744

Tuesday, May 26, 2026

REQUEST FOR BOARD ACTION: RBA-2026-411

DEPARTMENT: Auditor / Treasurer

TIME REQUESTED: < 5 Minutes

PRESENTER: Melissa Skoglund

AGENDA ITEM:

New Sponsorship of ATV Club/Trails for DNR Grants

BOARD ACTION REQUESTED:

Authorize the County Board to approve Itasca County as sponsors for two new ATV trails from July 1, 2026 to June 30, 2031, with the stipulation the DNR approves Performance Based Grants and Grant in Aid Grants.

BACKGROUND:

Each year the sponsor (Itasca County) must submit an application for maintenance assistance for existing trails. If the DNR approves the Grant in Aid projects ATV trail requests from the ATV trail, 65%, 90% of the costs will be paid by the DNR, with the balance of costs paid by the clubs.

New ATV Club/Trails include:

Effie Connection (Wilderness Wheelers ATV Club)
Cross Range Trail (Run-A-Muck ATV Club)

COUNTY ATTORNEY REVIEW: N/A

SUPPORTING DOCUMENTATION: None

RESULT:	APPROVED (5 TO 0)
MOVER:	Commissioner John Johnson
SECONDER:	Commissioner Larry Hopkins
AYES:	Cory Smith, Terry Snyder, John Johnson, Larry Hopkins, Casey Venema



**ITASCA COUNTY
BOARD OF COMMISSIONERS**

Itasca County Courthouse
123 NE 4th Street
Grand Rapids, MN 55744

Tuesday, May 26, 2026

REQUEST FOR BOARD ACTION: RBA-2026-412

DEPARTMENT: Health & Human Services

TIME REQUESTED: < 5 Minutes

PRESENTER: Sarah Anderson

AGENDA ITEM:

IMCare Contract with Metastar

BOARD ACTION REQUESTED:

Authorize the IMCare Director to sign the 2027-2029 HEDIS Statement of Work with Metastar.

BACKGROUND:

IMCare is required to conduct an annual HEDIS audit and Metastar is the vendor we've used for many years. We haven't had an increase in contract in 4 years and with this new contract we are seeing a minimal \$900 increase.

COUNTY ATTORNEY REVIEW: N/A

SUPPORTING DOCUMENTATION:

1. Itasca 2027-2029 HEDIS SOW 4

RESULT:	APPROVED (5 TO 0)
MOVER:	Commissioner John Johnson
SECONDER:	Commissioner Larry Hopkins
AYES:	Cory Smith, Terry Snyder, John Johnson, Larry Hopkins, Casey Venema



**ITASCA COUNTY
BOARD OF COMMISSIONERS**

Itasca County Courthouse
123 NE 4th Street
Grand Rapids, MN 55744

Tuesday, May 26, 2026

REQUEST FOR BOARD ACTION: RBA-2026-413

DEPARTMENT: Transportation

TIME REQUESTED: < 5 Minutes

PRESENTER: Karin Grandia

AGENDA ITEM:

Schedule a Public Hearing for vacating excess highway easement on CSAH 60

BOARD ACTION REQUESTED:

Schedule a Public Hearing Re: Vacating excess highway easement on CSAH 60 on July 7, 2026, during the regular board meeting.

BACKGROUND:

COUNTY ATTORNEY REVIEW:

SUPPORTING DOCUMENTATION: None

RESULT:	APPROVED (5 TO 0)
MOVER:	Commissioner John Johnson
SECONDER:	Commissioner Larry Hopkins
AYES:	Cory Smith, Terry Snyder, John Johnson, Larry Hopkins, Casey Venema



**ITASCA COUNTY
BOARD OF COMMISSIONERS**

Itasca County Courthouse
123 NE 4th Street
Grand Rapids, MN 55744

Tuesday, May 26, 2026

REQUEST FOR BOARD ACTION: RBA-2026-410

DEPARTMENT: Land Department

TIME REQUESTED: < 5 Minutes

PRESENTER: Renata Rogalla

AGENDA ITEM:

Road Easement Exchange

BOARD ACTION REQUESTED:

Approve a road easement exchange between tax-forfeited trust lands and private land-owners, Joan and Desi Sagedahl, under the terms set forth in the easement documents, and authorize necessary signatures.

BACKGROUND:

These two documents are for ingress and egress to the benefit of Itasca County for timber management and to Joan and Desi Sagedahl for access to their property in Sections 14 and 23, Township 60, Range 24.

COUNTY ATTORNEY REVIEW: N/A

SUPPORTING DOCUMENTATION:

1. Easement Sagedahl to County
2. Easement County to Sagedahl
3. map segments

RESULT:	APPROVED (5 TO 0)
MOVER:	Commissioner John Johnson
SECONDER:	Commissioner Larry Hopkins
AYES:	Cory Smith, Terry Snyder, John Johnson, Larry Hopkins, Casey Venema

ROAD EASEMENT

In consideration of payment of the sum of One dollar (\$1.00) and other valuable consideration, receipt of which is hereby acknowledged, Joan and Desi Sagedahl, a married couple, whose address is 16303 Balsam Bay Dr NW, Bemidji, MN 56601, herein called "**Grantor**" on 1-8-26, there is hereby granted to **the State of Minnesota in trust for its taxing districts**, whose address is **c/o Itasca County Land Commissioner, 1177 LaPrairie Avenue, Grand Rapids, MN 55744**, its successors and assigns, herein called "**Grantee**", an easement for the purpose of ingress and egress over a roadway no more than 33 feet in width to travel by vehicle or other means on, over, through and across that part of Government Lot Two (2) and Government Lot Five (5), Section 23, Township 60, Range 24 as described in the following described land, to-wit:

SEE ATTACHED EXHIBIT A

Said easement to be subject to the following terms and conditions:

1. This easement is granted pursuant to the provisions of Minnesota Statutes Section 282.04, Subd. 5, which states that a county is not a road authority with respect to a road acquired for the purpose of managing tax-forfeited lands. This easement is subject to payment of the fee stated above.
2. Road construction and maintenance activities under such easement shall not exceed 33 feet in width without written approval by **Grantor**.
3. All roadway construction and maintenance desired by the **Grantee** shall be the responsibility of the **Grantee** without any cost to the **Grantor**. Any merchantable timber cut by the **Grantee** on the above mentioned right-of-way will be paid for by the **Grantee** at prevailing timber prices.
4. The roadway which is the subject of this easement shall be open for management of tax-

EXHIBIT A

A 33.00 foot wide easement for Forest Management Road purposes, across that part of Sections 14 and 23, all within Township 60 North, Range 24 West of Fourth Principal Meridian, Itasca County, Minnesota, the centerline of said 33.00 foot wide easement is described as follows:

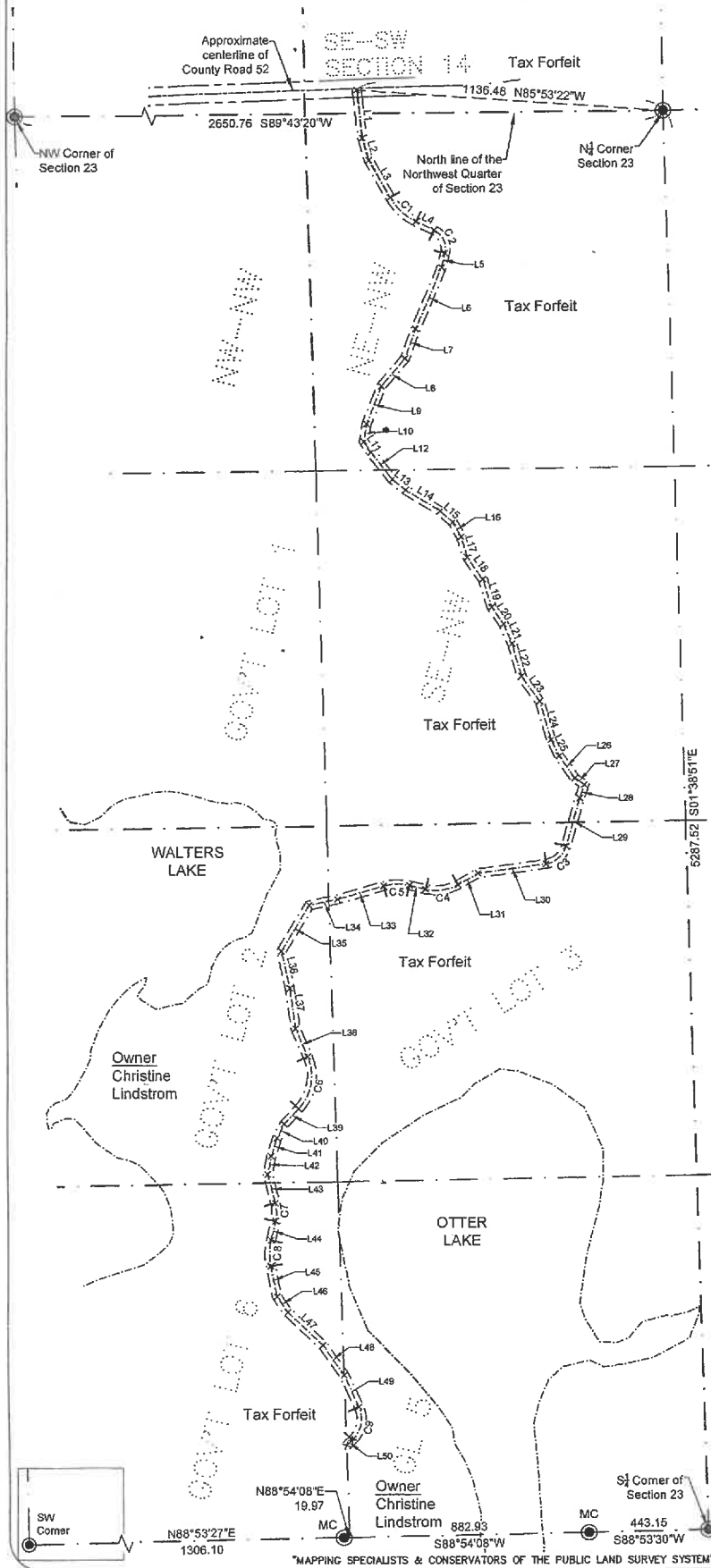
Commencing at the North Quarter corner of the said Section 23, with an assigned bearing of South 89 degrees 43 minutes 20 seconds West, along the North line of the Northwest Quarter of said Section 23, thence North 85 degrees 53 minutes 22 seconds West, into said Section 14, a distance of 1136.48 feet, to a point along the centerline of C.S.A.H. 52, and the point of beginning; thence South 06 degrees 12 minutes 37 seconds East 180.23 feet; thence South 16 degrees 07 minutes 24 seconds East 85.04 feet; thence South 29 degrees 29 minutes 15 seconds East 160.25 feet; thence southeasterly 134.04 feet, along a tangential curve, concave to the northeast, with a central angle of 34 degrees 54 minutes 29 seconds, and a radius of 220.00 feet; thence South 64 degrees 23 minutes 44 seconds East, tangent to curve, a distance of 73.42 feet; thence southerly 101.92 feet, along a tangential curve, concave to the West, with a central angle of 77 degrees 51 minutes 45 seconds, and a radius of 75.00 feet; thence South 13 degrees 28 minutes 02 seconds West, tangent to curve, a distance of 55.08 feet; thence 23 degrees 06 minutes 53 seconds West 246.95 feet; thence South 20 degrees 00 minutes 46 seconds West 116.66 feet; thence South 40 degrees 42 minutes 07 seconds West 135.23 feet; thence South 21 degrees 29 minutes 42 seconds West 150.85 feet; thence 08 degrees 17 minutes 22 seconds West 66.10 feet; thence 32 degrees 36 minutes 50 seconds East 47.50 feet; thence South 38 degrees 08 minutes 56 seconds East 127.77 feet; thence South 50 degrees 57 minutes 41 seconds East 64.14 feet; thence South 58 degrees 18 minutes 47 seconds East 150.36 feet; thence South 47 degrees 46 minutes 26 seconds East 61.95 feet; thence South 29 degrees 28 minutes 02 seconds East 63.89 feet; thence South 16 degrees 31 minutes 26 seconds East 80.07 feet; thence South 35 degrees 03 minutes 31 seconds East 100.95 feet; thence South 17 degrees 04 minutes 28 seconds East 108.39 feet; thence South 34 degrees 19 minutes 23 seconds East 76.21 feet; thence South 22 degrees 45 minutes 28 seconds East 79.80 feet; thence South 15 degrees 33 minutes 04 seconds East 126.49 feet; thence South 36 degrees 06 minutes 34 seconds East 115.60 feet; thence South 16 degrees 19 minutes 15 seconds East 148.80 feet; thence South 26 degrees 01 minutes 46 seconds East 66.92 feet; thence South 34 degrees 31 minutes 24 seconds East 101.60 feet; thence South 54 degrees 06 minutes 52 seconds East 42.18 feet; thence South 18 degrees 16 minutes 01 seconds West 52.53 feet; thence South 15 degrees 36 minutes 49 seconds West 186.34 feet; thence southwesterly 104.70 feet, along a tangential curve, concave to the northwest, with a central angle of 66 degrees 39 minutes 14 seconds, and a radius of 90.00 feet; thence South 82 degrees 16 minutes 03 seconds West, tangent to curve, a distance of 252.28 feet; thence South 60 degrees 36 minutes 10 seconds West 85.95 feet; thence westerly 123.92 feet, along a tangential curve, concave to the North, with a central angle of 43 degrees 01 minutes 50 seconds, and a radius of 165.00 feet; thence North 76 degrees 22 minutes 00 seconds West, tangent to curve, a distance of 61.42 feet; thence westerly 96.33 feet, along a tangential curve, concave to the South, with a central angle of 29 degrees 50 minutes 02 seconds,

EXHIBIT A CONTINUED

and a radius of 185.00 feet; thence South 73 degrees 47 minutes 58 seconds West, tangent to curve, a distance of 176.55 feet; thence South 78 degrees 19 minutes 55 seconds West 106.61 feet; thence South 30 degrees 54 minutes 38 seconds West 200.63 feet; thence South 12 degrees 27 minutes 41 seconds East 142.95 feet; thence South 08 degrees 03 minutes 11 seconds East 151.38 feet; thence South 23 degrees 02 minutes 35 seconds East 113.28 feet; thence southerly 207.09 feet, along a tangential curve, concave to the West, with a central angle of 65 degrees 55 minutes 04 seconds, and a radius of 180.00 feet; thence South 42 degrees 52 minutes 29 seconds West, tangent to curve, a distance of 78.72 feet; thence South 27 degrees 03 minutes 56 seconds West 58.18 feet; thence South 17 degrees 23 minutes 47 seconds West 71.30 feet; thence South 10 degrees 41 minutes 27 seconds West 68.32 feet; thence South 13 degrees 54 minutes 23 seconds East 110.93 feet; thence southerly 67.38 feet, along a tangential curve, concave to the West, with a central angle of 26 degrees 48 minutes 31 seconds, and a radius of 144.00 feet; thence South 12 degrees 54 minutes 08 seconds West, tangent to curve, a distance of 72.82 feet; thence southerly 97.49 feet, along a tangential curve, concave to the East, with a central angle of 24 degrees 17 minutes 08 seconds, and a radius of 230.00 feet; thence South 11 degrees 23 minutes 00 seconds East, tangent to curve, a distance of 115.70 feet; thence South 34 degrees 23 minutes 35 seconds East 71.13 feet; thence South 46 degrees 23 minutes 21 seconds East 178.05 feet; thence South 34 degrees 28 minutes 43 seconds East 135.25 feet; thence South 23 degrees 53 minutes 11 seconds East 130.67 feet; thence southerly 134.62 feet, along a tangential curve, concave to the West, with a central angle of 70 degrees 07 minutes 08 seconds, and a radius of 110.00 feet; thence South 46 degrees 13 minutes 57 seconds West, tangent to curve, a distance of 28.94 feet, more or less, to the West line of Government Lot 5, said Section 23, then said centerline terminates.

The side lines of said 33.00 foot wide easement shall be prolonged or shortened perpendicularly at the point of beginning and to the West of Government Lot 5, said Section 23.

SKETCH AND DESCRIPTION FOR ITASCA COUNTY LAND DEPARTMENT PARTS OF SECTIONS 14 & 23, TOWNSHIP 60 NORTH, RANGE 24 WEST, ITASCA COUNTY, MINNESOTA



Basis of Bearings:
Itasca County
North Zone Coordinate System
NAD 1983 (1996)

Legend
● Itasca County Monument
X Calculated position

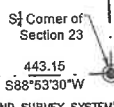
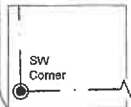
ITASCA COUNTY

Department of Surveying and Mapping
123 N.E. 4th Street, Courthouse Room 156,
Grand Rapids, Minnesota, 55744
218-327-2854
8:00 AM to 4:30 PM, Monday - Friday

I hereby certify that this survey, plan, or report
was prepared by me or under my supervision
and that I am a duly Licensed Land Surveyor
under the laws of the State of Minnesota.

July 28, 2021

Guy T. Carlson
Guy T. Carlson
MN License No. 40991



"MAPPING SPECIALISTS & CONSERVATORS OF THE PUBLIC LAND SURVEY SYSTEM"

SKETCH AND DESCRIPTION FOR ITASCA COUNTY LAND DEPARTMENT PARTS OF SECTIONS 14 & 23, TOWNSHIP 60 NORTH, RANGE 24 WEST, ITASCA COUNTY, MINNESOTA

Line Table		
Line #	Direction	Length
L1	S06°12'37"E	180.23
L2	S15°07'24"E	85.04
L3	S29°29'15"E	160.25
L4	S64°23'44"E	73.42
L5	S13°28'02"W	55.08
L6	S23°06'53"W	246.95
L7	S20°00'46"W	116.66
L8	S40°42'07"W	135.23
L9	S21°29'42"W	150.85
L10	S08°17'22"W	66.10
L11	S32°36'50"E	47.50
L12	S38°08'56"E	127.77
L13	S50°57'41"E	64.14
L14	S58°18'47"E	150.36
L15	S47°48'26"E	61.95
L16	S29°28'02"E	63.69
L17	S16°31'26"E	80.07
L18	S35°03'31"E	100.95
L19	S17°04'28"E	108.39
L20	S34°19'23"E	76.21

Line Table		
Line #	Direction	Length
L21	S22°45'28"E	79.80
L22	S15°33'04"E	126.49
L23	S38°08'54"E	115.60
L24	S16°19'15"E	149.80
L25	S26°01'46"E	66.92
L26	S34°31'24"E	101.60
L27	S54°06'52"E	42.18
L28	S18°16'01"W	52.53
L29	S15°38'49"W	186.34
L30	S62°16'03"W	252.28
L31	S60°36'10"W	85.95
L32	N76°22'00"W	61.42
L33	S73°47'58"W	176.55
L34	S78°19'55"W	106.61
L35	S30°54'38"W	200.63
L36	S12°27'41"E	142.95
L37	S08°03'11"E	151.38
L38	S23°02'35"E	113.28
L39	S42°52'29"W	78.72
L40	S27°03'58"W	58.18

Line Table		
Line #	Direction	Length
L41	S17°23'47"W	71.30
L42	S10°41'27"W	68.32
L43	S13°54'23"E	110.93
L44	S12°54'08"W	72.82
L45	S11°23'00"E	115.70
L46	S34°23'39"E	71.13
L47	S46°23'21"E	178.05
L48	S34°28'43"E	135.25
L49	S23°58'11"E	130.67
L50	S46°13'57"W	28.94

Curve Table			
Curve #	Length	Delta	Radius
C1	134.04	34°54'29"	220.00
C2	101.92	77°51'45"	75.00
C3	104.70	66°36'14"	90.00
C4	123.92	43°01'50"	165.00
C5	98.38	29°50'02"	185.00
C6	207.09	66°56'04"	180.00
C7	67.38	26°48'31"	144.00
C8	97.49	24°17'06"	230.00
C9	134.62	70°07'06"	110.00

PROPOSED EASEMENT DESCRIPTION

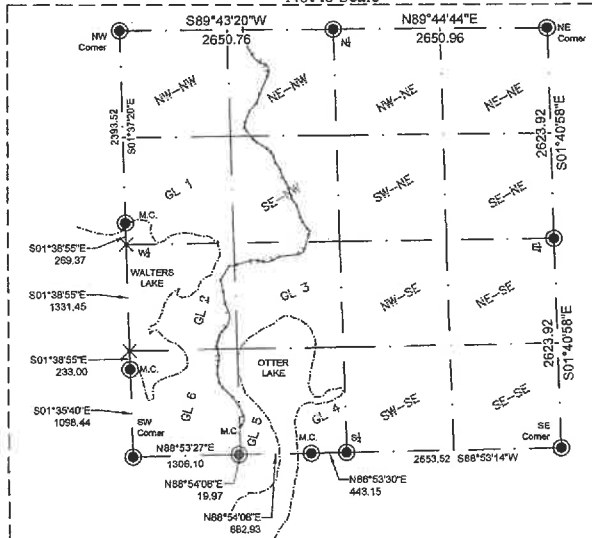
A 33.00 foot wide easement for Forest Management Road purposes, across that part of Sections 14 and 23, all within Township 60 North, Range 24 West of Fourth Principal Meridian, Itasca County, Minnesota, the centerline of said 33.00 foot wide easement is described as follows:

Commencing at the North Quarter corner of the said Section 23, with an assigned bearing of South 89 degrees 43 minutes 20 seconds West, along the North line of the Northwest Quarter of said Section 23, thence North 85 degrees 53 minutes 22 seconds West, into said Section 14, a distance of 1136.48 feet, to a point along the centerline of C.S.A.H. 52, and the point of beginning; thence South 06 degrees 12 minutes 37 seconds East 180.23 feet; thence South 16 degrees 07 minutes 24 seconds East 85.04 feet; thence South 29 degrees 29 minutes 15 seconds East 160.25 feet; thence southeasterly 134.04 feet, along a tangential curve, concave to the northeast, with a central angle of 34 degrees 54 minutes 29 seconds, and a radius of 220.00 feet; thence South 64 degrees 23 minutes 44 seconds East, tangent to curve, a distance of 73.42 feet; thence southerly 101.92 feet, along a tangential curve, concave to the West, with a central angle of 77 degrees 51 minutes 45 seconds, and a radius of 75.00 feet; thence South 13 degrees 54 minutes 23 seconds West, tangent to curve, a distance of 55.08 feet; thence 23 degrees 06 minutes 53 seconds West 246.95 feet; thence South 20 degrees 00 minutes 46 seconds West 116.66 feet; thence South 40 degrees 42 minutes 07 seconds West 135.23 feet; thence South 21 degrees 29 minutes 42 seconds West 150.85 feet; thence 08 degrees 17 minutes 22 seconds West 66.10 feet; thence 32 degrees 36 minutes 50 seconds East 47.50 feet; thence South 38 degrees 08 minutes 56 seconds East 127.77 feet; thence South 50 degrees 57 minutes 41 seconds East 64.14 feet; thence South 58 degrees 18 minutes 47 seconds East 150.36 feet; thence South 47 degrees 48 minutes 26 seconds East 61.95 feet; thence South 29 degrees 28 minutes 02 seconds East 63.69 feet; thence South 16 degrees 31 minutes 26 seconds East 80.07 feet; thence South 35 degrees 03 minutes 31 seconds East 100.95 feet; thence South 17 degrees 04 minutes 28 seconds East 108.39 feet; thence South 34 degrees 19 minutes 23 seconds East 76.21 feet; thence South 22 degrees 45 minutes 28 seconds East 79.80 feet; thence South 15 degrees 33 minutes 04 seconds East 126.49 feet; thence South 36 degrees 06 minutes 34 seconds East 115.60 feet; thence South 16 degrees 19 minutes 15 seconds East 149.80 feet; thence South 26 degrees 01 minutes 46 seconds East 66.92 feet; thence South 34 degrees 31 minutes 24 seconds East 101.60 feet; thence South 54 degrees 06 minutes 52 seconds East 42.18 feet; thence South 18 degrees 16 minutes 01 seconds West 52.53 feet; thence South 15 degrees 38 minutes 49 seconds West 186.34 feet; thence South 62 degrees 16 minutes 03 seconds West, tangent to curve, a distance of 252.28 feet; thence South 60 degrees 36 minutes 10 seconds West 85.95 feet; thence South 76 degrees 22 minutes 00 seconds West, tangent to curve, a distance of 61.42 feet; thence westerly 96.33 feet, along a tangential curve, concave to the South, with a central angle of 23 degrees 50 minutes 02 seconds, and a radius of 185.00 feet; thence South 73 degrees 47 minutes 58 seconds West, tangent to curve, a distance of 176.55 feet; thence South 78 degrees 19 minutes 55 seconds West 106.61 feet; thence South 30 degrees 54 minutes 38 seconds West 200.63 feet; thence South 12 degrees 27 minutes 41 seconds East 142.95 feet; thence South 08 degrees 03 minutes 11 seconds East 151.38 feet; thence South 23 degrees 02 minutes 35 seconds East 113.28 feet; thence South 42 degrees 52 minutes 29 seconds West, tangent to curve, a distance of 72.82 feet; thence South 46 degrees 23 minutes 21 seconds East 178.05 feet; thence South 10 degrees 41 minutes 27 seconds West 71.30 feet; thence South 13 degrees 54 minutes 23 seconds East 110.93 feet; thence southerly 67.38 feet, along a tangential curve, concave to the West, with a central angle of 26 degrees 48 minutes 31 seconds, and a radius of 144.00 feet; thence South 12 degrees 54 minutes 08 seconds West, tangent to curve, a distance of 72.82 feet; thence southerly 97.49 feet, along a tangential curve, concave to the East, with a central angle of 24 degrees 17 minutes 06 seconds, and a radius of 230.00 feet; thence South 11 degrees 23 minutes 00 seconds East, tangent to curve, a distance of 115.70 feet; thence South 34 degrees 23 minutes 35 seconds East 71.13 feet; thence South 46 degrees 23 minutes 21 seconds East 178.05 feet; thence South 34 degrees 28 minutes 43 seconds East 135.25 feet; thence South 23 degrees 53 minutes 11 seconds East 130.67 feet; thence southerly 134.62 feet, along a tangential curve, concave to the West, with a central angle of 70 degrees 07 minutes 06 seconds, and a radius of 110.00 feet; thence South 46 degrees 13 minutes 57 seconds West, tangent to curve, a distance of 28.94 feet, more or less, to the West line of Government Lot 5, said Section 23, then said centerline terminates.

The side lines of said 33.00 foot wide easement shall be prolonged or shortened perpendicularly at the point of beginning and to the West of Government Lot 5, said Section 23.

SECTION 23, TOWNSHIP 60 NORTH, RANGE 24 WEST

Not to Scale



Basis of Bearings:

Itasca County
North Zone Coordinate System
NAD 1983 (1996)

Legend

- Itasca County Monument
- X Calculated position



Department of Surveying and Mapping

123 N.E. 4th Street, Courthouse Room 155,
Grand Rapids, Minnesota, 55744

218-327-2854

8:00 AM to 4:30 PM, Monday - Friday

I hereby certify that this survey, plan, or report was prepared by me or under my supervision and that I am a duly Licensed Land Surveyor under the laws of the State of Minnesota.

July 28, 2021

Guy T. Carlson
Guy T. Carlson
MN License No. 40991

"MAPPING SPECIALISTS & CONSERVATORS OF THE PUBLIC LAND SURVEY SYSTEM"

ROAD EASEMENT

In consideration of payment of the sum of One dollar (\$1.00) and other valuable consideration, receipt of which is hereby acknowledged, and pursuant to authority of the Itasca County Board of Commissioners of said County, herein called "**Grantor**", on May 26, 2026, there is hereby granted to Joan & Desi Sagedahl, a married couple, whose address is 16303 Balsam Bay Dr NW, Bemidji, MN 56601 (their heirs and assigns, herein called "**Grantee**", an easement over tax-forfeited land for the purpose of ingress and egress over a roadway no more than 33 feet in width to travel by vehicle or other means on, over, through and across that part of Southeast Quarter of the Southwest Quarter (SE1/4 SW1/4), Section 14, Northeast Quarter of the Northwest Quarter (NE1/4 NW1/4), Southeast Quarter of the Northwest Quarter (SE1/4 NW1/4), Government Lot Three (3) and Government Lot Six (6), Section 23, all in Township 60 North, Range 24 as described in the following described land, to-wit:

SEE ATTACHED EXHIBIT A

Said easement to be subject to the following terms and conditions:

1. Easement is granted pursuant to the provisions of Minnesota Statutes Section 282.04, Subd. 4a.
2. Easement shall be non-exclusive and appurtenant to and for the benefit of the parcels of land described as: Government Lot Two (2) and Government Lot Five (5), Section 23, Township 60 North, Range 24.
3. The Itasca County Board of Commissioners, by resolution dated 26th day of May, 2026, has prescribed the terms set forth below.
4. Road construction and maintenance activities under such easement shall not exceed 33 feet in width without written approval by the Land Commissioner.
5. Road must be constructed and maintained in a manner that complies with forest management guidelines and County policy as followed by the Itasca County Land

Department on similar tax-forfeited lands. Current road construction and maintenance guidelines should be obtained from the Land Department prior to planning such activities. Grantee shall reasonably control all the noxious weeds on easement Right of Way according to Minnesota Statute Sections 18.75 to 18.91. All plans for road construction and significant maintenance must be pre-approved by the Land Commissioner prior to implementation to assure compliance with current requirements.

6. All roadway construction and maintenance desired by the **Grantee** or required by the **Grantor** pursuant to the terms of this easement, shall be the responsibility of the **Grantee** without any cost to the **Grantor** except that road damage caused by the **Grantor**, its agents or contractors (the general public does not constitute an agent of the **Grantor**), shall be the responsibility of the **Grantor** without any cost to the **Grantee**. **Any merchantable timber cut and forest regeneration damaged on the above mentioned right-of-way by the Grantee will be paid for by the Grantee at prevailing timber prices prior to being incurred.**
7. The roadway which is the subject of this easement shall be open for public use.
8. The map attached to this easement agreement is intended to show the approximate location of the road under easement. The **Grantor** does not guarantee the accuracy of this map, and the **Grantee** relies upon the same at their own peril. In the event that the **Grantee** desires or needs a survey, such survey shall be at the sole expense of the **Grantee**.
9. Prior to consideration of this roadway for establishment as a public road by Itasca County or any Township, the roadway must be constructed to standards as set forth in the Itasca County Subdivision Ordinance as in effect as of the day of consideration for establishment.
10. The **Grantee** shall indemnify and hold the **Grantor** harmless from any and all liability for injury to, or death of, the **Grantee**, its agents, guests or invitees or destruction of, or damage to, the property of the **Grantee**, its agents, guests or invitees in any manner arising from or out of the existence, condition, operation or use of the roadway by the **Grantee**, its agents, guests or invitees. Further, the **Grantee** shall indemnify and hold the **Grantor** harmless from any and all liability for injury to, or death of, persons; or loss or destruction to or damage to property intentionally caused by the **Grantee**, its agents, guests or invitees. Intentionally means the actor either has a purpose to do the thing or cause the result specified or believes the act performed by the actor, if successful, will cause that result.
11. This easement shall revert to the State in trust for the taxing district in the event of nonuse.

12. The **Grantee's** address for the purpose of giving any notice of this agreement is as follows:

Name: Joan & Desi Sagedahl

Address: 16303 Balsam Bay Dr NW

Bemidji, MN 56601

13. This easement shall enure to the benefit of, and be binding upon, the heirs and assigns of the Parties hereto, if any.

IN TESTIMONY WHEREOF, the County Auditor of the County of Itasca, State of Minnesota, has affixed his hand and seal this _____ day of _____, 2026.

County of Itasca, State of Minnesota

by Austin Rohling
Itasca County Auditor
Itasca County, Minnesota

STATE OF MINNESOTA)
) ss.
COUNTY OF ITASCA)

On this _____ day of _____, 2026, before me Deputy Auditor within and for said county, personally appeared Austin Rohling, County Auditor of said county, to me personally known to be the person who executed the foregoing instrument on behalf of said county and acknowledged that he executed the same in his official capacity as his free act and deed pursuant to statutes and in such case made and provided and pursuant to the authority of the Itasca County Board of Commissioners.

SEAL

Deputy Auditor - Notary

Drafted by:
Renata Rogalla, Real Estate Specialist
Itasca County Land Department
1177 LaPrairie Ave
Grand Rapids, MN 55744

EXHIBIT A

A 33.00 foot wide easement for Forest Management Road purposes, across that part of Sections 14 and 23, all within Township 60 North, Range 24 West of Fourth Principal Meridian, Itasca County, Minnesota, the centerline of said 33.00 foot wide easement is described as follows:

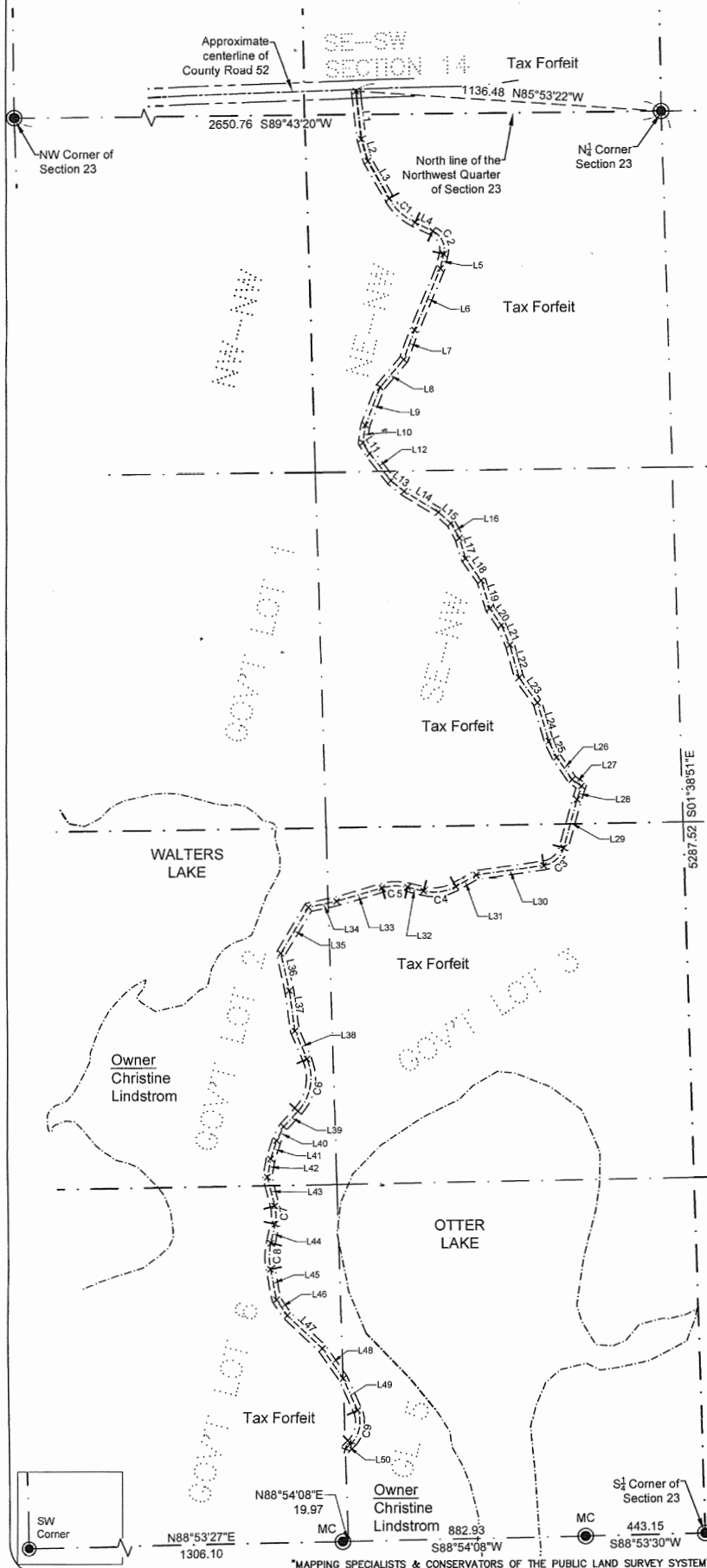
Commencing at the North Quarter corner of the said Section 23, with an assigned bearing of South 89 degrees 43 minutes 20 seconds West, along the North line of the Northwest Quarter of said Section 23, thence North 85 degrees 53 minutes 22 seconds West, into said Section 14, a distance of 1136.48 feet, to a point along the centerline of C.S.A.H. 52, and the point of beginning; thence South 06 degrees 12 minutes 37 seconds East 180.23 feet; thence South 16 degrees 07 minutes 24 seconds East 85.04 feet; thence South 29 degrees 29 minutes 15 seconds East 160.25 feet; thence southeasterly 134.04 feet, along a tangential curve, concave to the northeast, with a central angle of 34 degrees 54 minutes 29 seconds, and a radius of 220.00 feet; thence South 64 degrees 23 minutes 44 seconds East, tangent to curve, a distance of 73.42 feet; thence southerly 101.92 feet, along a tangential curve, concave to the West, with a central angle of 77 degrees 51 minutes 45 seconds, and a radius of 75.00 feet; thence South 13 degrees 28 minutes 02 seconds West, tangent to curve, a distance of 55.08 feet; thence 23 degrees 06 minutes 53 seconds West 246.95 feet; thence South 20 degrees 00 minutes 46 seconds West 116.66 feet; thence South 40 degrees 42 minutes 07 seconds West 135.23 feet; thence South 21 degrees 29 minutes 42 seconds West 150.85 feet; thence 08 degrees 17 minutes 22 seconds West 66.10 feet; thence 32 degrees 36 minutes 50 seconds East 47.50 feet; thence South 38 degrees 08 minutes 56 seconds East 127.77 feet; thence South 50 degrees 57 minutes 41 seconds East 64.14 feet; thence South 58 degrees 18 minutes 47 seconds East 150.36 feet; thence South 47 degrees 46 minutes 26 seconds East 61.95 feet; thence South 29 degrees 28 minutes 02 seconds East 63.89 feet; thence South 16 degrees 31 minutes 26 seconds East 80.07 feet; thence South 35 degrees 03 minutes 31 seconds East 100.95 feet; thence South 17 degrees 04 minutes 28 seconds East 108.39 feet; thence South 34 degrees 19 minutes 23 seconds East 76.21 feet; thence South 22 degrees 45 minutes 28 seconds East 79.80 feet; thence South 15 degrees 33 minutes 04 seconds East 126.49 feet; thence South 36 degrees 06 minutes 34 seconds East 115.60 feet; thence South 16 degrees 19 minutes 15 seconds East 148.80 feet; thence South 26 degrees 01 minutes 46 seconds East 66.92 feet; thence South 34 degrees 31 minutes 24 seconds East 101.60 feet; thence South 54 degrees 06 minutes 52 seconds East 42.18 feet; thence South 18 degrees 16 minutes 01 seconds West 52.53 feet; thence South 15 degrees 36 minutes 49 seconds West 186.34 feet; thence southwesterly 104.70 feet, along a tangential curve, concave to the northwest, with a central angle of 66 degrees 39 minutes 14 seconds, and a radius of 90.00 feet; thence South 82 degrees 16 minutes 03 seconds West, tangent to curve, a distance of 252.28 feet; thence South 60 degrees 36 minutes 10 seconds West 85.95 feet; thence westerly 123.92 feet, along a tangential curve, concave to the North, with a central angle of 43 degrees 01 minutes 50 seconds, and a radius of 165.00 feet; thence North 76 degrees 22 minutes 00 seconds West, tangent to curve, a distance of 61.42 feet; thence westerly 96.33 feet, along a tangential curve, concave to the South, with a central angle of 29 degrees 50 minutes 02 seconds,

EXHIBIT A CONTINUED

and a radius of 185.00 feet; thence South 73 degrees 47 minutes 58 seconds West, tangent to curve, a distance of 176.55 feet; thence South 78 degrees 19 minutes 55 seconds West 106.61 feet; thence South 30 degrees 54 minutes 38 seconds West 200.63 feet; thence South 12 degrees 27 minutes 41 seconds East 142.95 feet; thence South 08 degrees 03 minutes 11 seconds East 151.38 feet; thence South 23 degrees 02 minutes 35 seconds East 113.28 feet; thence southerly 207.09 feet, along a tangential curve, concave to the West, with a central angle of 65 degrees 55 minutes 04 seconds, and a radius of 180.00 feet; thence South 42 degrees 52 minutes 29 seconds West, tangent to curve, a distance of 78.72 feet; thence South 27 degrees 03 minutes 56 seconds West 58.18 feet; thence South 17 degrees 23 minutes 47 seconds West 71.30 feet; thence South 10 degrees 41 minutes 27 seconds West 68.32 feet; thence South 13 degrees 54 minutes 23 seconds East 110.93 feet; thence southerly 67.38 feet, along a tangential curve, concave to the West, with a central angle of 26 degrees 48 minutes 31 seconds, and a radius of 144.00 feet; thence South 12 degrees 54 minutes 08 seconds West, tangent to curve, a distance of 72.82 feet; thence southerly 97.49 feet, along a tangential curve, concave to the East, with a central angle of 24 degrees 17 minutes 08 seconds, and a radius of 230.00 feet; thence South 11 degrees 23 minutes 00 seconds East, tangent to curve, a distance of 115.70 feet; thence South 34 degrees 23 minutes 35 seconds East 71.13 feet; thence South 46 degrees 23 minutes 21 seconds East 178.05 feet; thence South 34 degrees 28 minutes 43 seconds East 135.25 feet; thence South 23 degrees 53 minutes 11 seconds East 130.67 feet; thence southerly 134.62 feet, along a tangential curve, concave to the West, with a central angle of 70 degrees 07 minutes 08 seconds, and a radius of 110.00 feet; thence South 46 degrees 13 minutes 57 seconds West, tangent to curve, a distance of 28.94 feet, more or less, to the West line of Government Lot 5, said Section 23, then said centerline terminates.

The side lines of said 33.00 foot wide easement shall be prolonged or shortened perpendicularly at the point of beginning and to the West of Government Lot 5, said Section 23.

**SKETCH AND DESCRIPTION
FOR ITASCA COUNTY LAND DEPARTMENT
PARTS OF SECTIONS 14 & 23,
TOWNSHIP 60 NORTH, RANGE 24 WEST,
ITASCA COUNTY, MINNESOTA**



1 inch = 400 feet

Basis of Bearings:

Itasca County
North Zone Coordinate System
NAD 1983 (1996)

Legend

- Itasca County Monument
- × Calculated position



Department of Surveying and Mapping

123 N.E. 4th Street, Courthouse Room 156,
Grand Rapids, Minnesota, 55744
218-327-2854

8:00 AM to 4:30 PM, Monday - Friday

I hereby certify that this survey, plan, or report was prepared by me or under my supervision and that I am a duly Licensed Land Surveyor under the laws of the State of Minnesota.

July 28, 2021

Guy T. Carlson
Guy T. Carlson
MN License No. 40991

"MAPPING SPECIALISTS & CONSERVATORS OF THE PUBLIC LAND SURVEY SYSTEM"

SKETCH AND DESCRIPTION FOR ITASCA COUNTY LAND DEPARTMENT PARTS OF SECTIONS 14 & 23, TOWNSHIP 60 NORTH, RANGE 24 WEST, ITASCA COUNTY, MINNESOTA

Line Table		
Line #	Direction	Length
L1	S06°12'37"E	180.23
L2	S16°07'24"E	85.04
L3	S29°29'15"E	160.25
L4	S64°23'44"E	73.42
L5	S13°28'02"W	55.08
L6	S23°06'53"W	246.95
L7	S20°00'46"W	116.66
L8	S40°42'07"W	135.23
L9	S21°29'42"W	150.85
L10	S08°17'22"W	66.10
L11	S32°36'50"E	47.50
L12	S38°08'56"E	127.77
L13	S50°57'41"E	64.14
L14	S58°18'47"E	150.36
L15	S47°46'28"E	61.95
L16	S29°28'02"E	63.89
L17	S16°31'28"E	80.07
L18	S35°03'31"E	100.95
L19	S17°04'28"E	108.39
L20	S34°19'23"E	76.21

Line Table		
Line #	Direction	Length
L21	S22°45'28"E	79.80
L22	S15°33'04"E	126.49
L23	S36°06'34"E	115.60
L24	S16°19'15"E	148.80
L25	S28°01'46"E	66.92
L26	S34°31'24"E	101.60
L27	S54°06'52"E	42.18
L28	S18°16'01"W	52.53
L29	S15°36'49"W	186.34
L30	S62°16'03"W	252.28
L31	S60°36'10"W	85.95
L32	N76°22'00"W	61.42
L33	S73°47'58"W	176.55
L34	S78°19'55"W	106.61
L35	S30°54'38"W	200.63
L36	S12°27'41"E	142.95
L37	S08°03'11"E	151.38
L38	S23°02'35"E	113.28
L39	S42°52'29"W	78.72
L40	S27°03'56"W	58.18

Line Table		
Line #	Direction	Length
L41	S17°23'47"W	71.30
L42	S10°41'27"W	68.32
L43	S13°54'23"E	110.93
L44	S12°54'08"W	72.82
L45	S11°23'00"E	115.70
L46	S34°23'35"E	71.13
L47	S46°23'21"E	178.05
L48	S34°28'43"E	135.25
L49	S23°53'11"E	130.67
L50	S46°13'57"W	28.94

Curve Table			
Curve #	Length	Delta	Radius
C1	134.04	34°54'29"	220.00
C2	101.92	77°51'45"	75.00
C3	104.70	66°39'14"	90.00
C4	123.92	43°01'50"	165.00
C5	96.33	29°50'02"	185.00
C6	207.09	65°55'04"	180.00
C7	67.38	26°48'31"	144.00
C8	97.49	24°17'08"	230.00
C9	134.62	70°07'08"	110.00



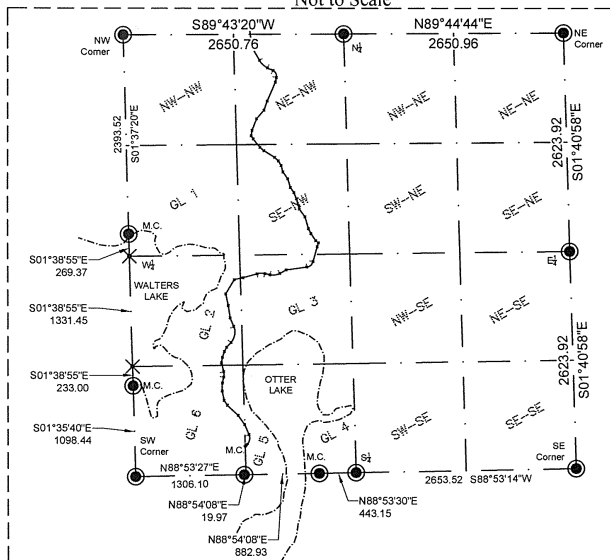
PROPOSED EASEMENT DESCRIPTION

A 33.00 foot wide easement for Forest Management Road purposes, across that part of Sections 14 and 23, all within Township 60 North, Range 24 West of Fourth Principal Meridian, Itasca County, Minnesota, the centerline of said 33.00 foot wide easement is described as follows:

Commencing at the North Quarter corner of the said Section 23, with an assigned bearing of South 89 degrees 43 minutes 20 seconds West, along the North line of the Northwest Quarter of said Section 23, thence North 85 degrees 53 minutes 22 seconds West, into said Section 14, a distance of 1136.48 feet, to a point along the centerline of C.S.A.H. 52, and the point of beginning; thence South 06 degrees 12 minutes 37 seconds East 180.23 feet; thence South 16 degrees 07 minutes 24 seconds East 85.04 feet; thence South 29 degrees 29 minutes 15 seconds East 160.25 feet; thence southeasterly 134.04 feet, along a tangential curve, concave to the northeast, with a central angle of 34 degrees 54 minutes 29 seconds, and a radius of 220.00 feet; thence South 64 degrees 23 minutes 44 seconds East, tangent to curve, a distance of 73.42 feet; thence southerly 101.92 feet, along a tangential curve, concave to the West, with a central angle of 77 degrees 51 minutes 45 seconds, and a radius of 75.00 feet; 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The side lines of said 33.00 foot wide easement shall be prolonged or shortened perpendicularly at the point of beginning and to the West of Government Lot 5, said Section 23.

SECTION 23, TOWNSHIP 60 NORTH, RANGE 24 WEST Not to Scale



Basis of Bearings:

Itasca County
North Zone Coordinate System
NAD 1983 (1996)

Legend

- Itasca County Monument
- × Calculated position

ITASCA COUNTY

Department of Surveying and Mapping

123 N.E. 4th Street, Courthouse Room 156,
Grand Rapids, Minnesota, 55744

218-327-2854

8:00 AM to 4:30 PM, Monday - Friday

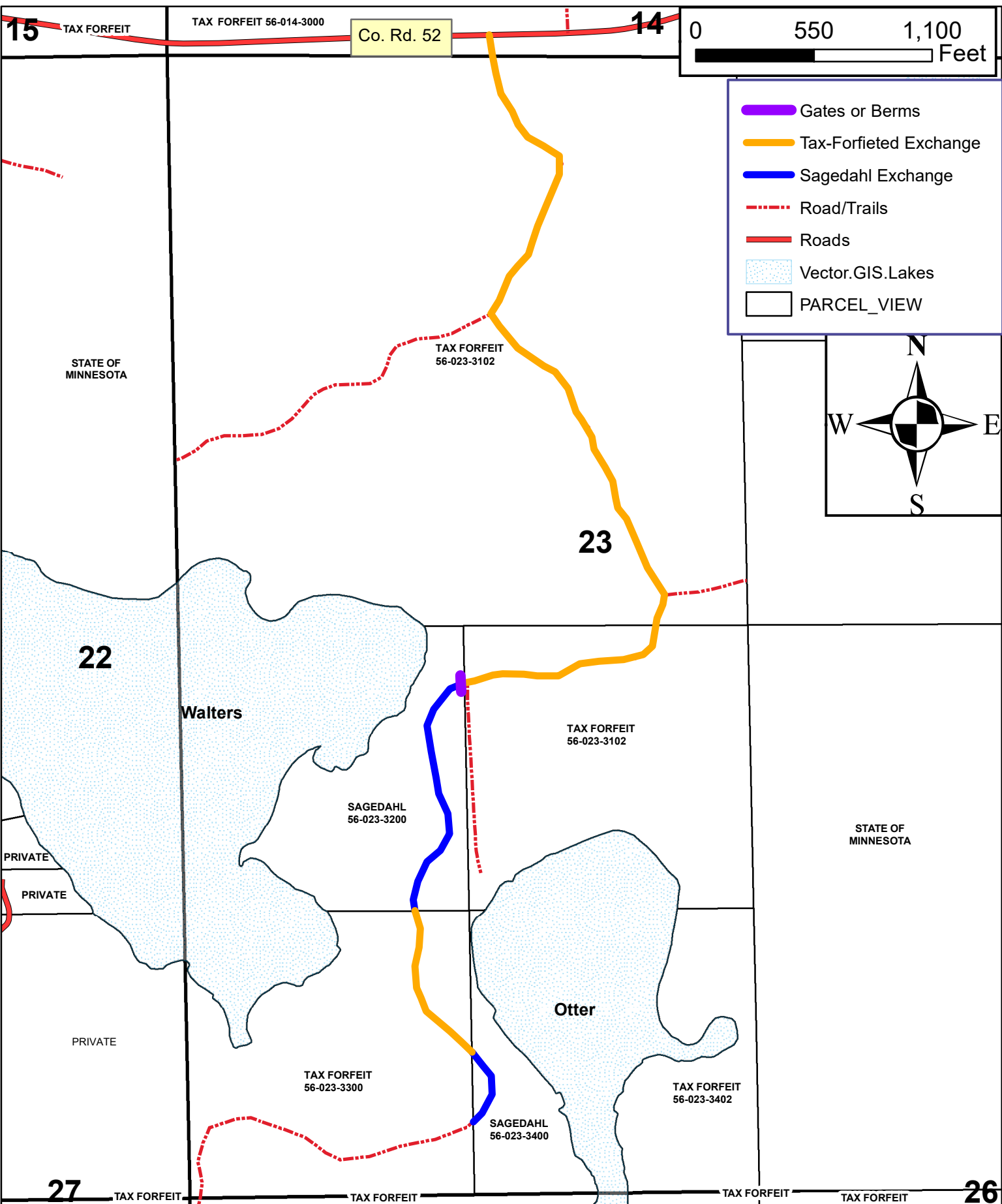
I hereby certify that this survey, plan, or report was prepared by me or under my supervision and that I am a duly Licensed Land Surveyor under the laws of the State of Minnesota.

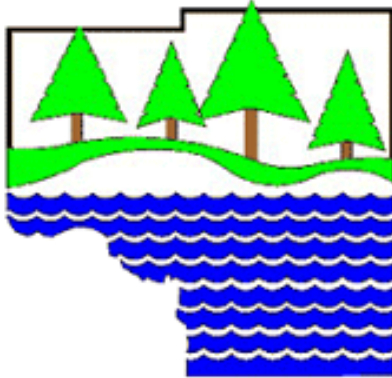
July 28, 2021

Guy T. Carlson
Guy T. Carlson
MN License No. 40991

Sec. 14, 23, Twp. 60, Rng. 24

Sagedahl Road Easement Exchange





**ITASCA COUNTY
BOARD OF COMMISSIONERS**

Itasca County Courthouse
123 NE 4th Street
Grand Rapids, MN 55744

Tuesday, May 26, 2026

REQUEST FOR BOARD ACTION: RBA-2026-180

DEPARTMENT: Human Resources

TIME REQUESTED: < 5 Minutes

PRESENTER: Administrator Skyles

AGENDA ITEM:

Employee Recognition

BOARD ACTION REQUESTED:

Farewell to Lilly Gould, who has resigned from her position as a Social Worker in the Health and Human Services Department, effective May 22, 2026.

Farewell to Cadence Erickson, who has resigned from her position as a Corrections Officer in the Sheriffs Department, effective May 13th, 2026.

Welcome to Amber Haugen, who has joined Itasca County as an Eligibility Specialist in the Health and Human Services Department, effective May 26, 2026

Welcome to Emily Paul, who has joined Itasca County as an Eligibility Specialist in the Health and Human Services Department, effective May 26, 2026

Welcome to Frank Leimer, who has joined Itasca County as a Corrections Deputy in the Sheriffs Department, effective May 26, 2026.

Congratulations to Derekia Kuschel who has transferred from her position as Administrative Assistant to Environmental Services Specialist in the Environmental Services Department, effective May 10, 2026.

Congratulations to Lindsay Nelson Shultz who has transferred from her position as Home and Community Based Social Worker to Home and Community Based Specialist in the Health and Human Services Department, effective May 24, 2026.

Congratulations to Kenneth Lipsy who has transferred from his position as Lead Custodian to Facilities Maintenance Worker II in the Administrative Services department effective May 24, 2026.

Employee Milestone Recognition:

The Following employees celebrated significant work milestones working for Itasca County in the month of May:

Steven Rossini, 10 years in the MIS department

Lindsey Staydohar, 10 years in the Health and Human Services department

Mike Gibbons, 25 years in the Land department

BACKGROUND:

COUNTY ATTORNEY REVIEW: N/A

SUPPORTING DOCUMENTATION: None



**ITASCA COUNTY
BOARD OF COMMISSIONERS**

Itasca County Courthouse
123 NE 4th Street
Grand Rapids, MN 55744

Tuesday, May 26, 2026

REQUEST FOR BOARD ACTION: RBA-2026-164

DEPARTMENT: Auditor / Treasurer

TIME REQUESTED: < 5 Minutes

PRESENTER: Gail Guck

AGENDA ITEM:

Commissioner Warrants

BOARD ACTION REQUESTED:

Approve the Commissioner Warrants with a check date of May 27, 2026, in the amount of \$529,598.09.

BACKGROUND:

COUNTY ATTORNEY REVIEW: N/A

SUPPORTING DOCUMENTATION: None

RESULT:	APPROVED (5 TO 0)
MOVER:	Commissioner Casey Venema
SECONDER:	Commissioner Terry Snyder
AYES:	Cory Smith, Terry Snyder, John Johnson, Larry Hopkins, Casey Venema



**ITASCA COUNTY
BOARD OF COMMISSIONERS**

Itasca County Courthouse
123 NE 4th Street
Grand Rapids, MN 55744

Tuesday, May 26, 2026

REQUEST FOR BOARD ACTION: RBA-2026-333

DEPARTMENT: Health & Human Services

TIME REQUESTED: < 5 Minutes

PRESENTER: Christine Krebs

AGENDA ITEM:

ICCHS Warrants

BOARD ACTION REQUESTED:

Approve the Itasca County Health & Human Services Warrants for May 2026 in the amount of \$997,120.36.

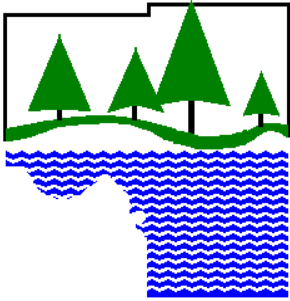
BACKGROUND:

COUNTY ATTORNEY REVIEW: N/A

SUPPORTING DOCUMENTATION:

1. May 2026 Board Report

RESULT:	APPROVED (5 TO 0)
MOVER:	Commissioner John Johnson
SECONDER:	Commissioner Casey Venema
AYES:	Cory Smith, Terry Snyder, John Johnson, Larry Hopkins, Casey Venema



ITASCA COUNTY HEALTH AND HUMAN SERVICES

ITASCA RESOURCE CENTER

1209 SE 2nd Avenue, Grand Rapids, MN 55744

Hearing Impaired Number TDD: 218-327-5549

218-327-2941

Visit us at : www.co.itasca.mn.us

May 2026

Income Maint/Admin Payments	\$ 114,189.28
Social Services - Waivers	\$ 52,826.62
Social Services - Non-Waivers	\$ 310,923.28
Foster Care/Out of Home/FamilySupport	\$ 403,451.86
Relative Custody/Preventive Placement Costs/Incidentals	\$ 13,222.77
Public Health	\$ 8,034.08
Community Health Board	\$ 94,472.47
Total	\$ 997,120.36

Note : The above is a general description of payments made during the month indicated and is not intended to be a detailed itemization. The Community Health Board does not affect the Health & Human Services budget or levy.

May 2026
Out of Home Placement Breakdown

Foster Care/Out-of-Home/Family Support Comparison

	Actual 2026	Actual 2025	Actual 2024	Actual 2023	Actual 2022
January	423,172.82	407,984.28	358,655.03	481,711.66	433,150.76
February	337,301.90	419,438.58	392,553.96	553,117.21	348,631.48
March	375,543.81	360,646.28	406,513.25	549,963.91	390,198.68
April	320,256.11	503,076.21	490,023.47	519,051.04	552,814.60
May	403,451.86	486,088.00	499,374.53	438,535.58	487,698.28
June		419,736.48	358,348.53	563,762.89	585,853.92
July		380,255.92	424,373.46	429,881.33	400,212.87
August		611,190.11	381,991.86	482,732.73	484,467.08
September		434,323.05	471,425.74	397,517.32	499,454.00
October		346,547.13	465,927.89	445,148.34	596,946.77
November		436,612.53	384,937.51	510,070.44	361,433.79
December		294,053.94	422,698.84	383,715.02	510,726.16
Total	1,859,726.50	5,099,952.51	5,056,824.07	5,755,207.47	5,651,588.39

Child Protection Statistics

	Maltreatment Reports	Opened for Assessment	% Opened	Children Placed	% Placed of Open
January	57	22	39%	1	5%
February	79	30	38%	7	23%
March	95	27	28%	5	19%
April	92	31	34%	10	32%
May	110	33	30%	8	24%
June			#DIV/0!		#DIV/0!
July			#DIV/0!		#DIV/0!
August			#DIV/0!		#DIV/0!
September			#DIV/0!		#DIV/0!
October			#DIV/0!		#DIV/0!
November			#DIV/0!		#DIV/0!
December			#DIV/0!		#DIV/0!
	433	143	33%	31	22%
	average			average	

2025	968	323	33%	71	22%
2024	472	191	40%	80	42%
2023	510	275	56%	84	32%
2022	605	300	50%	96	33%

May 2026
Out of Home Placement Payments by Vendor

		Rate	Invoices Paid
Northwestern MN Juvenile	-	\$275-\$421/day	\$ 69,878
Residential Services	-		\$ 64,176
The Bridge Residential Facility	-	\$255/day	\$ 48,617
Northwood	-	\$294-\$441/day	\$ 23,492
Kadiri House	-	\$593/day	\$ 17,793
Lutheran Social Services	-	\$148-\$366/day	\$ 16,989
Anoka County Juvenile Center	-	\$395/day	\$ 15,321
Snyders/Foundation for Life	-	\$200/day	\$ 12,000
Little Sand Group Home	-	\$394/day	\$ 11,998
Nexus	-	\$296 - \$556/day	\$ 9,507
Village Ranch	-	\$249 - \$318/day	\$ 7,493
Lighthouse	-	\$200/day	\$ 6,000
Dungarvin	-	\$35/day	\$ 2,113
180 Degrees Inc	-	\$500 - \$566/day	\$ -
Arrowhead Juvenile Center	-	\$286/day	\$ -
Bar None	-	\$559/day	\$ -
Crow Wing Community Serv	-	\$295/day	\$ -
Dakota County Juvenile Serv	-	\$325 - \$340/day	\$ -
East Central Regional Juvenile	-	\$375/day	\$ -
Fond Du Lac Foster Care	-	\$40 - \$90/day	\$ -
Heartland Girls Ranch	-	\$249 - \$359/day	\$ -
MCF - Redwing	-	\$260/day	\$ -
MN Dept of Corrections	-	\$269/day	\$ -
New Trails Group Home	-	\$331/day	\$ -
North Homes	-	\$175 - \$573/day	\$ -
Northstar	-	\$200/day	\$ -
Peace House	-	\$115/day	\$ -
Port Group Homes	-	\$381/day	\$ -
Volunteers of America	-	\$330 - \$590/day	\$ -
West Central Juvenile Center	-	\$300 - \$595/day	\$ -
Woodland Hills	-	\$290 - \$331/day	\$ -
Individuals*	-	\$21 - \$121/day	\$ 98,075
Total			\$ 403,452

*Individuals : Includes Foster Care & Family Support Programs

April 2026
North Homes & Northwestern Placement Breakdown

North Homes							
	Assessment Evaluation	Shelter	Hawkins Home	Boys & Girls Programs	Cottage	Foster	Total
Jan	27,318.77	-	23,397.16	42,693.84	6,945.45	-	100,355.22
Feb	-	-	11,890.36	-	-	16,343.82	28,234.18
Mar	7,735.31	-	22,630.04	15,247.80	-	-	45,613.15
Apr	-	-	-	-	-	5,990.32	5,990.32
May	-	-	-	-	-	-	-
Jun							-
Jul							-
Aug							-
Sep							-
Oct							-
Nov							-
Dec							-
	35,054.08	-	57,917.56	57,941.64	6,945.45	22,334.14	180,192.87

Northwestern							
		Residential	Non-Secure Detention	Secure Detention	Satellite Homes	Evaluation	Total
Jan		29,295.00	7,150.00	15,777.55	8,277.00	5,985.00	66,484.55
Feb		26,000.00	2,345.00	14,157.99	8,525.00	12,741.00	63,768.99
Mar		37,837.50	7,705.00	12,740.00	7,700.00	9,864.00	75,846.50
Apr		43,276.00	20,100.00	5,520.00	8,525.00	-	77,421.00
May		49,163.00	10,050.00	2,415.00	8,250.00		69,878.00
Jun							-
Jul							-
Aug							-
Sep							-
Oct							-
Nov							-
Dec							-
	-	185,571.50	47,350.00	50,610.54	41,277.00	28,590.00	353,399.04



**ITASCA COUNTY
BOARD OF COMMISSIONERS**

Itasca County Courthouse
123 NE 4th Street
Grand Rapids, MN 55744

Tuesday, May 26, 2026

REQUEST FOR BOARD ACTION: RBA-2026-327

DEPARTMENT: Health & Human Services

TIME REQUESTED: 5 Minutes

PRESENTER: Sarah Anderson

AGENDA ITEM:

County Based Purchasing (IMCare) Division Update/Presentation

BOARD ACTION REQUESTED:

Receive County Based Purchasing (IMCare) Division Update/Presentation.

BACKGROUND:

COUNTY ATTORNEY REVIEW: N/A

SUPPORTING DOCUMENTATION:

1. IMCare 2025 RBC Statement - Final
2. IMCare 2025 NAIC Statement - Final
3. Itasca Medical Care 2024 Examination Report
4. Itasca Medical Care Management Letter
5. Itasca Medical Care 2024 BOD Affidavit
6. Itasca Medical Care 2024 Exam Survey Cover Letter
7. Itasca Medical Care 2024 Exam Survey

05/26/2026

RESULT:	INFORMATIONAL - NO ACTION TAKEN
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**ITASCA COUNTY
BOARD OF COMMISSIONERS**

Itasca County Courthouse
123 NE 4th Street
Grand Rapids, MN 55744

Tuesday, May 26, 2026

REQUEST FOR BOARD ACTION: RBA-2026-117

DEPARTMENT: Administrative Services
PRESENTER: Cre Larson, Executive Director

TIME REQUESTED: 15 Minutes

AGENDA ITEM:
Crisis Response Team Annual Report

BOARD ACTION REQUESTED:
Receive Crisis Response Team Annual Report.

BACKGROUND:

COUNTY ATTORNEY REVIEW: N/A

SUPPORTING DOCUMENTATION: None

05/26/2026

RESULT:	INFORMATIONAL - NO ACTION TAKEN
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**ITASCA COUNTY
BOARD OF COMMISSIONERS**

Itasca County Courthouse
123 NE 4th Street
Grand Rapids, MN 55744

Tuesday, May 26, 2026

REQUEST FOR BOARD ACTION: RBA-2026-408

DEPARTMENT: Administrative Services

TIME REQUESTED: 20 Minutes

PRESENTER: Megan Christianson

AGENDA ITEM:

Itasca County Tourism Economic Impact Presentation

BOARD ACTION REQUESTED:

Recieve presentation on Itasca County Tourism Economic Impact.

BACKGROUND:

COUNTY ATTORNEY REVIEW: N/A

SUPPORTING DOCUMENTATION:

1. 2025 VGR Annual Report
2. 2024 Explore MN Visitor Economy Impact By County
3. Itasca Cty_24-econ-data
4. VGR Tourism Economic Impact Updated 2026

05/26/2026

RESULT:	INFORMATIONAL - NO ACTION TAKEN
----------------	--

WWW.VISITGRANDRAPIDS.COM

NEW USERS
132,363
AVG PAGE VIEWS
1.78

TOTAL SESSIONS
162,554
AVG SESSION DURATION
2:15

USERS BY TYPE
55.6% female
44.4% male

USERS BY DEVICE
71.8% mobile
24.6% desktop

TOP 10 PAGES VIEWED

1. Sweepstakes
2. Home
3. Places to Stay
4. Event Directory
5. Things To Do
6. Monthly View Calendar
7. Summer
8. Spring
9. Winter
10. Event/RockFest

TOP PAID SESSIONS

Google Organic Search: **71,252**
Google CPC Ads: **38,752**
Direct Search: **20,456**
Bing Organic Search: **4,118**
Facebook Mobile: **3,410**
Explore MN Facebook Ad: **3,361**
Outfront Mobile Retargeting: **2,539**
Yanahoo Organic Search: **1,780**
Star Tribune Paid E-blast: **1,412**
DuckDuckGo Organic Search: **1,102**

TOP 10 CITIES

Minneapolis
NOT Set
Grand Rapids
Chicago
St Paul
Cohasset
New York
Duluth
Maple Grove
Hibbing

TOP 10 STATES

Minnesota
Texas
Illinois
Wisconsin
Iowa
Missouri
New York
Kansas
North Dakota
California

Sweepstakes Sign-ups: 6,450

Newsletter Sends: 82,560

Newsletter Open Rate: 33%

Newsletter CTR: 3%

LODGING PROPERTY LEADS=10,583 AND ONLINE BOOKING LEADS=3,910

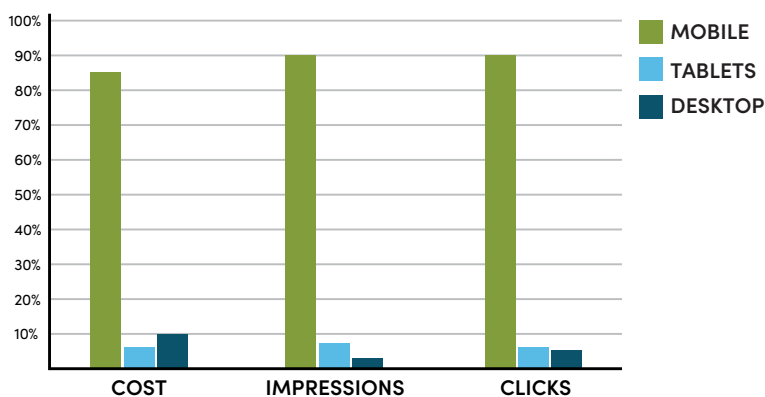
2025 GOOGLE AD DATA

Total Ad Impressions
3,743,321

Total Google Ad Clicks
76,218

Avg. Cost Per Click
.27

AD PERFORMANCE



**2025
VIDEO VIEWS**
429,185

WATCH TIME
1.8k hours

2025 MARKETING CAMPAIGNS & TACTICS:

AAA Living: Print, Programmatic Digital

Adams MultiMedia: Print, Programmatic Digital, Streaming Video

Biking Minnesota: Print, Programmatic Digital

Explore Minnesota Magazine: Print, Programmatic Digital, Lead Generation Program

DSM Magazine: Print

Group Travel Magazine: Native Article, Print, Programmatic Digital

MN DNR Regulations Guides (ATV, Fishing & Snowmobiling): Print

MN Meetings & Events: Native Article, Print, Programmatic Digital, E-blast

MN Monthly: Print, Programmatic Digital, E-blast

MN Snowmobile Destinations: Print, Programmatic Digital

MN Snowmobile Magazine: Print, Programmatic Digital

MN Traditions/Mississippi Headwaters Board: Paid Social, Travel Influencer, Paid Videos

MSP/St Paul Magazine: Print

Offroad Magazine: Print

Outfront Media: 18 Billboards, Mobile Retargeting through GeoFence & Heat Maps

Pride Journeys Magazine: Print, Programmatic Digital

Rider Magazine: Print

Snowgoer Magazine: Print, Programmatic Digital

Star Tribune: Programmatic Digital utilizing GeoFence, E-blast

StrikeSocial: Streaming Video



TOURISM IS VITAL IN MINNESOTA!

In 2024, visitor spending saved each Minnesota household \$1,031 in state and local taxes.

Explore Minnesota has developed a comprehensive model to quantify Minnesota’s visitor economy and better detail the far-reaching impacts of visitor spending.

Scan the QR code for a complete report by Tourism Economics.



STATE OF MINNESOTA

- 81.6 Million Visitors
- \$14.7 Billion in Gross Sales
- \$2.4 Billion in Sales Tax
- 182,435 Employed

NE MINNESOTA TOURISM ECONOMIC IMPACT

County	Economic impact (millions)	Total jobs	State & local taxes (millions)
Carlton	\$129.9	783	\$11.3
Cook	\$227.7	1,769	\$27.8
Itasca	\$208.7	1,409	\$19.2
Kanabec	\$22.2	155	\$2.2
Koochiching	\$99.2	749	\$8.5
Lake	\$152.0	1,146	\$13.7
Pine	\$163.8	868	\$12.8
St. Louis	\$1,049.5	5,188	\$103.0
Region Total	\$2,053.1	12,066	\$198.4

2025 BOARD OF DIRECTORS & STAFF

PRESIDENT: Sara Thompson, Itasca County Land Department
PAST PRESIDENT: Lewis Kellin, Hotel Rapids & CoHaus
VICE PRESIDENT: Grant Prokop, Thousand Lakes Sporting Goods
SECRETARY/TREASURER: Adam Lambrecht, Rising Eagle Resort
Kris Ives, Timberlake Lodge Hotel & Event Center
Jeff Johns, MN Historical Society
Jim Mack, The Reif Center
Charlotte Jarrett, Best Western Plus
STAFF: Megan Christianson, Executive Director

TOURISM IS VITAL AND VIBRANT IN THE GRAND RAPIDS, MN AREA.

AmericInn by Wyndham
Balsam Lake Cabin
Bear's Den
Best Western Plus
Campfire Cottage
Birch Bay Resort
Bowstring Shores
Camp Hiwatha
Country Inn & Suites by Radisson
Doc House
Downtown Charmer
Dudley Cottage

Eagle Lake Retreat House
Eagle View Lodge
First Avenue Suite
Forest Lake Lodge
Forest Lake Motel
Hatch Lake Tiny Home
Historic Gilbert Mansion
Hideaway on Little Jay
Hotel Rapids
IM Hotel
Itasca Trails Campground
Itasca Motel
Jessie View Resort

Lake Loft
Little Buck Camp
Lone Star Lodge
Long Lake Dome
Long Lake Lookout
Loon Point Resort
Loon's Landing
Malbay Estates
Mallard Point
Mid Mod Lake House
Moose Point Look Out
My Place Hotel
Northland Wonderland

Pokegama Lake Resort
Rising Eagle Resort
Timberlake Lodge
Tioga Basecamp
Trout Lake Campground
Turtle Lake Beach House
Twin Lakes Retreat
Two Rivers RV Park & Campground
West Pines Motel
White Pine Lake Home
Wildwood Resort

2024 visitor economy impact

MINNESOTA TOTAL

- 81.6 million visitors*
- \$24.7 billion in total economic impact
- 182,435 jobs supported
- \$2.4 billion in state & local taxes

Northwest region

County	Economic impact (millions)	Total jobs	State & local taxes (millions)
Becker	\$152.0	1,186	\$13.9
Beltrami	\$241.0	1,927	\$22.5
Cass	\$364.8	2,989	\$36.0
Clay	\$130.9	1,048	\$11.7
Clearwater	\$16.2	89	\$1.4
Hubbard	\$84.6	521	\$7.8
Kittson	\$8.9	38	\$0.7
Lake of the Woods	\$90.2	800	\$9.6
Mahnomen	\$60.3	316	\$5.8
Marshall	\$8.2	40	\$0.7
Norman	\$5.0	26	\$0.4
Pennington	\$94.5	858	\$7.7
Polk County	\$88.3	653	\$7.9
Red Lake	\$4.1	25	\$0.3
Roseau	\$81.8	676	\$7.5
Wilkin	\$8.2	42	\$0.6
Region Total	\$1,439.1	11,235	\$134.5

Northeast region

County	Economic impact (millions)	Total jobs	State & local taxes (millions)
Carlton	\$129.9	783	\$11.3
Cook	\$227.7	1,769	\$27.8
Itasca	\$208.7	1,409	\$19.2
Kanabec	\$22.2	155	\$2.2
Koochiching	\$99.2	749	\$8.5
Lake	\$152.0	1,146	\$13.7
Pine	\$163.8	868	\$12.8
Saint Louis	\$1,049.5	5,188	\$103.0
Regional Total	\$2,053.1	12,066	\$198.4

Minneapolis–St. Paul area

County	Economic impact (millions)	Total jobs	State & local taxes (millions)
Anoka	\$724.6	5,787	\$68.3
Carver	\$224.3	1,884	\$21.7
Chisago	\$85.5	642	\$7.9
Dakota	\$1,563.6	11,458	\$136.7
Hennepin	\$9,342.9	67,204	\$902.7
Isanti	\$67.5	470	\$5.9
Ramsey	\$2,147.6	17,595	\$219.6
Scott	\$516.6	3,764	\$50.0
Washington	\$743.1	6,125	\$73.0
Wright	\$269.4	2,125	\$24.7
Regional Total	\$15,685.1	117,053	\$1,510.3

Sources: *Longwoods 2024;
Tourism Economics Study of the 2024 Minnesota Visitor Economy



Southern region			
County	Economic impact (millions)	Total jobs	State & local taxes (millions)
Big Stone	\$9.4	48	\$0.9
Blue Earth	\$266.4	2,237	\$25.3
Brown	\$71.3	633	\$6.4
Chippewa	\$24.2	148	\$2.2
Cottonwood	\$20.8	127	\$1.8
Dodge	\$12.9	102	\$1.2
Faribault	\$19.5	132	\$1.7
Fillmore	\$27.9	237	\$3.0
Freeborn	\$121.1	873	\$10.4
Goodhue	\$195.9	1,448	\$17.2
Houston	\$26.7	210	\$2.4
Jackson	\$24.8	195	\$2.3
Lac qui Parle	\$5.1	31	\$0.5
Le Sueur	\$30.8	189	\$3.2
Lincoln	\$6.7	34	\$0.6
Lyon	\$91.8	711	\$8.3
Martin	\$60.4	360	\$5.6
Mower	\$91.4	674	\$8.6
Murray	\$13.0	90	\$1.1
Nicollet	\$55.8	476	\$5.4
Nobles	\$68.7	513	\$6.1
Olmsted	\$1,212.6	9,072	\$107.4
Pipestone	\$21.1	129	\$1.7
Redwood	\$62.9	364	\$6.0
Renville	\$20.4	106	\$1.7
Rice	\$154.1	1,271	\$14.5
Rock	\$20.7	134	\$1.9
Sibley	\$12.7	74	\$1.1

Steele	\$131.6	1,064	\$11.4
Swift	\$16.4	104	\$1.3
Traverse	\$4.4	20	\$0.3
Wabasha	\$42.3	340	\$3.8
Waseca	\$26.3	216	\$2.4
Watonwan	\$18.7	122	\$1.6
Winona	\$164.6	1,411	\$14.7
Yellow Medicine	\$35.0	203	\$2.6
Regional Total	\$3,188.2	24,101	\$286.9
Central region			
County	Economic impact (millions)	Total jobs	State & local taxes (millions)
Aitkin	\$75	388	\$6.2
Benton	\$66.8	532	\$6.3
Crow Wing	\$507.7	3,952	\$52.0
Douglas	\$234.3	1,812	\$21.0
Grant	\$9.5	42	\$0.7
Kandiyohi	\$140.6	1,142	\$15.5
McLeod	\$78.9	547	\$7.0
Meeker	\$32.1	224	\$2.8
Mille Lacs	\$115.5	689	\$10.1
Morrison	\$71.7	582	\$6.7
Otter Tail	\$211	1,448	\$18.8
Pope	\$42.5	264	\$3.7
Sherburne	\$130.9	1,144	\$12.2
Stearns	\$535.2	4,472	\$49.8
Stevens	\$33.1	282	\$3.0
Todd	\$43.8	267	\$3.9
Wadena	\$31.1	193	\$2.7
Regional Total	\$2,359.8	17,980	\$222.4



tourism matters for itasca county

2024 DATA

total visitor spending
\$130 million

0.9% share of state
tourism visitor spending



lodging*
\$61.9 million



food & beverage
\$24.2 million



recreation
\$10.8 million



retail
\$19.5 million



transportation^
\$13.5 million

Each Minnesota household would need to be taxed \$1,031 more annually to make up for visitor-generated dollars.†

* Lodging spending includes second-home spending.

^ Transportation spending includes both ground and air transportation.

† Minnesota household tax savings are based on state-level analysis.

itasca county tourism impacts

Tourist activity benefits households, businesses and government entities across our state. Explore Minnesota partners with Tourism Economics to quantify the economic impact of Minnesota's visitor economy, including the far-reaching impacts of visitor spending.

Employment, income, and state and local tax revenue estimates prove the value of tourism in Itasca County.



1,409 jobs



\$208.7 million in economic impact



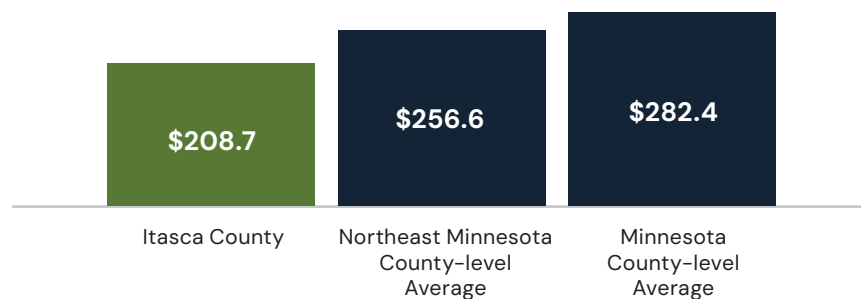
\$19.2 million in taxes

Visitors include Minnesotans and non-Minnesotans who stayed overnight or traveled at least 50 miles to reach their destination.

Direct impacts are business sales, jobs, income and taxes created directly by visitor spending to tourism-related sectors (e.g., lodging, transportation, recreation).

Indirect and Induced impacts are included in estimated total economic impacts. Indirect refers to wider impacts (e.g., food wholesalers, utilities, business services) in the supply chain. Induced impacts are created from local spending by employees whose wages are generated by visitor spending.

total economic impact comparison by geography (\$ millions)



To learn more about Itasca County tourism trends, and how your metrics compare to other Minnesota counties, scan the below QR codes.



2024 minnesota report



2024 county-level report



Tourism Is Essential in Grand Rapids & Itasca County, Minnesota

Megan Christianson
Executive Director

Visit Grand Rapids





U.S. TRAVEL ASSOCIATION®

National Travel & Tourism Week
May 3-9, 2026

In 2026, the theme "**Postmarked: Essential**" highlights a simple truth: travel is not optional—it is fundamental to America's economy, workforce and way of life.

Travel in U.S. generates \$3 trillion in economic output and supports 15 million jobs, representing a significant 2.4% of America's GDP.

Travel drives opportunity, fuels growth and keeps America connected.

LEARN MORE

<https://www.ustravel.org/>



- 86.1 Million Visitors
- \$14.7 Billion Gross Sales
- \$2.4 Billion Sales Tax
- 182,435 Employed



In 2024, visitor spending saved each Minnesota household \$1,031 in state and local taxes.*

Sources: *Tourism Economics 2024; SMARI Advertising Effectiveness Study, 2025

LEARN MORE

<https://mn.gov/tourism-industry>

Explore Minnesota has developed a comprehensive model to quantify Minnesota’s visitor economy and better detail the far-reaching impacts of visitor spending.

NE MINNESOTA TOURISM ECONOMIC IMPACT

County	Economic Impact (millions)	Total jobs	State & local taxes (millions)
Carlton	\$129.9	783	\$11.3
Cook	\$227.7	1,789	\$27.8
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Koochiching	\$99.2	749	\$8.5
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Pine	\$163.8	868	\$12.8
St. Louis	\$1,049.5	5,188	\$103.0
Region Total	\$2,053.1	12,086	\$198.4



Tourism is Essential in Grand Rapids & Itasca County, Minnesota.





- **Started in 1983 as 501 (c) 6 non-profit**
- **Destination Marketing Organization**
- **Marketing agreement with the City of Grand Rapids in accordance of MN State Statue 469.10**
- **Market and promote to attract visitors to vacation here in the greater Grand Rapids/Itasca Co area.**
- **Funded by 3% lodging tax**
- **50 lodging properties collect lodging tax and are a part of a destination marketing collaborative.**
- **Overseen by 8 Board of Directors.**
- **All Lodging Properties are the Marketing Committee and they VOTE and approve all Marketing**

2026 BOARD OF DIRECTORS

- Adam Lambrecht, President
(Rising Eagle Resort)
- Sara Thompson, Past President
(Itasca County Land Department)
- Sherrie Porth, Secretary/Treasurer
(Loon Point Resort)
- Kris Ives (Timberlake Lodge Hotel & Event Center)
- Pete Malsted (Forest History Center)
- Tara Bender-Paulson (Benders)
- Kim Jamtgaard (Wildwood Resort)
- Matt Holmes (Trout Lake Campground)

STAFF

- Megan Christianson, Executive Director
- Amanda Templin, Group Marketing & Community Engagement Manager



Mission Statement:

“To generate a positive economic impact through destination marketing, and tourism and hospitality advocacy in the greater Grand Rapids, Minnesota area.”



2026 Goals & Priorities

Goal 1: Aligning brand strategies to strengthen and enhance destination marketing tactics.

Goals 2: Expanding organization growth capacity through additional resources.

Goal 3: Deepen community stakeholder engagement.

Goal 4: Strategic Visioning focus on growth opportunities in Itasca County.

Goal 5: Grow small to medium group tourism that helps fill shoulder seasons (September to May).



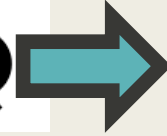
2026 Marketing Strategy

- Fulfill the mission of the Visit Grand Rapids
 - 1. conduct destination marketing to market and promote the greater Grand Rapids, MN area, and
 - 2. to advocate on behalf of tourism and hospitality.
- Promote Vacations (not day trips) of one+ nights.
- Book Groups for bus tours, meetings, conferences, events and trainings. Has their own strategy guide.
- Continue to priority focus on: Family Leisure, Outdoor Recreation & Groups

NEW Website

Hosted & Built By: SandPieper Design

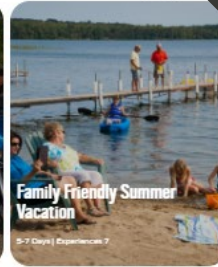
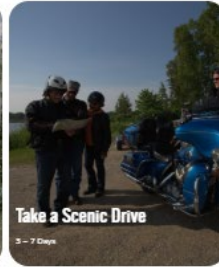
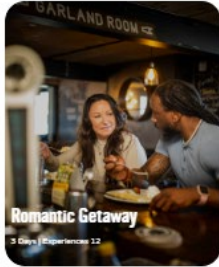
LEARN MORE



<https://visitgrandrapids.com>

Get Inspired

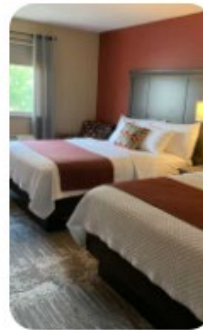
Trip Ideas Outdoor Adventures Eat & Drink State Parks, Forests & Beaches Area Attractions



- **NEW** Travel Itinerary Section

Find Accommodations

See all Accommodations →



Hotels / Motels



Resorts



Vacation Rentals



Bed & Breakfasts



Camping

Adventurous Spring 3 Day Getaway | Grand Rapids, MN

Spring 3 Day Getaway Are you looking for the perfect adventurous spring 3-day getaway? Then, this blog is for you! Located in Northern Minnesota, Grand Rapids is a going to the...

Read More

See all Stories

Adventurous 3-Day Spring Getaways Grand Rapids, Minnesota



Book Now

Check-In:

Check-Out:

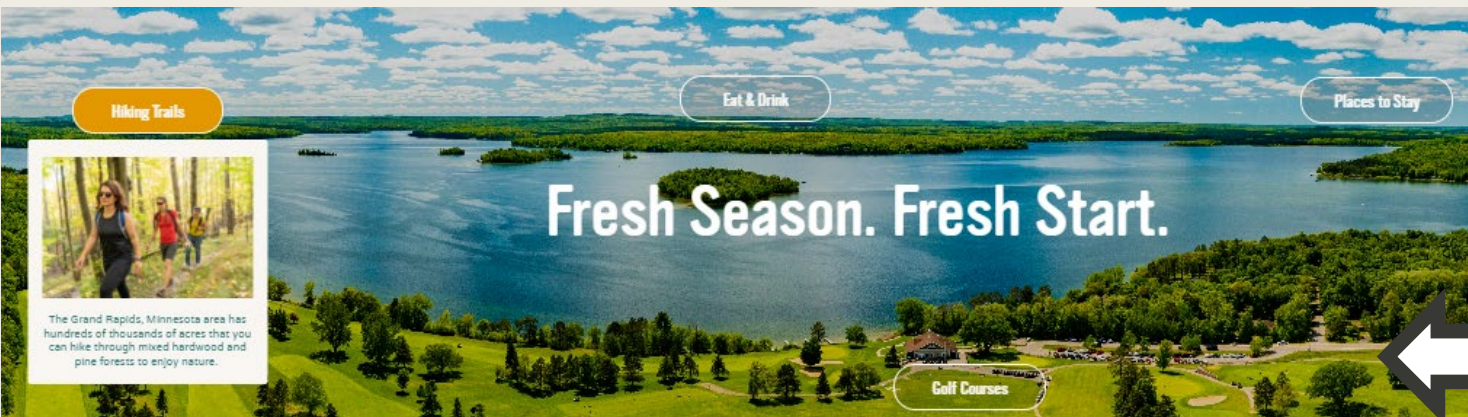
05/01/2026

05/08/2026

All Lodging

SEARCH

- **NEW** Accommodations Design & AI Search Section For Lodging



- **NEW** Interactive Headers

Advertising Tactics & Media Companies

MEDIA COMPANIES

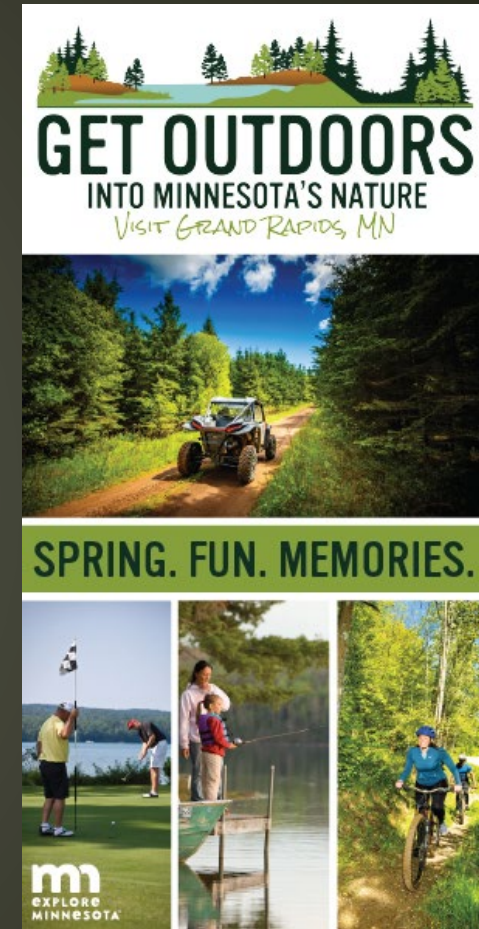
- Adams MultiMedia
- AAA Living
- Explore Minnesota Magazine
- Facebook
- Google
- Lake Time Magazine
- MN DNR
- Minnesota Meetings + Events
- MN Monthly
- MN Snowmobiler
- MN USA
- Offroad Magazine
- Outfront Media
- Pride Journeys
- Snowgoer Magazine
- Star Tribune
- Strike Social
- YouTube

TRADITIONAL MEDIA ADS

- Print Ads
- Radio Ads
- Newspaper Ads
- Billboard Ads

DIGITAL ADS

- E-blasts
- GeoFence & Heat Map
- Google Search
- Google Performance Max
- Paid Social Ads
- Pre-Roll Video
- Programmatic
- Retargeting Mobile
- Search Engine Optimization
- Streaming Radio Ads
- Streaming TV Ads





Visit
GRAND RAPIDS
GET OUTDOORS INTO MINNESOTA'S NATURE



Bike MN Digital Ad

Group Leisure
Print & Digital
Article -
collaboration with
Discover the Range



Programmatic
Digital Ad



Mississippi & the Range

FIND YOUR GROUP'S
NEXT BIG ADVENTURE
IN NORTHERN MINNESOTA

Northern Minnesota is an ideal destination for motorcoach groups seeking authentic experiences, short drive times, and meaningful stories. Centered around Grand Rapids, Hibbing, Chisholm, and Virginia, these itineraries blend iconic attractions, cultural heritage, and welcoming communities.

Arrive in Grand Rapids to begin your Iron Range journey with a visit to the Forest History Center, where costumed interpreters and immersive exhibits bring Minnesota's logging legacy to life. Enjoy lunch in Grand

Rapids before experiencing the Judy Garland Museum with a guided tour. Accommodations are available at multiple hotels close to restaurants and shopping. An evening performance at the Bell Center for the Performing Arts tops off your culturally rich day.

On Day 2, step on guides will take you into a world of mining and immigration history. Explore the massive scale of mining at the Hull Rust Mahoning Mine View, one of the world's largest open-pit iron mines. Also visit the "Castle in the Woods," historic Hibbing High School.

In nearby Chisholm, groups enjoy the Minnesota Discovery Center, the state's largest museum complex. A guided trolley ride across the 660-acre site offers engaging storytelling, historic mine views, and scenic landscapes. Dinner with a welcome reception and your overnight stay remain centrally located.

On Day 3, a guided Kaleva Hall tour highlights Finnish immigrant heritage, followed by a stop at Cane Lake's Candies for demonstrations and shopping. Kumm's Farm Market provides a delicious lunch. Optionally, tour one of the only remaining, lovingly restored Finnish houseboats.

Compact, welcoming, and story-rich, northern Minnesota delivers unforgettable group travel experiences—perfectly paced for motorcoach tours. For more information, contact Megan Christensen with Visit Grand Rapids: 218.259.0372, megan@visitgrandrapids.com; or Beth Pierce with Discover the Range: 218.249.8161, beth@norrange.org.

VISIT GRAND RAPIDS
visitgrandrapids.com/group
DISCOVER THE RANGE
norrange.org



Outfront
Billboards – GIF
format

Traditional
Print
Snowmobile
Ad



GET OUTDOORS
INTO MINNESOTA'S NATURE
Visit GRAND RAPIDS, MN



300+ miles of snowmobile trails from the Mississippi River through the Chippewa National Forest and on the Taconite Trail.



SCAN THE QR CODE
FOR MORE INFORMATION!
www.visitgrandrapids.com/snowmobiling



GET OUTDOORS
INTO MINNESOTA'S NATURE
Visit GRAND RAPIDS, MN



SPRING. FUN. MEMORIES.



Sponsored Digital Ad &
Story Takeover Ad

Run of Site Digital Ad

2025 Website Stats

Source: SandPieper Design

Web Visits

162,554

AVG Session Duration

2:15

New Users

132,363

AVG Page Views

1.78

Users By Type

69.9% Mobile • 23.8 Desktop

55.7% Women • 44.3% Male

Total Ad Impressions

3,743,321

Total Google Ad Clicks

76,218

AVG Cost Per Click

\$.27

- YouTube Video Views=429,185
- Watch Time=1,800 hours

Facebook

24,064 FOLLOWERS

Instagram

2,757 FOLLOWERS



Visitor Profile Data

Source: Zartico & PlacierAI

41%
Visitors

59%
Residents

18%
Visitor Spend of
Overall Spend

\$86
Avg Spend at
Restaurants

\$117
Avg Visitor
Spend

\$48
Avg Spend at
Attractions

**Spend is Per Person*

55%
are 25-54 years old

52%
Have an average of
\$100k+ household
income

36%
Do not have children
in the household

Visitor Profile Data

Source: Zartico & PlacierAI

Top Cities

- Minneapolis/St Paul, MN
- Duluth, MN/Superior, WI
- Fargo, ND
- Rochester, MN
- Mankato, MN
- LaCrosse, WI
- Chicago, IL Suburbs
- Des Moines, IA
- Sioux Falls, SD

63%

Visitors Are
From
Minnesota!

Top States

- Minnesota
- North Dakota
- Illinois
- Iowa
- Wisconsin
- South Dakota

- The number one reason that people vacation in Itasca County is for **OUTDOOR RECREATION**.
- The number one location that they enjoy outdoor recreation is the **CHIPPEWA**

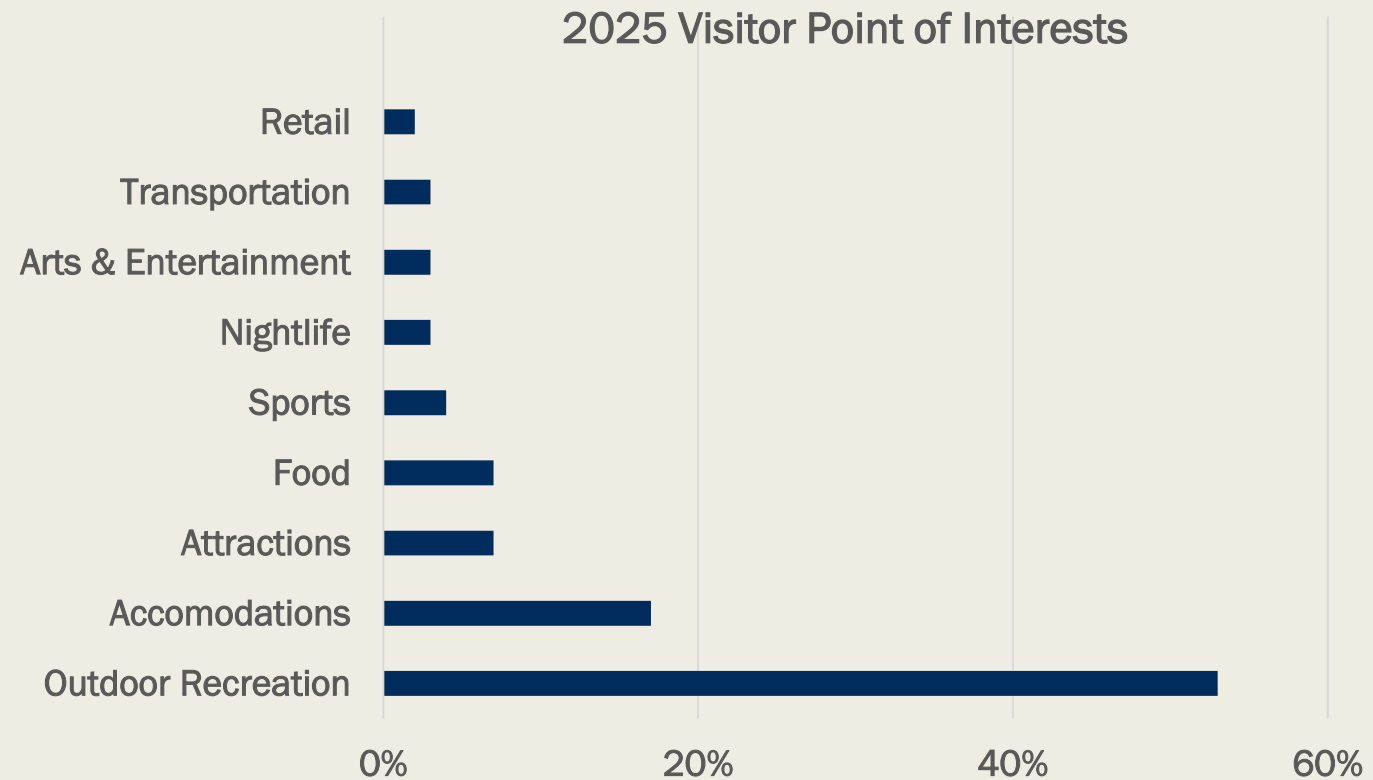
NATIONAL FOREST.



Point of Interests

Where Visitors Spend Their Time

Source: Zartico & PlacierAI





THANK YOU!

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Executive Directors

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www.visitgrandrapids.com

