

**Provisions of Hennepin County Professional Social Work Supervisory Employees Independent Organization Labor Agreement 1/1/2022 – 12/31/2024**

**WAGES**

2022

Effective January 2, 2022 all individual employee pay rates shall be increased by 2.5%.  
\$500 recognition pay to all employees employed 01/02/2022

2023

Effective January 1, 2023 all individual employee pay rates shall be increased by 2.5%.

2024

Effective December 31, 2023 all individual employee rates shall be increased by 2.5%.

The GSA will also be applied to the max and the min of each job class each year as indicated above.

**PROGRESSION - 2022, 2023, 2024**

Employees not at the maximum of their salary range are eligible for a 3% progression increase on their anniversary date, provided the employees work performance evaluation is “valued” or higher.

**MARKET ADJUSTMENT**

A market adjustment (above and beyond the general increases listed above) will be made to the Social Work Unit Supervisor Classification to reflect market, retention or pay equity (gender) issues as defined by the county. Minimum and maximum rate will be adjusted prior to the application of the 2022 GSA. Unless an adjustment is needed to move an individual to the new minimum rate, an individual’s pay will not be immediately increased but, instead, will move toward the new maximum rate through the standard increase processes (general salary adjustments and progression).

**DIFFERENTIAL PAY**

**MNCHOICES (LTSS) -**

New \$0.50 cent/hour differential for regular hours work provided for SWUS unit members who supervise MNChoices Assessment work full-time (or part-time for part-time employees).

**COMPENSATORY TIME CHANGES**

The compensatory time cap for this unit has been reduced from sixty (60) hours to forty (40) hours. Employees who reach these compensatory time caps will have additional hours automatically cashed out.

## **HEALTH INSURANCE**

### **Employee Contributions toward Health Premiums, 2022, 2023, 2024**

- Health Insurance Plan Design Changes, 2022 The Labor Management Health Care Committee (LMHCC) unanimously recommended minimal plan design changes this year and a 4.2% total premium increase.
- Health Insurance Premium and Plan Design Changes, 2023, 2024, 2025. Under the terms of the prior contract, the Labor Management Health Care Committee (LMHCC) unanimously recommended the continuation of the consensus process for the purpose of setting plan design and premium for the years 2023, 2024, 2025.
- Commitment not to enact a premium holiday in either 2022 or 2023.

## **OTHER BENEFITS**

**REMOTE/HYBRID WORK STIPEND FOR NEW HIRES** Effective 01/02/2022, any new hires hired into a hybrid or remote position on or after 01/02/2022 through 12/31/2024 will be provided a \$500 stipend once they pass probation to assist with costs related to setting up adequate internet connectivity

**PAID PARENTAL LEAVE** – Increased from 3 weeks to 6 weeks.

**BEREAVEMENT LEAVE** – Language change to allow for the annual allotment of 48 hours of bereavement leave to be used for any one instance, if so desired by the employee. (Previous limit was 24 hours per instance).

**TRANSIT SUBSIDY** – The transit subsidy will increase from 50% to 70% for both the Metro Pass and the Go To Card.

### **ENHANCED PTO PROGRAM** – Effective 1/1/2023

- All employees in PTO Schedule 1 move to Schedule 2. This adds 2 days of PTO
- New employees beginning 1/1/2023 must choose PTO (and not vacation/sick)
- Effective with Open Enrollment 2022 (for cash out in 2023), up to 50 hours of vacation/PTO cash out allowed. The decision to provide cash-out each year remains discretionary with the County Administrator.
- Related changes to the Vacation/ PTO and Severance articles

### **OTHER MISCELLANEOUS CHANGES INCLUDE**

- Juneteenth Holiday MOU language officially added to the contracts, as well as the Leave Day with Pay which is deposited the pay period including Christmas Eve.
- Incorporate MOU regarding COPE on-call premium into the body of the Agreement.
- Update all gendered language throughout contract to gender-neutral language
- Housekeeping changes to the Agreement.