

## **Provisions of Hennepin County Supervisors Association 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 ADJUSTMENTS**

Market adjustments (above and beyond the general increases listed above) will be made to the following classifications to reflect market, retention or pay equity (gender) issues as defined by the county: Human Services Supervisor, Clinical Psychologist Supervisor, Sheriffs Record Supervisor, Chemical Health Unit Supervisor, Corrections Unit Supervisor, Family Mediator Supervisor, Corrections Supervisor, and Sheriffs Detention Sergeant. Minimum and maximum rates 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).

### **PREMIUM OVERTIME CHANGES**

- Threshold for premium overtime for Corrections Supervisors adjusted from 84 to 80 hours.
- Corrections unit supervisors will earn 1.5x overtime for hours spent on Probation Officer shift work that leads to overtime.

### **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 after six months of service 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.
- Update all gendered language throughout contract to gender-neutral language
- Housekeeping changes to the Agreement.