

Provisions of Minnesota Public Employees Association (MNPEA) Agreement 1/1/2019 – 12/31/2021

Background:

Negotiations have been completed with the Minnesota Public Employees Association (MNPEA), resulting in a written agreement covering terms and conditions of employment. The agreement covers approximately 244 non-licensed employees including Sheriff's Telecommunicators and Sheriff's Detention Deputies, for the period of January 1, 2019 through December 31, 2021. Consistent with the County's collectively bargained economic pattern, key provisions of this agreement include modifications to wages, progression increases, medical insurance, and key benefits.

WAGES

2019

Effective January 6, 2019 all rates shall be increased by 2.5%.

2020

Effective January 5, 2020 all rates shall be increased by 2.5%.

2021

Effective January 3, 2021 all rates shall be increased by 2.0%.

PROGRESSION/ PROMOTION

2019, 2020, 2021

Employees not at the maximum of their salary range are eligible for a 3% progression increase on their anniversary date, provided the employee's work performance evaluation is valued or better.

The minimum increase for promotions shall also be 3%.

MARKET ADJUSTMENTS

A market adjustment (above and beyond the general increases listed above) was made to two job classes with a market or attraction/retention issue as defined by the County. The two job classes are:

Sheriff's Detention Deputy – Minimum and maximum rates adjusted. Individuals will not be immediately moved to the new top of the range but, instead, will move toward the new maximum rate through the standard increase processes (general salary adjustments and progression).

Sheriff's Telecommunicator – Minimum and maximum rates adjusted. Individuals will not be immediately moved to the new top of the range but, instead, will move toward the new maximum rate through the standard increase processes (general salary adjustments and progression).

MISCELLANEOUS ADJUSTMENTS

- **Paid Time Off** – Consistent with most bargaining units and employee groups, MNPEA agreed to adopt the County's PTO leave plan as an option for existing members. This contract will be the second of two contracts that requires anyone entering the bargaining unit to participate in PTO.
- **Clothing Allowance** – Increased the monthly stipend for Sheriff's Detention Deputies.

- **HCSP contributions** – Consistent with the economic pattern settlement, the County contribution will be paid annually in February based on the length of service level to be achieved in December of the same calendar year. This change provides administrative convenience over providing contributions on individual employee anniversary dates throughout the year.

HEALTH INSURANCE

Employee Contributions toward Health Premiums, 2019, 2020, 2021

Standard Plan

Employee contributions to the plan will be based on the percentage of the total premium per tier shown below for 2019, 2020 and 2021

Employee only	11%
Employee + spouse	25%
Employee + child/ren	25%
Family	24%

Advantage Plans – Fairview/North Memorial/HealthEast OR HealthPartners/Park Nicollet

Employee contributions to the plan will be based on the percentage of the total premium per tier shown below for 2019, 2020 and 2021

Employee only	7%
Employee + spouse	21%
Employee + child/ren	21%
Family	20%

Advantage Plans – HCMC/NorthPoint

Employee contributions to the plan will be based on the percentage of the total premium per tier shown below for 2019, 2020 and 2021

Employee only	3%
Employee + spouse	17%
Employee + child/ren	17%
Family	15%

Health Insurance Plan Design Changes, 2019

The Labor Management Health Care Committee (LMHCC) unanimously recommended no plan design changes this year based on the 1% premium increase.

Health Insurance Premium and Plan Design Changes, 2020, 2021 and 2022. 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 2020, 2021 and 2022.

SUBSIDY TO COUNTY DENTAL PLAN - Effective with the 2019 plan year, the county will contribute 40% of the premium for union employees who have selected the county dental plan.

LIFE INSURANCE - The county will increase Basic Life Insurance from \$30K to \$50K.

SHORT AND LONG TERM DISABILITY - Changes in how these benefits are delivered. Effective 1/1/19, short term disability will no longer be funded by employee sick/PTO accruals, but will rather be paid via paycheck deduction. Long Term Disability will become an employer-paid benefit.

TRANSIT SUBSIDY - The transit subsidy will increase from 40% to 50% for both the Metro Pass and the Go To Card.