

ST. LOUIS COUNTY
-AND-
AFSCME COUNCIL 5
CIVIL SERVICE BASIC AND MERIT SYSTEM BASIC UNITS
TENTATIVE AGREEMENTS
NOVEMBER 22, 2019 AT 3:15 A.M.

IT 2: 6 year requirement changed to 2 years at mid-level to be eligible for advancement from mid-level to senior.

Employer will provide side letter, with anticipated timeline and the recommendation that the senior level job description will be modified to reflect 2 years in the mid-level position instead of 6 years total in the classification discipline and submit to Civil Service Commission for approval.

IT 3: Employer will allow for lateral moves through procedural document at discretion of the supervisor and allow lateral moves from B20 to B20 and B24 to B24 given similarity in base skill sets. Employer will not agree to allow lateral move from B26 to B26 given dissimilarity in base skill sets.

This would be noted in the Tentative Agreement and the Implementation letter, but would not be a new provision in the CBA.

U9: **MSB ARTICLE 7 – SALARIES**
CHILD PROTECTION SERVICES:

New Section 7 added:

7. Employees who work within the Initial Intervention Unit shall receive an assignment incentive of \$1.15 per hour, for all actual worked hours in the Initial Intervention Unit.

U11: **LICSW:**

Employer will reimburse those employees who hold the position of Psychologist or a position with St. Louis County that require an LICSW or LADC as part of the minimum qualifications for the position, for the costs of maintaining (not acquisition) licensure, membership and continuing education units consistent with other classifications in the County with preapproval.

This would be noted in an Exhibit attached to the collective bargaining agreement.

U21: **VACATION:**

MSB ARTICLE 12 – VACATION

Employees are eligible to receive and use accrued vacation with pay upon successful completion of 489 hours or three (3) calendar months, whichever is later. ~~their original~~
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~~probationary period. Provided, however, employees are eligible to receive and use accrued vacation with pay during an extension of the original probationary period.~~

CSB ARTICLE 10 – VACATIONS

~~Employees are eligible to receive and use accrued vacation with pay upon successful completion of 489 hours or three (3) calendar months, whichever is later. ~~their minimum required original probationary period (six months or 1000 hours, whichever is later).~~ Provide, however, employees are eligible to receive and use accrued vacation with pay during an extension of the original probationary period.~~

U26: JAIL COOKS: PUBLIC WORKS INFO SPECIALISTS:

Jail Cooks move to 40 hour work week effective 12/21/2019.

Employer suggests a flexible work schedule for Public Works Information Specialists assigned to the Maintenance Division to accommodate scheduling concerns.

Addendum 1 provided.

U28: MSB ARTICLE 13 – SICK LEAVE CSB ARTICLE 11– SICK LEAVE ADOPTION AND BIRTH OF CHILD:

Civil Service Basic ARTICLE 11 – SICK AND PARENTAL LEAVE

Section 6. Parental Leave may be paid, upon approval of the supervisory staff, for absence due to the birth or adoption of a child, and shall be deducted from the employee's accrued sick leave. An employee may be permitted up to a maximum of three (3) weeks of Parental Leave for bonding purposes within 12 months following the birth or adoption of a child(ren) which occurs after January 1, 2020. This benefit is limited to the employee's child.

The three (3) weeks of Parental Leave are in addition to the paid Sick Leave used by the parent if eligible pursuant to Section 4. For purposes of allowing employees to use the Union's Sick Leave Bank or the Vacation Donation Policy, the birth or adoption of a child shall be included in the definition of "serious health condition."

In the event a paid parental leave benefit is enacted in state or federal law, an employee must elect to use either the County Parental Leave benefit or the state or federal paid parental leave benefit. The County's Parental Leave benefit may not be stacked on top of a state or federal paid parental leave benefit to result in a paid leave greater than three (3) weeks.

Merit System Basic ARTICLE 13 – SICK AND PARENTAL LEAVE

Section 3. Parental Leave may be paid, upon approval of the supervisory staff, for absence due to the birth or adoption of a child, and shall be deducted from the

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In the event a paid parental leave benefit is enacted in state or federal law, an employee must elect to use either the County Parental Leave benefit or the state or federal paid parental leave benefit. The County's Parental Leave benefit may not be stacked on top of a state or federal paid parental leave benefit to result in a paid leave greater than three (3) weeks.

U31: MSB ARTICLE 6 – WORK DAY/WORK WEEK, REST PERIODS

**CSB SUPPLEMENTAL LABOR AGREEMENT – COMMUNICATIONS DEPARTMENT – REMOTE SUPPORT, STAND-BY
MSB SUPPLEMENTAL LABOR AGREEMENT – WEEKEND AND HOLIDAY ROTATIONAL COVERAGE FOR ASSERTIVE COMMUNITY TREATMENT (ACT & T-ACT)**

A. Update the ACT & T-ACT Supplemental Agreement to allow for an On-Call premium pay for an amount equal to one hour pay at employee's regular rate of pay for each eight (8) hours of standby duty.

B. Update the IIU Supplemental Agreement to remove all references to a secondary on-call employee.

U32: JANITOR:

Effective 12/21/2019, Janitor class eligibility for reallocation from Grade 9 to Grade 11 after 3 years of full time equivalent service in Grade 9. Not a Jr. /Sr., but rather a grade reallocation similar to IS series.

U36: EMPLOYEE TRANSFER RIGHTS:

For transfers that occur within the Applicant tracking software (NeoGov), County will add notice regarding Human Resources being available to help facilitate when there is an issue with the departing Departments blocking of the transfer. For transfers that occur outside of NeoGov and are done internally, County will work with the HR Advisors who work with those departments to make sure they are aware of the issue and to help facilitate when it is brought to their attention.

This would be noted in the Tentative Agreement and the Implementation letter, but would not be a new provision in the CBA.

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**U39: CSB ARTICLE 17 – SAFETY AND SAFETY EQUIPMENT
BOOT ALLOWANCE:**

. . . Employees who are required to have a foot protection by OSHA regulations who elect to wear safety shoes shall receive a safety shoe allowance of ~~\$100.00~~ \$125.00 per year payable in November.

U40: PPE:

Meeting has occurred at County Administration level and Department Head level. Employees who are assigned to the afternoon shift and do not have outdoor PPE should make request to supervisor. Outdoor PPE will be provided. The department said anyone who is assigned these outdoor duties, regardless of shift, should contact their supervisor to request PPE. Email provided on 11/22/2019.

This would be noted in the Tentative Agreement and the Implementation letter, but would not be a new provision in the CBA.

U46: DRAFTING PROPERTY RECORDS TECHS:

Employer will provide Classification/Compensation division of Human Resources with a procedural document on processing the reallocation of grade migration to the higher grade allocation, after three years of service (or hourly equivalent, whichever is later) for Legal Secretary I and II, and Drafting Property Records Tech.

**U47: POSTING TO DISPLAY INTERACTIVE LINK OF BARGAINING UNIT THAT
WOULD HAVE URL OF UNION WEBSITE.**

Employer to draft procedures on adding a hyper link to the posting.

Employer will add hyperlink on the job posting with a link to the CBA. It will also list the Union that represents the job being posted.

This would be noted in the Tentative Agreement and the Implementation letter, but would not be a new provision in the CBA.

CIVIL SERVICE BASIC UNIT

1. ARTICLE 3 – UNION SECURITY

Section 1. ~~All employees in the appropriate bargaining unit who are not members of the exclusive representative organization shall be required to contribute through payroll checkoff to maintenance of service fee per month as determined by the Union.~~

Section 2. Payroll deductions shall be made monthly from the salary of the employees upon presentation by the Union of authorized certification from the proper Union representatives and said Union dues ~~and fair share fee~~ deductions shall be remitted to the Union within fifteen (15) days.

2. ARTICLE 5 – WAGE RATES AND PAY DATES

Revise Section 2 regarding eligibility for retroactive wages.

Section 2. The bi-weekly and hourly wage rates annexed hereto as Exhibit “A” shall be paid all employees within this jurisdiction effective retroactive to ~~December 24, 2016~~ (the greater of a 2.0% increase or \$.40 per hour increase). The bi-weekly and hourly wage rates annexed hereto as Exhibit “B” shall be paid all employees within this jurisdiction effective ~~December 23, 2017~~ (2.5% increase). The bi-weekly and hourly wage rates annexed hereto as Exhibit “C” shall be paid all employees within this jurisdiction effective ~~December 22, 2018~~ (2.5% increase). Employees who have resigned, other than a retirement during the contract duration, or have involuntarily separated are not eligible to receive retroactive pay increases. Wage adjustments will be applied for the full pay period covered by the first bi-weekly paycheck of the new contract year. No lower or higher rates of pay shall be paid unless previously negotiated between the Employer and the Union.

When a new classification is created, the rate of pay for such new classification shall be negotiated between the Employer and the Union.

3. ARTICLE 6 – OVERTIME

Notice: To the extent the following existing contract provision may not have been enforced consistently, this is notice the clear language of the provision will be enforced by the County.

Section 4. For purposes of computing “hours worked” under this Article, authorized time off in the form of vacation, personal leave and holiday pay shall count as “hours worked.” Sick leave and compensatory time shall not count as “hours worked.”

4. ARTICLE 10 – VACATIONS & ARTICLE 11 – SICK LEAVE *(Housekeeping)*

Revise Section 2 of Article 10 and move part of the language to Article 11 – SICK LEAVE

The Employer reserves the right to add to, delete or modify proposals during the course of negotiations. The Employer’s negotiators have the authority to enter into tentative agreements, but all tentative agreements are subject to the approval of the Employer.

Section 2. Paid holidays occurring during an employee's approved vacation shall not be charged against vacation time but shall be treated as holidays. ~~Sick leave because of hospitalization of the employee or because of hospitalization or death in the employee's immediate family as defined in Article 11, Section 4, occurring during an employee's approved vacation shall not be charged against vacation time if the employee presents written verification.~~

ARTICLE 11, Section 4 adding a fourth paragraph

Sick leave because of hospitalization of the employee or because of hospitalization or death in the employee's immediate family as defined in Article 11, Section 4, occurring during an employee's approved vacation shall not be charged against vacation time if the employee presents written verification.

6. ARTICLE 12 – SICK LEAVE BANK

Notice: To the extent the following existing contract provision may not have been enforced consistently, this is notice the clear language of the provision will be followed by the County.

The Committee, upon establishing a need for additional funding of the Sick Leave Bank, shall provide written documentation of such need to the Human Resources Director at the beginning of the payroll year.

7. ARTICLE 12 – SICK LEAVE BANK

Revise 1. Second paragraph, as follows:

The Committee, upon establishing a need for additional funding of the Sick Leave Bank, shall provide written documentation of such need to the Human Resources Director at the beginning of the payroll year. Upon receipt of reasonable documentation, one (1) day of sick leave will be deducted from the total sick leave accumulation of each unit employee qualified to participate in the Sick Leave Bank and who has not yet donated a day, will be credited to the unit Sick Leave Bank. If additional funding is still needed, parties agree to meet and confer regarding deduction of an additional one (1) day from employees who have already donated.

9. ARTICLE 16 – TOOLS AND UNIFORMS

Add new Section 4. Land & Minerals Staff Protective Clothing Allowance, as follows:

Section 4. Clothing Allowance. An employee who works within the Land & Minerals department and whose classification is: Forestry Technician Trainee, Forestry Technician I, II or III, Forester Trainee, Forester I, II or III, Utility Worker II or Forest Road Technician, may receive up to \$150.00 reimbursement annually for the purchase of protective outdoor outerwear. A list of acceptable reimbursable items will be maintained by the Land & Minerals Department Head.

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10. ARTICLE 19 – PROBATION, TEMPORARY, SEASONAL

Section 1. The probation period for all new and promotional employees hired shall be six (6) months for full-time employees and the later of six (6) months or one thousand (1000) hours paid service for part-time employees, unless extended by the Department Head, not to exceed one year. A Department Head may extend the probationary period of an employee, not to exceed 24 calendar months, if the employee is unable to perform a majority of the essential functions of their position due to an approved work accommodation or approved leave of absence. Anytime during the extended probation period a Department Head can decide to accept the employee as qualified. If an employee is discharged during the initial probation, the employee shall not have any rights under the grievance procedure contained herein. Promotional employees may be demoted during their promotional probation period without rights under the grievance procedure.

11. ARTICLE 19 – PROBATION, TEMPORARY, SEASONAL

Add second paragraph to Section 2:

Temporary appointments may be made to a temporary position to accomplish long-term projects or work activities lasting more than six (6) months, but not to exceed one (1) calendar year as defined in MN Stat. 383C.043(e).

Modify Section 3, third paragraph

Seasonal and temporary appointments shall not be utilized to replace permanent part-time or full-time positions. Individuals appointed to seasonal and temporary positions do not accrue seniority, nor do they earn, accrue or participate in any benefits except paid holidays that fall within the period of their employment.

13. ARTICLE 27 – RENEWAL AND ARBITRATION

Revise to reflect the contract expiring December 31, 2022.

14. ARTICLE 27- RENEWAL AND ARBITRATION

~~Section 3. The Employer will print the contract for distribution to all present and future employees.~~

15. EXHIBIT G

Remove EXHIBIT G as the last referenced employee number, #066718 has retired.

16. EXHIBIT H - LETTER OF UNDERSTANDING (HEALTH PLAN CHANGES)

Change dates from “2017 – 2019” to “2020 – 2022.”

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17. IT-SUPPLEMENTAL LABOR AGREEMENT

See attached

18. SUPPLEMENTAL LABOR AGREEMENT – FLEXIBLE WORK SCHEDULES

See attached

MERIT SYSTEM BASIC UNIT

1. ARTICLE 3 – UNION ACTIVITY, UNION SECURITY

4. ~~All employees in the bargaining unit who are not members of the exclusive representative organization shall be required to contribute through payroll checkoff a fair share fee for services as designated by the exclusive representative in accordance with the Public Employment Labor Relations Act of 1971, as amended.~~

2. ARTICLE 4 – SELECTION OF PERSONNEL

The County proposes a Memorandum of Agreement establishing a limited contract reopener to address clean up language changes, such as noted below, in the event St. Louis County provides notice to move the administration of employees, covered by this contract, to being administered under MN Stat 383C.

Employment of social workers and other professional staff with the St. Louis County Public Health and Human Service Department is administered under ~~the rules of the Minnesota Merit System.~~ MN Stat 383C. The St. Louis County Public Health and Human Service Department is an equal opportunity employer. The positions of Social Worker and other professional staff are selected from the list of best qualified candidates under the rules of the ~~Minnesota Merit~~ Civil Service System. This includes appointments, promotions, transfers, and reinstatements from registers established by the examination. If the examination is given during working hours, the employee may take the exam, with supervisory approval, without losing any benefits.

3. ARTICLE 5 – APPOINTMENTS, STATUS

Revise Section1 regarding length of probationary period.

1. Probationary Period. All new, non-temporary employees are subject to a probationary period ~~during their first six months of employment.~~ The probationary period must be a minimum of six (6) months (or 1000 hours, whichever is greater) and may be extended, not to exceed one calendar year. A Department Head may extend the probationary period of an employee, not to exceed 24 calendar months, if the employee is unable to perform a majority of the essential functions of their position due to an approved work accommodation or approved leave of absence. Employees may ~~not take any paid vacation leave during this time.~~ use paid vacation leave during an extension of the original probationary period, provided upon the completion of the required original probationary period (six (6) months or 1000 hours, whichever is greater).

Promoted employees also serve a ~~six-month~~ probationary period in the new class. The probationary period must be a minimum of six (6) months (or 1000 hours, whichever is greater) and may be extended, not to exceed one year. (There is no restriction on vacation leave if total employment with the Employer exceeds six (6) months or 1000 hours, whichever is greater.)

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4. **ARTICLE 7 – SALARIES**

Revise Section 1 regarding eligibility for retroactive payments.

1. The bi-weekly and hourly wage rates annexed hereto as Exhibit “A” shall be paid all employees within this jurisdiction effective retroactive to ~~December 24, 2016 (the greater of a 2.0% increase or \$.40 per hour increase)~~. The bi-weekly and hourly wage rates annexed hereto as Exhibit “B” shall be paid all employees within this jurisdiction effective ~~December 23, 2017 (2.5% increase)~~. The bi-weekly and hourly wage rates annexed hereto as Exhibit “C” shall be paid all employees within this jurisdiction effective ~~December 22, 2018 (2.5% increase)~~. Employees who have resigned, other than a retirement during the contract duration, or have involuntarily separated are not eligible to receive retroactive pay increases. Salary adjustments will be applied for the full pay period covered by the first bi-weekly paycheck of the new payroll year. The basic hourly rate will be computed by dividing the bi-weekly rate by seventy-five (75).

The official payroll year shall be defined as commencing with the beginning of the pay period covered by the first bi-weekly paycheck of the new calendar year. The end of the payroll year shall apply to administration of the maximum sick leave accruals, waivers from the maximum vacation accumulation, as well as the use of allotted personal leave days specified in other provisions of this Agreement.

6. **ARTICLE 9 – OVERTIME**

Notice: To the extent the following existing contract provision may not have been enforced consistently, this is notice the clear language of the provision will be enforced by the County.

For purposes of computing “hours worked” under this Article, authorized time off in the form of vacation, personal leave and holiday pay shall count as “hours worked.”

7. **ARTICLE 9 – OVERTIME**

Delete reference to exempt designation under Fair Labor Standards Act as non-mandatory subject of bargaining.

~~Employees in this bargaining unit shall be deemed exempt under the Fair Labor Standards Act.~~

8. **ARTICLE 10 – HOLIDAYS**

Revise 3. Part-Time Employees, as follows:

3. Part-Time Employees. Part-time employees hired after January 1, 2004 shall earn holidays and personal leave on a pro-rated basis. The pro-ration for personal leave and holidays shall be computed by dividing the first 1000 hours worked by the number of pay periods to determine the average hours worked per pay period. The average hours worked per pay period will then be divided by 75 to determine the percentage of pro-ration for the remainder of the calendar payroll year. Annually thereafter, straight time

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hours worked in the preceding year will be divided by 1950 to determine the percentage of pro-ration. Employees who move from Full-time to Part-time or Part-time employees who change positions will receive a proration based on the full-time equivalent of the position to which they are appointed.

10. ARTICLE 12 – VACATION

Revise 1 second paragraph, for pro-ration of part-time employees accrual.

Vacation accrual for part-time employees shall be pro-rated in accordance with Article 10, Section 3: on a pay period basis. The pro-ration percentage for leave accruals shall be computed by dividing the hours worked during the pay period by 75. For purposes of Pro-ration all worked hours (at straight value) and all leave types will be included in the calculation.

11. ARTICLE 13 – SICK LEAVE

Revise 1 as follows:

1. Each permanent and probationary employee shall earn sick leave with pay and part-time employees' sick leave with pay earnings shall be pro-rated on a pay period basis. The pro-ration percentage for leave accruals shall be computed by dividing the hours worked during the pay period by 75. For purposes of Pro-ration all worked hours (at straight value) and all leave types will be included in the calculation. Sick leave shall be earned in accordance with the following schedule:

13. ARTICLE 14 – SICK LEAVE BANK

Notice: To the extent the following existing contract provision may not have been enforced consistently, this is notice the clear language of the provision will be followed by the County.

The Committee, upon establishing a need for additional funding of the Sick Leave Bank, shall provide written documentation of such need to the Human Resources Director at the beginning of the payroll year.

14. ARTICLE 14 – SICK LEAVE BANK

Revise 1. Second paragraph, as follows:

The Committee, upon establishing a need for additional funding of the Sick Leave Bank, shall provide written documentation of such need to the Human Resources Director at the beginning of the payroll year. Upon receipt of reasonable documentation, one (1) day of sick leave will be deducted from the total sick leave accumulation of each unit employee (one-half (1/2) day for employee job sharing) qualified to participate in the Sick Leave Bank and who has not yet donated a day, to be credited to the Merit System Basic Unit Emergency Sick Leave Bank. If additional funding is still needed, parties agree to meet and confer regarding deduction of an additional one (1) day from employees who have already donated.

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16. ARTICLE 20 – GRIEVANCE PROCEDURE

Modify Section B. to allow the grievant an opportunity to meet with the Department Head to consider the issues being presented

B. If no understanding is reached, the aggrieved employee and/or ~~his/her~~ the employee's authorized representative shall within ten calendar days of the occurrence of the grievance present the written grievance to the Department Head. ~~Department's Human Resources representative.~~ Within ten (10) calendar days thereafter, the Department Head ~~the Human Resources representative~~ shall submit ~~his/her~~ an answer in writing to the aggrieved employee and/or ~~his/her~~ the employee's representative.

18. ARTICLE 24 – TERMINATION AND RENEWAL

Revise to reflect a contract expiring December 31, 2022.

19. EXHIBIT H – LETTER OF UNDERSTANDING (GRANDFATHERED STATUS OF PRORATION)

Remove EXHIBIT H as the last referenced employee number, #088283 has retired.

20. EXHIBIT I - LETTER OF UNDERSTANDING (HEALTH PLAN CHANGES)

Change dates from “2017 – 2019” to “2020 – 2022.”

21. SUPPLEMENTAL LABOR AGREEMENT – FLEX SCHEDULEING

See attached

MAJOR ECONOMIC ITEMS – SUBJECT TO TOTAL ECONOMIC PACKAGE

CIVIL SERVICE BASIC UNIT

19. ARTICLE 5 – WAGE RATES AND PAY DATES See U7

Wages 2020 – Civil Service Basic wage increase of \$.40 per hour

Wages 2020 – 2.0% general wage increase
Wages 2021 – 2.25% general wage increase
Wages 2022 – 2.25% general wage increase

20. ARTICLE 13 – EMPLOYEE INSURANCE PLANS

Section 1. Health Insurance. The Employer agrees to permit all permanent and probationary employees to be covered by the St. Louis County Group Health Care Plan.* The Employer shall contribute to the premium as follow for full-time employees:

Single Coverage	100% <u>91%</u> of Total Single Premium
Dependent Family Coverage	80% <u>82%</u> of Total Family Premium

The Employer shall contribute to the premium for part-time employees pursuant to Section 6 of this Article.

~~See attached Memorandum of Understanding.~~
[Remove EXHIBIT F – Self-Insured Medical Plan Funding]

[*NOTE: The actual descriptions of the Group [Health Care Plan benefits are contained in the plan documents and are available in the Human Resources Department.]

**U7: MSB – ARTICLE 7 SALARIES
CSB – ARTICLE 5 WAGE RATES AND PAY DATES**

See below CSB E19 and MSB E22

**U8: MSB EXHIBIT: A, B and C LONGEVITY: Add to MSB.
CSB EXHIBIT: A, B and C LONGEVITY: Add to CSB and reduce duration of time.**

See Attached Employer proposal effective December 18, 2021 (Year 3).

Implementation Note: As part of the implementation of the modifications to the salary schedule effective December 18, 2021, an employee who is eligible for a step increase will move to the next highest step in their salary range, on the employee's anniversary date. The employee will continue to move through their salary range on the employee's anniversary date, pursuant to Civil Service Rule 4.4 until such time the employee's step placement is commensurate with years of service.

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MAJOR ECONOMIC ITEMS – SUBJECT TO TOTAL ECONOMIC PACKAGE

MERIT SYSTEM BASIC UNIT

22. ARTICLE 7 – SALARIES See U7

Wages 2020 – 2.0% general wage increase
Wages 2021 – 2.25% general wage increase
Wages 2022 – 2.25% general wage increase

23. ARTICLE 15 – INSURANCE

Section 1. Health Insurance. The Employer agrees to permit all permanent and probationary employees to be covered by the St. Louis County Group Health Care Plan.* The Employer shall contribute to the premium as follow for full-time employees:

Single Coverage	100% <u>91%</u> of Total Single Premium
Dependent Family Coverage	70% <u>82%</u> of Total Family Premium

The Employer shall contribute to the premium for part-time employees pursuant to Section 6 of this Article.

~~See attached Memorandum of Understanding.~~
[Remove EXHIBIT G – Self-Insured Medical Plan Funding]

[*NOTE: The actual descriptions of the Group [Health Care Plan benefits are contained in the plan documents and are available in the Human Resources Department.]

U7: **MSB – ARTICLE 7 SALARIES**
CSB – ARICLE 5 WAGE RATES AND PAY DATES

See below CSB E19 and MSB E22

U8: **MSB EXHIBIT: A, B and C LONGEVITY:** Add to MSB.
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EMPLOYER'S RESPONSE TO US

**RESTRICTURED PAY PLAN EFFECTIVE DECEMBER 18, 2021 (YEAR 3)
2019 WAGES USED FOR ILLUSTRATION PURPOSES**

PAY PLAN B1

ST. LOUIS COUNTY CIVIL SERVICE - BASIC UNIT
Restructured Pay Plan
FOR GRADES 7 - 38
PAY PLAN EFFECTIVE

Grade	Upon completion of years																					
	Proposed Stepping		Start	1	2	3	4	5	6	8	10	12	14	16	18	20	22					
	Current completion of years	Start	St 1	St 2	St 3	St 4	St 5	St 6	St 7	St L1	St L2	St L3	St L4	St L5	St L6	St L7	St L8					
B07	Hourly	15.69	1176.75	2550	2624	2701	2784	2873	2958	3055	3088	3149	3188	3252	3299	3365	3413	3433				
B08	Hourly	16.15	1211.25	2624	2701	2784	2873	2958	3055	3088	3149	3188	3252	3299	3365	3413	3433	3550				
B09	Hourly	16.62	1246.50	2701	2784	2873	2958	3055	3149	3188	3252	3299	3365	3413	3481	3534	3604	3676				
B10	Hourly	17.13	1284.75	2784	2873	2958	3055	3149	3252	3299	3365	3413	3481	3534	3604	3661	3734	3809				
B11	Hourly	17.68	1326.00	2873	2958	3055	3149	3252	3365	3413	3481	3534	3604	3661	3734	3788	3864	3942				
B12	Hourly	18.20	1365.00	2958	3055	3149	3252	3365	3481	3534	3604	3661	3734	3788	3864	3919	3998	4077				
B13	Hourly	18.80	1410.00	3055	3149	3252	3365	3481	3604	3661	3734	3788	3864	3919	3998	4061	4142	4225				
B14	Hourly	19.38	1453.50	3149	3252	3365	3481	3604	3734	3788	3864	3919	3998	4061	4142	4215	4300	4386				
B15	Hourly	20.01	1500.75	3252	3365	3481	3604	3734	3864	3919	4061	4142	4215	4300	4373	4461	4550	4633				
B16	Hourly	20.71	1553.25	3365	3481	3604	3734	3864	3998	4061	4142	4215	4300	4373	4461	4542	4633	4726				
B17	Hourly	21.42	1606.50	3481	3604	3734	3864	3998	4142	4215	4300	4373	4461	4542	4633	4709	4804	4900				
B18	Hourly	22.18	1663.50	3604	3734	3864	3998	4142	4300	4373	4461	4542	4633	4709	4804	4888	4986	5085				
B19	Hourly	22.98	1723.50	3734	3864	3998	4142	4300	4461	4542	4633	4709	4804	4888	4986	5076	5177	5281				
B20	Hourly	23.78	1783.50	3864	3998	4142	4300	4461	4633	4709	4804	4888	4986	5076	5177	5273	5379	5486				
B21	Hourly	24.60	1845.00	3998	4142	4300	4461	4633	4804	4888	4986	5076	5177	5273	5379	5471	5580	5692				
B22	Hourly	25.49	1911.75	4142	4300	4461	4633	4804	4986	5076	5177	5273	5379	5471	5580	5688	5801	5917				
B23	Hourly	26.46	1984.50	4300	4461	4633	4804	4986	5177	5273	5379	5471	5580	5688	5801	5906	6024	6144				
B24	Hourly	27.45	2058.75	4461	4633	4804	4986	5177	5379	5471	5580	5688	5801	5906	6024	6135	6258	6383				
B25	Hourly	28.51	2138.25	4633	4804	4986	5177	5379	5580	5688	5801	5906	6024	6135	6258	6371	6498	6628				
B26	Hourly	29.56	2217.00	4804	4986	5177	5379	5580	5801	5906	6024	6135	6258	6371	6498	6623	6755	6890				
B27	Hourly	30.68	2301.00	4986	5177	5379	5580	5801	6024	6135	6258	6371	6498	6623	6755	6884	7022	7162				
B28	Hourly	31.86	2389.50	5177	5379	5580	5801	6024	6258	6371	6498	6623	6755	6884	7022	7153	7296	7442				
B29	Hourly	33.10	2482.50	5379	5580	5801	6024	6258	6498	6623	6755	6884	7022	7153	7296	7424	7573	7724				
B30	Hourly	34.34	2575.50	5580	5801	6024	6258	6498	6755	6884	7022	7153	7296	7424	7573	7714	7868	8026				
B31	Hourly	35.70	2677.50	5801	6024	6258	6498	6755	7022	7153	7296	7424	7573	7714	7868	8015	8175	8339				
B32	Hourly	37.07	2780.25	6024	6258	6498	6755	7022	7296	7424	7573	7714	7868	8015	8175	8334	8500	8670				
B33	Hourly	38.51	2888.25	6258	6498	6755	7022	7296	7573	7714	7868	8015	8175	8334	8500	8665	8838	9015				
B34	Hourly	39.99	2999.25	6498	6755	7022	7296	7573	7868	8015	8175	8334	8500	8665	8838	9003	9183	9367				
B35	Hourly	41.57	3117.75	6755	7022	7296	7573	7868	8175	8334	8500	8665	8838	9003	9183	9356	9544	9734				
B36	Hourly	43.21	3240.75	7022	7296	7573	7868	8175	8500	8665	8838	9003	9183	9356	9544	9732	9927	10126				
B37	Hourly	44.90	3367.50	7296	7573	7868	8175	8500	8838	9003	9183	9356	9544	9732	9927	10128	10330	10537				
B38	Hourly	46.60	3495.00	7573	7868	8175	8500	8838	9183	9356	9544	9732	9927	10128	10330	10526	10736	10951				
	Biweekly	3631.50	3773.25	3923.25	4079.25	4238.25	4318.38	4404.75	4491.91	4581.75	4674.26	4767.75	4858.09	4955.25	5054.36	5156.07	5260.39	5367.39				
	Hourly	48.42	50.31	52.31	54.39	56.51	57.58	58.73	59.89	61.09	62.32	63.57	64.77	66.07	67.39							

EMPLOYER'S RESPONSE TO U8

**RESTRUCTURED PAY PLAN EFFECTIVE DECEMBER 18, 2021 (YEAR 3)
2019 WAGES USED FOR ILLUSTRATION PURPOSES**

PAY PLAN MB

**MERIT SYSTEM - BASIC UNIT EMPLOYEES
Restructured PAY PLAN
Reflects Longevity 2 years after Years to Max
PAY PLAN EFFECTIVE**

CLASSIFICATION	New Longevity											
	1	2	3	4	5	6	7	8	9	10	11	12
Accountant	44,051	45,884	47,853	49,862	51,968	54,347	57,018	59,651	62,264	64,858	67,445	70,022
L1 at 10 years	3671	3824	3988	4155	4331	4529	4752	4971	5189	5408	5627	5846
Contract Services Representative	1694.25	1764.75	1840.50	1917.75	1998.75	2090.25	2193.00	2294.25	2394.75	2494.50	2593.50	2691.75
L1 at 11 years	22.59	23.53	24.54	25.57	26.65	27.87	29.24	30.69	32.21	33.80	35.46	37.19
Health Informatics Specialist	48,965	50,954	53,196	55,712	58,383	60,977	63,726	66,456	69,169	71,868	74,555	77,232
L1 at 12 years	4080	4246	4433	4643	4865	5081	5311	5538	5795	6071	6338	6612
Licensed Independent Clinical Social Worker	1959.75	1959.75	2046.00	2142.75	2245.50	2345.25	2451.00	2556.00	2674.50	2802.00	2925.00	3051.59
PHHS Program Analyst	26.13	27.28	28.57	29.94	31.27	32.68	34.08	35.66	37.36	39.00	40.69	42.42
Psychologist II	50,954	53,196	55,712	58,383	60,977	63,726	66,456	69,169	71,868	74,555	77,232	79,900
L1 at 13 years	4246	4433	4643	4865	5081	5311	5538	5795	6071	6338	6612	6886
Psychologist IV	1959.75	1959.75	2046.00	2142.75	2245.50	2345.25	2451.00	2556.00	2674.50	2802.00	2925.00	3051.59
L1 at 9 years	29.94	31.27	32.68	34.08	35.66	37.36	39.00	40.69	42.42	44.21	46.06	47.97
Social Worker, Social Worker (CPS), Social Worker (LS)	41,516	43,232	45,006	46,956	48,965	50,954	53,196	55,712	58,383	60,977	63,726	66,456
L1 at 9 years	3460	3603	3751	3913	4080	4246	4433	4643	4865	5081	5311	5538
Social Worker (MSW)	1596.75	1662.75	1731.00	1806.00	1883.25	1959.75	2046.00	2142.75	2245.50	2345.25	2451.00	2556.00
L1 at 11 years	21.29	22.17	23.08	24.08	25.11	26.13	27.28	28.57	29.94	31.27	32.68	34.08
Staff Development Specialist Sr	58,383	60,977	63,726	66,456	69,169	71,868	74,555	77,232	79,900	82,563	85,226	87,889
L1 at 10 years	4865	5081	5311	5538	5795	6071	6338	6612	6886	7161	7436	7711
Staff Development Specialist Sr	2245.50	2345.25	2451.00	2556.00	2674.50	2802.00	2925.00	3051.59	3178.00	3304.50	3431.00	3557.50
L1 at 10 years	29.94	31.27	32.68	34.08	35.66	37.36	39.00	40.69	42.42	44.21	46.06	47.97

The salary steps herein shall not include any amounts paid by any Social Service Board under the provisions of Minnesota Statutes, Section 471.61.

St. Louis County

Explanation of Health Insurance Updates

ER 13 11/21
@ 745

Tiered Provider Network effective January 1, 2021:

In-network providers with the lowest cost measures, as determined by the third party insurance carrier, are assigned to "Tier 1", all other in-network providers are assigned to "Tier 2", plus an out-of-network providers tier. Emergency Room care always "Tier 1" regardless of location. Duluth, Ely, Hibbing and Virginia will each have, at a minimum, one Tier 1 provider.

Medical Plan Highlights	Tier 1	Tier 2	Out of Network
Annual deductible options <i>(Deductibles will cross-apply across tiers)</i>	Individual: \$250 \$400 Family: \$500 \$800	Individual: \$500 \$800 Family: \$1,000 \$1,600	Individual: \$750 \$1,200 Family: \$1,500 \$2,400
Coinsurance	90% after deductible	70% after deductible	50% after deductible
Medical Out-of-pocket maximum <i>(OOP Maximums will cross-apply across tiers)</i>	Individual: \$750 \$1,200 Family: \$1,500 \$2,400	Individual: \$2,500 \$2,400 Family: \$6,000 \$4,800	Individual: \$5,500 \$6,000 Family: \$11,000 \$12,000
Out-of-pocket maximum including Rx <i>(ACA requirement that Medical + Rx OOP cannot exceed; indexed in future years to ACA cap)</i>	Individual: \$5,600 (2019) Family: \$11,200 (2019)	Individual: \$5,600 (2019) Family: \$11,200 (2019)	Individual: \$5,600 (2019) Family: \$11,200 (2019)

Adopt KeyRx Formulary effective January 1, 2021

~~Amend the Eligible Dependents section of the Plan Summary Description as follows effective January 1, 2020:~~

Eligible Dependents

Note: If both you and your spouse are employees of the employer, you may be covered as either an employee or as a dependent, but not both. Your eligible children may be covered under either parent's coverage, but not both.

Spouse

Spouse to whom you are legally married. ~~A spouse is required to be enrolled in their own employer's group health plan, whenever available, in order to be eligible for enrollment in this Plan.~~

November 21, 2019

Reference:

B, C and E

