

## Summary of Tentative Agreement between MMA and MMB

### WAGES

- 2.5% Across the Board (ATB) general increase effective July 1, 2021
- 2.5% Across the Board (ATB) general increase effective July 1, 2022
- No changes to step progression

### INSURANCE (effective January 1, 2022)

- No plan design changes - no change in copay, deductible
- Premium increase per paycheck of \$0.55 for single and \$ 3.75 for family
- 3D mammograms same out of pocket cost as 2d mammograms
- Insurance waiting period is 30 days after hire instead of 35 days
- Emergency room out of pockets costs are streamlined, flat rate, no deductible or coinsurance
- Short Term Disability Open Enrollment every 5 years (open this year)

### HOLIDAYS

- New Holiday – Juneteenth (June 19)
- Change in supplements for supervisors who are assigned to work on a holiday
  - o Premium of \$12.50/hr up to a max of \$125 per day (old language \$40 for 4 hours/\$80 for 8 or more hours)

### DEFERRED COMPENSATION

- Beginning July 1, 2022, all supervisors are eligible to convert up to 40 hours of vacation to deferred compensation (currently only those at the top of their range are eligible)
- Delete language requiring use of 3 hours of vacation for every hour of vacation the supervisor would like to convert to deferred comp

### ARTICLE 11 – HOURS WORKED

- For supervisors in Range 19 and above, sick leave will now be counted as time worked for purposes of calculating overtime at straight time (currently sick leave is not counted as time worked)

### MEAL ALLOWANCES

- Increase in meal allowances - breakfast increases \$1; lunch increases \$2; dinner increases \$3 for both regular and high cost

### SUPPLEMENTS

DOC – \$1500 lump sum payment for all Corrections Lieutenants and Corrections Captains effective January 1, 2022 and \$1500 lump sum payment for all Corrections Lieutenants and Corrections Captains effective January 1, 2023

COMMERCE - Increases in Availability Pay, Contracted Services, and Clothing and Law Enforcement Equipment Allowance

MINNESOTA STATE – Language change to clarify when statutorily unclassified supervisors have just cause protection

DHS – New language - exempt supervisors who are required to work beyond their normal scheduled shift because of a coverage need and there are no other staff available, will be paid at a rate of time and a half for additional hours worked

DNR – Agree to language regarding calculation of Out of State Firefighting compensation

### INEQUITIES

- Radio Communication Supervisors are granted a range reassignment from Range 13k to Range 16k and we agree to delete the \$2/hr differential listed in DPS supplement

### OTHER

- Delete language regarding investigatory leave letters in personnel file
- IOD pilot language modified and permanent
- Agree to language providing holiday, vacation, and sick leave eligibility for C700 supervisors
- Agree to extend recruitment, referral, equity adjustment, and student loan reimbursement pilot program language
- Agree to contract language that allows MMA and MMB to mutually agree to make non-substantive, clerical corrections to the contract during the contract period
- Modify language to reflect change in arbitration process for supervisors who are peace officers and supervise peace officers