CHANGES IN THE 2017-2019 COMMISSIONER’S PLAN

The Commissioner’s Plan, authorized by M.S. 43A.18, subdivision 2, establishes the compensation, terms, and conditions of employment for all non-managerial classified and unclassified employees (except unclassified employees of the legislative and judicial branches) who are not covered by a collective bargaining agreement and who are not otherwise provided for in law.

Unless otherwise indicated, all changes will be effective upon ratification by the Legislature.

CHAPTER 1 – COVERAGE
Technical date change.

CHAPTER 2 – HOURS OF WORK AND OVERTIME
Technical changes.

CHAPTER 3 – HOLIDAYS
Clarifying language added to have eligibility consistent with other Plans.

CHAPTER 4 – VACATION LEAVE
Technical change. Deletion of the word “continuous”, to be consistent with other Plans.

CHAPTER 5 – SICK LEAVE
Incorporated the language of the Letter in the back of the Plan along with MN Statute 181.9412 into the Chapter.

Minor technical edits for clarity.

CHAPTER 6 – OTHER LEAVES OF ABSENCE
Paid Parenting Leave added. (The language is consistent with all Contracts and Plans.)

CHAPTER 7 – PROBATIONARY AND TRIAL PERIODS
No change.

CHAPTER 8 – EMPLOYEE DEVELOPMENT AND CAREER ADVANCEMENT
No change.

CHAPTER 9 – LIMITED INTERRUPTIONS OF WORK AND PERMANENT NON-DISCIPLINARY SEPARATIONS
No change.

CHAPTER 10 – SENIORITY, LAYOFF AND RECALL
No change.

CHAPTER 11 – DISCIPLINARY ACTION
Technical change.

CHAPTER 12 – RESOLUTION OF DISPUTES
No change.
CHAPTER 13 – INSURANCE
Section 1 – State Employee Group Insurance Program
Clarifying language for Benefits Summary.

Clarification language regarding “retirees” added.

Section 4 – Amount of Employer Contribution
Technical date changes.

Minimum employee contribution for dental changed from $5.00 to $13.50.

Section 5 – Coverage Changes and Effective Dates
Language allowing plan participants to waive medical coverage added to the section.

Section 6 – Basic Coverages
Technical date changes.

Language relating to “Special Coverage for ‘Grandfathered Diabetic Group’” and “Special Coverage for Nicotine Replacement Therapies” deleted.

Copayment for network convenience clinics and online care eliminated.

Implants added under dental coverage.

The in-network and out-of-network deductibles for implants, prosthetics, prosthetic repairs and orthodontics were changed to 80% and 50%, respectively.

Dental annual maximum benefit payable from $1,500 to $2,000.

Orthodontia benefits language “available eligible children ages 8 through 18” deleted.

Language added to allow employees moving from a temporary position to a permanent position to enroll in both short-term and long-term disability.

CHAPTER 14 – SALARY ADMINISTRATION
Technical date changes.

General salary increases changed: for 2017, 2.0%; for 2018, 2.25%.

Clarifying language under “Performance-Based Salary Increases” added.

Recruitment, retention, and referral incentives, along with a student loan repayment reimbursement program added for the Behavioral Med Practitioners classification. All of these provisions will expire on June 30, 2019.

CHAPTER 15 – EXPENSE REIMBURSEMENT
No change.

CHAPTER 16 – RELOCATION EXPENSES
No change.
CHAPTER 17 – HOUSING
No change.

CHAPTER 18 – EMPLOYEE SAFETY
No change.

CHAPTER 19 – WORKERS’ COMPENSATION, INJURED ON DUTY PAY
No change.

CHAPTER 20 – AMERICANS WITH DISABILITIES ACT
No change.

CHAPTER 21 – EARLY RETIREMENT INCENTIVE
No change.

APPENDICES:

A – GLOSSARY
No change.

B – VACATION LEAVE PRORATION SCHEDULE
No change.

C – SICK LEAVE PRORATION SCHEDULE
No change.

D – HOLIDAY PRORATION SCHEDULE
No change.

E-1 – CLASSIFICATION AND COMPENSATION ASSIGNMENTS
Updated and retitled the heading.

E-2 – SALARY RANGE ASSIGNMENTS
Deleted (Duplicative of E-1.)

F – 1 – SALARY RANGES
Updated the salary ranges for July 1, 2017 – June 30, 2018.

F-2 – SALARY RANGES
Updated the salary ranges for July 1, 2018 – June 30, 2019.

G – STATUTORY APPEAL PROCEDURE FOR DISCHARGE, SUSPENSION, DEMOTION, OR REDUCTION IN PAY
Deleted entire section as unnecessary

G – PHASED RETIREMENT PILOT (NEW)
Addition of Phased Retirement Pilot program.
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H – HIGH COST CENTERS FOR MEAL REIMBURSEMENT
No change.

I – RIGHTS TO ACCESS AND CONTEST DATA
No change.

J – OTHER POLICIES
Name change, deleted list of policies, refer readers to State websites that contain current policies.

K – STATE PATROL SUPERVISORS
Technical changes.

Clarified rate of pay for escort and contracted services.

L – EMPLOYEES OF THE MINNESOTA STATE COLLEGES AND UNIVERSITIES
Name change from MnSCU to Minnesota State.

M – ADDENDUM FOR MEDICAL SPECIALISTS
No change.

N – DNR DIVISION OF ENFORCEMENT SUPERVISORS
Technical changes.

O – (NEW) CONNECT 700 PARTICIPANTS COVERED BY THE PLAN
Added language clarifying how holidays, vacation leave, and sick leave should be handled for Connect 700 employees

LETTERS: Expansion of Sick Leave Benefits
Deleted. Incorporated language into Chapter 5.