

CHANGES IN THE 2017-2019 MEDICAL SPECIALIST'S ADDENDUM TO THE COMMISSIONER'S PLAN

This addendum to the Commissioner's Plan, authorized by M.S. §43A.18, subdivision 2, establishes the compensation, terms, and conditions of employment for all classified and unclassified employees in positions designated as medical specialists.

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

CHAPTER 1 – COVERAGE

Technical date change.

CHAPTER 2 – HOURS OF WORK

No change.

CHAPTER 3 – HOLIDAYS

Clarifying language added to have eligibility consistent with other Plans.

CHAPTER 4 – VACATION LEAVE

Deletion of the word "continuous."

CHAPTER 5 – SICK LEAVE

Incorporated the language of the Sick Leave 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

Developmental Leave added. (Moved from Chapter 8.)

Paid Parenting Leave added. (The language is consistent with all Contracts and Plans.)

CHAPTER 7 – PROBATIONARY PERIOD

No change.

CHAPTER 8 – PROFESSIONAL DEVELOPMENT

Developmental Leave deleted. (Moved to Chapter 6.)

CHAPTER 9 – LIMITED INTERRUPTIONS OF WORK AND PERMANENT NON-DISCIPLINARY SEPARATIONS

No change.

CHAPTER 10 – LAYOFF, RECALL, TERMINATION OF UNCLASSIFIED APPOINTMENTS

No change.

CHAPTER 11 – CORRECTIVE ACTION AND DISCHARGE

No change.

CHAPTER 12 – RESOLUTION OF DISPUTES - GENERAL

No change.

CHANGES IN THE 2017 – 2019 MEDICAL SPECIALIST’S ADDENDUM TO THE COMMISSIONER’S PLAN

CHAPTER 13 – INSURANCE

Section 1 – Medical Specialist Group Insurance Program (SEGIP)

Clarifying language for Benefits Summary.

Clarification language regarding “retirees” added.

Section 2 – Medical Specialists – Special Eligibility

Clarification added to show the inclusion of “retirees.”

Section 4 – Amount of Employer Contribution

Technical date changes.

Minimum Medical Specialist contribution for dental changed from \$5.00 to \$13.50.

Section 5 – Coverage Changes and Effective Dates

Language allowing managers 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.

CHAPTER 14 – SALARY ADMINISTRATION

Technical date changes.

Language relating to the Forensic Psychologist classification deleted. (The Forensic Psychologist series has been abolished.)

The discretionary hiring incentive for all Medical Specialists was increased to a maximum of 10% of base salary, not to exceed \$20,000.

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

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

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“Wage Differentials – Department of Human Services” section deleted.

Under severance payments, the word “continuous” is deleted.

CHAPTER 15 – EXPENSE REIMBURSEMENT

No change.

CHAPTER 16 – RELOCATION EXPENSES

No change.

CHAPTER 17 – MEDICAL SPECIALIST SAFETY

No change.

CHAPTER 18 – WORKERS’ COMPENSATION, INJURED ON DUTY PAY

No change.

CHAPTER 19 – AMERICANS WITH DISABILITIES ACT

No change.

CHAPTER 20 – EARLY RETIREMENT INCENTIVE

No change.

CHAPTER 21 – DEPARTMENT OF HUMAN SERVICES: CREDENTIALING, MEDICAL STAFF MEMBERSHIP, AND CLINICAL PRIVILEGES

All Forensic Psychiatrist classifications are deleted and replaced by the new Psychiatrist 1-5 classifications. New basic criteria for the Psychiatrist classifications are added.

CHAPTER 22 – DEPARTMENT OF HUMAN SERVICES: RESOLUTION OF DISPUTES – MEDICAL PRACTICES

No change.

APPENDICIES:

A – GLOSSARY

No change.

B – VACATION LEAVE PRORATION SCHEDULE

No change.

C – SICK LEAVE PRORATION SCHEDULE

No change.

D – HOLIDAY PRORATION SCHEDULE

No change.

CHANGES IN THE 2017 – 2019 MEDICAL SPECIALIST’S ADDENDUM TO THE COMMISSIONER’S PLAN

E – 1 – SALARY RANGES

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

E-2 – SALARY RANGES

Updated the salary ranges for July 1, 2018 – June 30, 2019.

F – STATUTORY APPEAL PROCEDURE

Deleted as unnecessary.

(NEW) F – PHASED RETIREMENT PILOT

Added this section on the Phased Retirement Pilot program.

G – HIGH COST CENTERS FOR MEAL REIMBURSEMENT

No change.

H – RIGHTS TO ACCESS AND CONTEST DATA

No change.

I – OTHER POLICIES

Individual list of policies deleted. URLs for two state websites to access current policies added.

J – (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

J – EXPANSION OF SICK LEAVE BENEFITS LETTER

Deleted. Incorporated into Chapter 5.