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.
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.
“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.
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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.