

Summary of Updates to the 2023 – 2025 Managerial Plan

Preamble

- No changes

Chapter 1 – Coverage

- No changes

Chapter 2 – Work Schedule

- Expanded criteria for overtime eligibility to include critical time periods when balancing is not feasible
- Expanded payment options to include cash or comp time on an hour-for-hour basis or as a lump sum
- Added language to permit increasing or decreasing hours from full or part time (or vice versa) with mutual consent of employee and management

Chapter 3 – Holidays

- No changes

Chapter 4 – Vacation Leave

- Expanded options to consider length of service for establishing vacation accrual credit.

Chapter 5 – Sick Leave

- Statutory definition of “family” as of 1/1/2024 added into sick leave language; other changes for intermittent, emergency and temporary Managers now eligible per law for sick leave accrual
- Expanded eligibility to PPL for Managers who experience a stillbirth.

Chapter 6 – Other Leaves of Absence

- Adds 40 hours transition leave for those non-certified Managers to return to other position

Chapter 7 – Probationary Period

- No changes

Chapter 8 – Management Development

- No changes

Chapter 9 – Limited Interruptions for Work and Permanent Non-disciplinary Separations

- No changes

Chapter 10 – Seniority, Layoff, Termination of Unclassified Appointment, and Reemployment

- No changes

Chapter 11 – Disciplinary Action

- No Change

Chapter 12 – Resolution of Disputes

- No Change

Chapter 13 – Insurance

1. Medical plan:

- Effective January 1, 2024, cost-sharing for mental health and substance use office visits will be reduced or eliminated according to the enrollee's PCC cost level:
 - Cost levels 1 and 2 will have a \$0 copay and waived deductible.
 - Copayments for cost levels 3 and 4 will be reduced by \$20 each (meaning \$50 and \$70, respectively), and the deductible will still apply.
- Effective January 1, 2024, certain medically necessary dental procedures that result from cancer treatment will now be covered under the medical plan.
- Effective January 1, 2024, the fertility pilot program introduced in the most recent contract will be made permanent and expanded to members of any health plan administrator.
- Effective January 1, 2024, the Point of Service out-of-area benefit requiring advance manual enrollment will be eliminated. Instead, every SEGIP member will qualify for out-of-area coverage for all eligible services (provider must still be in-network with the member's health plan administrator).
- Effective January 1, 2025, the wellbeing incentive (\$70 deductible credit) will no longer be offered.

2. Dental plan:

- Effective January 1, 2024, the employee share of the single premium is changing from a flat rate of \$13.50 to 30% of the overall single premium.
- Effective January 1, 2024, the dental plan annual maximum is increasing from \$2,000 to \$2,200.
- Effective January 1, 2024, if an employee elects dental benefits on their own policy, dollars spent on orthodontia when the employee was a dependent of another policyholder will not be applied toward the new policy's lifetime maximum for orthodontia.

3. Other:

- Effective upon contract ratification, in the event of the death of a pre-65 former state employee out on early retirement through CERP, the surviving family members will continue to receive the employer contribution toward insurance that was in place at the time of the retiree's passing.

- b. Effective January 1, 2024, the paid-up life benefit for optional life insurance, which is fully employee-paid, will increase from 15% to 20% of the policy amount.

Chapter 14 – Salary Administration

- 5.5% general adjustment increase on July 1, 2023; 4.5% general adjustment increase on July 1, 2024
- Pay for Exam Monitors now equal to state Minimum Wage
- Increases Achievement Award limit to \$3,000; add option of a base-pay adjustment.
- Update calculation for Achievement Award distribution as smaller agencies
- Added optional Incentive Program language for Appointing Authorities to consider.
- Changes in salary administration sections to reflect pay history ban to be effective January 1, 2024
- Increased deferred compensation match from \$400 to \$500
- Non-substantive updates to Student Loan Reimbursement section

Chapter 15 – Expense Reimbursement

- Clarification to mileage reimbursement when an employee works at multiple locations
- Breakfast reimbursement changed from \$10 to \$11
- New mileage provision for those whose work location permanently closes

Chapter 16 – Relocation Expenses

No changes.

Chapter 17 – Housing

No changes.

Chapter 18 – Manager Safety

No changes

Chapter 19 – Workers' Compensation; Injured on Duty Pay

No changes

Chapter 20 – Americans with Disabilities Act

No changes

Chapter 21 – Early Retirement Incentives

- Added provision for NR Enforcement Manager 2 classification; enrolled dependents continue coverage if retired manager dies before age 65

Grids and Appendixes

- Addition of sick leave proration schedule in conformity with law effective January 1, 2024
- Eliminate references to DNR Enforcement Manager 2 as they are now represented by a union

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