

## **CHANGES IN THE 2017 - 2019 MANAGERIAL PLAN**

The Managerial Plan, authorized by M.S. 43A.18, subdivision 3, establishes the compensation, terms, and conditions of employment for all classified and unclassified employees in positions identified by the Commissioner of Minnesota Management & Budget as managerial.

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

### **CHAPTER 1 – COVERAGE**

Technical date change.

### **CHAPTER 2 – WORK SCHEDULE**

No change.

### **CHAPTER 3 – HOLIDAYS**

Removed eligibility for double pay on a holiday.

### **CHAPTER 4 – VACATION LEAVE**

No change.

### **CHAPTER 5 – SICK LEAVE**

Incorporated the language of the Letter in the back of the Managerial Plan along with MN Statute 181.9412 into the Chapter.

Minor technical edits for clarity.

### **CHAPTER 6 – OTHER LEAVES OF ABSENCE**

Managerial Development Leave included under this Chapter. (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 – MANAGEMENT DEVELOPMENT**

Managerial Development Leave deleted. (Moved to Chapter 6.)

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

No change.

### **CHAPTER 10 – SENIORITY, LAYOFF, RECALL, TERMINATION OF UNCLASSIFIED APPOINTMENT, AND REAPPOINTMENT**

No change.

### **CHAPTER 11 – DISCIPLINARY ACTION**

Deleted language allowing managers to have disciplinary reprimands removed from their personnel records.

## **CHANGES IN THE 2017 - 2019 MANAGERIAL PLAN**

### **CHAPTER 12 – RESOLUTION OF DISPUTES**

No change.

### **CHAPTER 13 – INSURANCE**

#### **Section 1 – Manager Group Insurance Program**

Clarifying language for Benefits Summary.

Clarification language regarding “retirees” added.

#### **Section 4 – Amount of Employer Contribution**

Technical date changes.

Minimum manager 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.

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

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

Language added to “Hiring Incentive” to allow a discretionary hiring incentive of up to \$10,000 with MMB approval.

### **CHAPTER 15 – EXPENSE REIMBURSEMENT**

No change.

### **CHAPTER 16 – RELOCATION EXPENSES**

No change.

## CHANGES IN THE 2017 - 2019 MANAGERIAL PLAN

### CHAPTER 17 – HOUSING

No change.

### CHAPTER 18 – MANAGER 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.

## **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.

### E – Salary Range Assignments

Updated.

### F-1 – Compensation Grid 20A & 20B for July 1, 2017 – June 30, 2018

Updated.

### F-2 – Compensation Grid 20A & 20B for July 1, 2018 – June 30, 2019

Updated.

### G – Statutory Appeal Procedure

Deleted.

### G – (NEW) Phased Retirement Pilot

Added language allowing a phased retirement pilot program to exist until June 30, 2019.

### H – High Cost Centers for Meal Reimbursement

No change.

## CHANGES IN THE 2017 - 2019 MANAGERIAL PLAN

### 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 – Managers in the Minnesota State Colleges and Universities

Technical change from “Minnesota State Colleges and Universities” to “Minnesota State”.

### L – (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 Letter

Deleted. Incorporated the language into Chapter 5.