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.
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.