

**HENNEPIN COUNTY and AFSCME Local 2822**  
**Tentative Agreement**  
**12.17.24 9:30 PM**

This package includes all previous Tentative Agreements specifically agreed in writing by the parties. Any items not specifically addressed in this document are considered dropped by the parties.

- Contract Duration – 3 years for the dates January 1, 2025, through December 31, 2027

**C8.2 - General Salary Adjustment**

2025

Effective December 29, 2024, all rates shall be increased by 4%.

2026

Effective December 28, 2025, all rates shall be increased by 4%.

2027

Effective December 27, 2026, all rates shall be increased by 4%.

The GSA will impact the minimum or maximum pay rates for all eligible classifications. Please refer to the Pay Rates below for exact min and max. (Attachment 1)

Parties agree that the 2025 rate of pay will be retroactive to the above effective date.

- **Merit Progression**  
Employees not at the maximum of their salary range are eligible for a 3% merit progression increase on their anniversary date, provided the employees work performance evaluation is valued or better (no change from current). Parties agree that the 2025 rate of pay will be retroactive to the above effective date.
- **Minnesota Paid Leave Act** – Letter of Understanding (Attachment 2)

**Differential pay** – changes have been made in the amounts

- A 10% increase in the shift differential from \$1.00 to \$1.10 per hour.
  - An increase in the Sheriff's Office shift differential from \$1.25 to ~~\$4.35~~ **\$1.50** per hour for the Sheriff's Records Coordinator and Public Safety Records Clerk.
  - A 40% increase in the weekend differential from \$1.00 to \$1.40 per hour.
- **Market Adjustments to 18 of 27 job classes.**

**Attachment 2**

**Letter of Understanding regarding Minnesota Paid Leave Act**

01/01/2025

Kyle Smith

AFSCME Council 5

300 Hardman Ave S.

South Saint Paul, MN 55075

Dear Kyle,

As of January 1, 2026, the Minnesota Paid Leave Law will be available to covered employees as defined under Minnesota Statute Chapter 268B. During 2024 contract negotiations the new Minnesota Paid Leave Law premium expense was raised. Based on the current law, the parties recognize a 50% default split of the total premium in the absence of negotiating otherwise.

During the term of the current Labor Agreement, should the statute have a material change impacting the premium payments, the parties agree to meet and negotiate impact at such time.

Sincerely,

Holland Atkinson

Chief Labor Relations Officer

## TENTATIVE AGREEMENTS

- Increase Paid Parental Leave from 6 to 12 weeks
- Remove all PTO Schedule 1 language
- **Union dental plan** – effective with the new contract, the employer contribution for the AFSCME dental plan shall be \$0.40 for each regular hour on payroll.
- **Health insurance**  
The labor management health care committee (LMHCC) had majority support for a 2025 health insurance plan design change which includes an overall premium increase of 7.3%. This plan also includes an in-network deductible of \$500 for single and \$1000 for family. The other elements of the health care plan design remain unchanged from the 2024 plan design. The parties agree to continue a consensus decision making model within the context of the existing LMHCC for the purpose of setting plan design and premium for the years 2026, 2027, 2028 as described within the contract. The County shall provide group health insurance coverage for benefit-earning employees. Such coverage and providers shall be selected by the County. The Health Insurance coverage shall be known as the “Standard Plan.”

### Standard Plan

Employee contributions to the plan will be based on the percentage of the total premium per shown below for 2025, 2026, and 2027.

Employee only	3%
Employee + spouse	17%
Employee + child/ren	17%
Family	15%

- **Health care saving plan** – for those eligible the county annual contribution will increase consistent with the below:
  - 5 – 10 years: change from \$500 to \$550
  - 10 – 15 years: change from \$600 to \$650
  - 15 + years: change from \$700 to \$750

- **Multilingual Stipend**

ARTICLE 9: WORK SCHEDULES/PREMIUM PAY

TA on increased amounts and adding ‘sign language’ to the title.

### Section 15

Multilingual Stipends/Sign Language

“Bargaining Unit employees who are specifically required or authorized by the EMPLOYER to use multilingual skills shall be compensated for such work according to the following terms and conditions:

- A. Employees who are regularly required to use foreign language or sign language skills in addition to other job duties shall receive a salary differential of ~~\$47.50~~ \$55.00 per payroll period. ~~This differential shall be pro-rated on the basis of scheduled hours for part-time employees.~~ This differential will be in effect for all compensated hours including compensated leaves.
- B. Employees who provide foreign language or sign language skills on an occasional or irregular basis at the request of the EMPLOYER shall receive ~~\$9.50~~ \$11.00 in addition to their regular salaries for any work day on which such services are performed. This additional compensation shall not exceed ~~\$47.50~~ \$55.00 for any one payroll period.

- **Retention Pay**

**Section 1.** ~~Consistent with the HR Rules, regular and unclassified benefit-earning employees with at least five years of continuous employment\* as of December 1 of the current year are eligible to receive retention pay in December. When an employee has completed five (5) years of continuous service in the County as of December 1 of the current year, they shall be eligible to receive two and one half (2 1/2) percent of their annual salary for the current calendar year based on their current base rate of pay. For each additional year of continuous service after five, the employee shall qualify for an additional one half (1/2) of one (1) percent up to and including their tenth year. For all continuous service after ten (10) years, the stability payment shall continue at the rate established for the tenth year of five (5) percent. At the discretion of the EMPLOYER, time on authorized leave of absence for education may be included in computing stability compensation.~~

~~The maximum annual salary on which retention pay will be computed shall be in accordance with the following schedule:~~

Years of Service

Maximum Base Salary On Which

	<u>Retention</u>
	<u>Pay Will Be Computed</u>
-	
-	
Less than eleven (11) years of continuous service	\$16,000
Eleven (11) years but less than twelve (12) years of continuous service	\$17,000
Twelve (12) years but less than thirteen (13) years of continuous service	\$18,000
Thirteen (13) years but less than fourteen (14) years of continuous service	\$19,000
Fourteen (14) years but less than fifteen (15) years of continuous service	\$20,000
Fifteen (15) years but less than sixteen (16) years of continuous service	\$21,000
Sixteen (16) years but less than seventeen (17) years of continuous service	\$22,000
Seventeen (17) years but less than eighteen (18) years of continuous service	\$23,000
Eighteen (18) or more years of continuous service.	\$24,000
Such retention payment shall be paid in a lump sum on a December payroll.	-

<u>Years of Employment</u>	<u>Retention Pay</u>
5	\$ 420
6	\$ 504
7	\$ 588
8	\$ 672
9	\$ 756
10	\$ 840
11	\$ 893
12	\$ 945
13	\$ 998
14	\$1050
15	\$1103
16	\$1155
17	\$1208
18 and over	\$1260

\*Based on hire date as a regular or unclassified employee (or on hours of eligible service converted to a date in APEX if hired before October 11, 2009). Federal and state taxes, FICA, Medicare and PERA are withheld from retention (stability) pay.

At the discretion of the EMPLOYER, time on authorized LEAVE OF ABSENCE for education may be included in computing retention compensation.

Such retention payment shall be paid in a lump sum on a December payroll.

**Section 2.** Any employee who by reason of a work-related injury receives worker's compensation benefits, shall receive credit for time spent on such medical leave for purposes of retention pay eligibility.

**Section 3.** Any employee upon retiring from County service may be paid the retention payment as of the date of their retirement. However, such payment shall be prorated on the number of payroll periods worked during the calendar year in which such employee retired.

**Section 4.** Retention pay may also be paid to survivors in the case of death while the individual is an employee of the County. Such payment shall be prorated on the number of payroll periods worked during the calendar year in which death occurred.

- **PAST PRACTICE**

A past practice is an unwritten but consistent practice acknowledged by both parties. An Employer may end a past practice by providing notice to the association and an opportunity to bargain.

-COVID Leave Expiration

Covid-19 BARs and Administrative Actions. Reminder that many of the emergency provisions enacted during the pandemic related to the County Board's declaration of local emergency. While these provisions do not qualify as "past practices," the County wants employees who are taking advantage of these pandemic-specific provisions to be aware that - at some point - these provisions will expire and the county will return to normal policies and practices. Official notice will be given as appropriate but employees utilizing these programs should plan ahead for their eventual expiration or modification. County Covid-19 Leave for covid/exposure/quarantine (80/160 hours) (BAR 20-0199R1)

**UPDATE: December 31, 2024 expiration date.**

- **Union Dental**

**Article 37 - SALARY RATES**

**Section 4.** The EMPLOYER shall pay to the UNION or its designee \$.40/hour for each regular hour spent on compensated payroll status by members of the bargaining unit including hours paid as severance in accordance with the provisions of Article 23. Such employer payment shall be remitted quarterly to the UNION or its designee. Such payment shall be used to provide a dental insurance plan arranged and administered by the UNION.

## HOUSEKEEPING

Remove PTO schedule 1 language.  
Update article 22 section to increase parental leave to 12 weeks,  
Remove \$500 stipend.  
Update years for duration of the contract.  
Update Attachment B -list of dept modified per what is on SharePoint when we finalize CBA  
Update website links where applicable

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**Labor Management Committee** - meeting that specifically addressing the topic of disparities reductions in Hennepin County (see Attachment 3 below)

### Attachment 3

#### Labor Management Committee Letter

01/01/2025

Kyle Smith  
AFSCME Council 5  
300 Hardman Ave S.  
South Saint Paul, MN 55075

Dear Kyle,

During the course of contract negotiations in the fall and winter of 2024, the parties had conversations surrounding the Union's desire to have a Labor Management Committee meeting that specifically addressed the topic of disparities reductions in Hennepin County. The AFSCME Locals present for this agreement are: 34 (Social Services), 552 (Probation/Parole), 2938 (Legal and Essential Legal), 1719 (Adult Corrections), 2864 (Professionals), [2822 \(Clerical\)](#). To address this concern, the following letter explains the Labor Management Committee (LMC) process agreed for this topic.

#### Purpose

The parties agree to hold an LMC with a specific focus on addressing and reducing disparities within Hennepin County. This LMC is a collaborative initiative to promote a constructive dialogue around disparities and to develop actionable recommendations that will benefit the workforce.

#### Committee Structure

1. Membership: Participation in this LMC shall be limited to the union presidents from the bargaining units identified above or their designated alternates, alongside no more than six designated representatives from County management.

2. Training Requirement: The parties agree to complete Labor Management Committee training conducted by the Minnesota Bureau of Mediation Services (BMS) prior to the commencement of committee meetings.

3. Community Agreement: Through the BMS, the committee shall establish Community Agreements for this meet and confer (Disruptive conduct or conduct that could undermine the integrity of the discussions will be addressed in alignment the Community Agreements.

4. Meeting Schedule: The training schedule will be agreed upon in coordination with the BMS. Upon completion of the training, the parties agree to hold this LMC at a mutually agreed time but no more frequently than twice a year. The LMC will be no more than one and a half hour (1.5 hours) in length unless extended by mutual agreement. This LMC will be held as a pilot program through the life of this Labor Agreement. The parties may extend the pilot or establish a future LMC on this topic only by mutual agreement.

Duration

This Letter is effective upon signing of the Labor Agreement starting January 1, 2025, and shall continue for the duration of the Labor Agreement, unless mutually extended by both parties in writing.

Sincerely,

Holland Atkinson  
Chief Labor Relations Officer