

AFSCME Local 8 – Assistant County Attorney

Tentative Agreement List for 2021

TA Reached 05/19/2021

DURATION

This Agreement shall be effective as of the first day of January 2021 and shall remain in full force and effect until the last day of December 2021.

COMPENSATION RELATED CHANGES:

WAGES **2021**

Increase: 0.5%

Effective Date: First Full Pay Period (FFPP) following January 1, 2021. Employees shall progress through the wage schedule per the applicable salary plan in 2021.

INSURANCE

Medical: **2021**

Single Coverage:
Employee Pays \$75/mo.

Family Coverage:
Split of Increase 75% employer
25% employee

Dental:

2021 – 50/50 split of premium increase/decrease

New insurance premium rates effective January 1, 2021.

RETIREE INSURANCE CONTRIBUTIONS

Regular Retiree Minimum Payment:

2021

Single – No less than: \$65/mo.
Family – No less than: \$140/mo.

Early Retiree Medical – Same contribution as active employee for 2021.

OTHER ITEMS:

Administrative Allowance – Article 12.4

Effective the first full pay period following January 1, 2021, the administrative allowance will be increased from \$1,175 to \$1,265.

New MOA – Continuing Legal Education (CLE) Funds – 2021

Assistant County Attorneys will receive CLE funds of \$500 for 2021 in addition to any unused accrued CLE funds from 2018-2020 up to a maximum of \$1,200 per employee. Any funds remaining in an individual attorney's account at the end of the day on December 31, 2021 will be forfeited to the jointly administered CLE Committee fund account.

MOAs

- Vacation Advance (i)- **Continue agreement**
- LMC (ii) - **Continue agreement**
- Legal Representation (iii) - **Continue agreement**
- Long & Short Term Disability (iv)- **Continue agreement**
- Phased Retirement Option (v) - **Continue agreement**
- Extended Flexible working hours 6.6.2018 - **Remove based on completed 2.5.2019 MOA**
- Extended Flexible Leave (vi) - **Continue agreement for year of 2021**
- Facility Support Dog Pilot Program (vii) - **Continue agreement for year of 2021**
- Continuing Legal Education (CLE) Funds (viii) - **New**

Housekeeping

- Update dates and numbering throughout the contract.
- Add page numbers to MOAs and add to index.
- Modify gender pronouns.

Parties to review upon redline of final agreement.

LANGUAGE CHANGES

Article 12 Wages

- 12.1 Wage Schedules -- ~~2018, 2019, 2020~~ 2021. Employees shall be compensated in accordance with the wage schedules attached to this Agreement and marked Appendix A. The attached wage schedules shall be considered part of this Agreement. When any classification not listed on the wage schedule is established which involves functions substantially similar in their nature, character and scope to those performed in whole or in part by an existing classification which is a part of the bargaining unit as defined in Article 2.1 of this Agreement, the Employer shall designate the rate structure for the position. In the event the Union does not agree that the rate is proper, the Union shall have the right to submit the issue as a grievance at Step 4 of the grievance procedure. The general salary increase will be ~~2.5~~ 0.5% effective the first full pay period following ~~1/1/18, 2.5% effective 1/1/19, and 2.5% effective 1/1/20~~ 1/1/2021. Employees shall progress through the wage schedule per the applicable salary plan in 2021.
- 12.4 Professional License Fees and Administrative Allowance - The County will pay the actual annual cost of the Minnesota Attorney License on behalf of each attorney in the bargaining unit. The County will pay an administrative allowance annually to each attorney in the bargaining unit. This amount will be prorated during an Attorney's first calendar year of employment. ~~Effective the first full pay period following 1/1/18, the administrative allowance will be increased from nine hundred seventy-five dollars (\$975) to one thousand one hundred and fifty dollars (\$1,150). Effective the first full period following 1/1/19, the administrative allowance will be increased to one thousand one hundred seventy five dollars (\$1,175). Effective the first full pay period following 01/01/2021, the administrative allowance will be increased to one~~

thousand two hundred sixty five dollars (\$1,265). Part-time employees will have their administrative allowance pro-rated based on their reduced work schedule as measured by the administrative allowance for full-time employees.

Article 17 Insurance

17.1 Employee Insurance – The County will provide the following insurance contributions on the 1st of the month following 30 (thirty) days of employment to provisional, probationary and permanent employees who elect insurance coverage: (All contributions shown for medical and dental are monthly and based on full-time employment.)

(1) Medical Insurance:

~~2018—Employees shall contribute \$65 for single coverage. For family coverage, the County shall pay 75% of the premium increase from 2017 to 2018 and the employee shall pay 25% of the increase.~~

~~2019—Employees shall contribute \$65 for single coverage. For family coverage, the County and the employee shall split the premium increase or decrease from 2018 to 2019, 75% County/25% employee.~~

~~2020—Employees shall contribute \$70 for single coverage. For family coverage, the County and the employee shall split the premium increase or decrease from 2019 to 2020, 75% County/25% employee.~~

2021 - Employees shall contribute \$75 for single coverage. For family coverage, the County and the employee shall split the premium increase or decrease from 2020 to 2021, 75% County/25% employee.

Changes will be effective on January 1, 2021 ~~of each year~~.

(2) Dental Insurance:

~~2018—The County and the employee will split the increase in premium for single and family coverage 50/50.~~

~~2019—The County and the employee will split the increase or decrease in premium for single and family coverage 50/50.~~

2020-2021— The County and the employee will split the increase or decrease in premium for single and family coverage 50/50.

Changes will be effective January 1, 2021 ~~of each year~~.

(3) Life Insurance:

The County will provide group life insurance equal to one times an employee's annual salary. (minimum \$10,000, maximum \$50,000). Optional life insurance will be employee paid.

(4) Long-Term Disability:

The County will provide a basic long-term disability benefit providing 40% income replacement. Employees may buy an additional 20% income replacement at their own expense for a total of 60%.

(5) Short-Term Disability:

The County will offer an employee paid short-term disability plan to employees effective 1/1/2000 subject to meeting insurance carriers' enrollment requirements. The Union will allow the Employer to offer a pre-tax cafeteria plan that includes Health Care Expense Account-Premium Option, Health Care Reimbursement Account, and the Dependent Care Reimbursement Account to members of the bargaining unit. Participation is voluntary. The employer will contact the Union representative thirty (30) days or more prior to implementing any substantive changes in the program. If the Union disagrees with the proposed changes, the changes will not be implemented for the members of the bargaining unit unless legally required.

17.2 **Eligibility**

Retiree Insurance: Employees who retire from Ramsey County under provisions of the Public Employment Retirement Act may participate at their option under the health and welfare insurance plans for retired

Ramsey County employees. There is no County contribution to dental insurance premiums. County contribution for medical insurance is as follows:

Employees hired before July 1, 1992 – Employees hired before July 1, 1992 must have 10 years (20,800 hours) of County service to be eligible for the full County contribution to retiree medical insurance premiums. If an employee retires under PERA disability retirement, the employee must have 5 years (10,400 hours) of County service to be eligible for the full County contribution to retiree medical insurance premiums.

Employees hired on or after July 1, 1992 – Employees hired on or after July 1, 1992 must have 20 years (41,600 hours) of County service to receive 50% of the County contribution to retiree medical insurance premiums. This amount will increase by 4% for each additional year (2,080 hours) of County service until there is a maximum of 90% of the County contribution after 30 years (62,400 hours).

Current insurance eligible employees hired between 7/1/92 and 12/31/05 – Current insurance eligible employees hired between 7/1/92 and 12/31/05 elected in writing prior to 11/1/06 whether they would maintain their current retiree insurance benefit, *or* opt out of the current retiree benefit and participate in the Health Care Savings Plan (HCSP) option. **This was a one time, irrevocable decision. Employees who *did not* make an election in writing prior to 11/1/06, were deemed to have elected to retain their current retiree insurance benefit.**

Effective the 1st full pay period following 1/1/07, employees opting out of the current retiree insurance benefit contribute 1% of salary on a per pay period basis to the HCSP.

The County will contribute five hundred twenty five dollars and twenty cents (\$525.20) per year to the HCSP on a per pay period basis beginning the 1st full pay period following the employee's five (5) year employment anniversary date. Effective the first full pay period after 1/1/17 this contribution will increase to five hundred thirty dollars and forty cents (\$530.40) per year. The County will contribute six hundred twenty nine dollars and twenty cents (\$629.20) per year to the HCSP on a per pay period basis effective the 1st full pay period following the employee's ten (10) year employment anniversary date. Effective the first full pay period after 1/1/17 this contribution will increase to six hundred thirty four dollars and forty cents (634.40) per year. The County will contribute seven hundred thirty three dollars and twenty cents (\$733.20) per year to the HCSP on a per pay period basis beginning the 1st full pay period following the employee's fifteen (15) year employment anniversary date. Effective the first full pay period after 1/1/17 this contribution will increase to seven hundred thirty eight dollars and forty cents (\$738.40) per year.

Contributions will be pro-rated based on the number of hours on paid status in a pay period for both full-time and part-time employees. There will be no loss in accrual for full-time employees for up to forty (40) hours per pay period for no more than two (2) consecutive pay periods for unpaid union leave.

Only insurance-eligible employees are eligible to participate in this HCSP option.

Employees hired on or after 1/1/06 - Employees hired on or after 1/1/06 will not receive any County contribution toward retiree insurance. Employees who meet the eligibility requirements for retiree insurance may participate in the County's retiree insurance plan but will be responsible for the entire premium.

All new employees hired on or after 1/1/06 will contribute 1% of salary on a per pay period basis to a Health Care Savings Plan (HCSP).

The County will contribute five hundred twenty five dollars and twenty cents (~~\$~~525.20) per year to the HCSP on a per pay period basis beginning the 1st full pay period following the employee's five (5) year employment anniversary date. Effective the first full pay period after 1/1/17 this contribution will increase to five hundred thirty dollars and forty cents (\$530.40) per year. The County will contribute six hundred twenty nine dollars and twenty cents (\$629.20) per year to the HCSP on a per pay period basis effective the 1st full pay period following the employee's ten (10) year employment anniversary date. Effective the first full pay period after 1/1/17 this contribution will increase to six hundred thirty four dollars and forty cents (~~\$~~634.40) per year. The County will contribute seven hundred thirty three dollars and twenty cents (\$733.20) per year to the

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County Contributions

Early Retiree Contributions: For employees retired from Ramsey County who are less than the age of Medicare eligibility (early retirees), the County will make the same contribution to medical insurance premium as for active employees, subject to the years-of-service requirements listed above.

Regular Retiree Contributions: For employees retired from Ramsey County who are eligible for Medicare, or are at or exceed the age of Medicare eligibility (regular retirees):

~~2018—The County will contribute toward the premium for single medical coverage up to the same amount as the County contribution for single coverage for active employees, except the retiree pays no less than \$60.00 per month; and will contribute toward the premium for family coverage up to the same amount as the County contribution for family coverage for active employees, except the retiree pays no less than \$130.00 per month.~~

~~2019—The County will contribute toward the premium for single medical coverage up to the same amount as the County contribution for single coverage for active employees, except the retiree pays no less than \$60.00 per month; and will contribute toward the premium for family coverage up to the same amount as the County contribution for family coverage for active employees, except the retiree pays no less than \$130.00 per month.~~

2020-2021- The County will contribute toward the premium for single medical coverage up to the same amount as the County contribution for single coverage for active employees, except the retiree pays no less than \$65.00 per month; and will contribute toward the premium for family coverage up to the same amount as the County contribution for family coverage for active employees, except the retiree pays no less than \$140.00 per month.

County contributions are subject to the years of service requirements listed above. All changes effective January 1, 2021 each year.

Article 22 Term of Agreement

This Agreement shall be effective as of the first day of January ~~2018~~ 2021, and shall remain in full force and effect until the last day of December ~~2020~~ 2021. It shall be automatically renewed from year to year thereafter unless either party shall notify the other in writing by June 1st that it desires to modify this Agreement. In the event that such notice is given, negotiations shall begin not later than July 1st. This Agreement shall remain in full force and effective during the period of negotiations or until notice of termination of this Agreement is provided to the other party in the manner set forth in the following paragraph.

See attached MOA