

**Ramsey County Technical Employees Association**  
**Total Tentative Agreement List for 2022-2024**

**TA Reached 08/05/2022**

**DURATION**

This Agreement shall be effective as of the first day of January 2022, and shall remain in full force and effect until the last day of December 2024.

**WAGES**

- 2022:** 1.50% wage increase effective the first full pay period following January 1, 2022. Employees shall progress through the wage schedule per the applicable salary plan in 2022.
- Effective the first full pay period following January 1, 2022, market adjustment of \$1.37 applied to steps 7-11 of Salary Plan 25A, Grades 01, 02, and 04.
  - Effective the first full pay period following January 1, 2022, market adjustment of \$2.20 applied to steps 7-11 of Salary Plan 25A, Grade 03.
- 2023:** 2.25% wage increase effective the first full pay period following January 1, 2023. Employees shall progress through the wage schedule per the applicable salary plan in 2023.
- 2024:** 2.25% wage increase effective the first full pay period following January 1, 2024. Employees shall progress through the wage schedule per the applicable salary plan in 2024.
- Effective January 1, 2024, steps that require five (5) or more years between progression shall reduce the progression by one (1) year, not to result in less than four (4) years between steps. No change to steps that require less than five (5) years between progression.

**MEDICAL INSURANCE**

**2022:**

- Single – Effective January 1, 2022, split total premium 92% ER / 8% EE. Employer will subsidize the employee's portion of the single insurance monthly contribution by \$3.00 per month for 2022.
- Family – Effective January 1, 2022, split total premium 75% ER / 25% EE. Employer will subsidize the employee's portion of the family insurance monthly contribution by \$32.01 per month for 2022.

Coverage	Total Premium	Split	ER/EE	Subsidy	Resulting Employee Contribution	Resulting Employer Contribution
Single	\$1,012.17	92% ER / 8% EE	\$931.20/\$80.97	\$3.00	\$77.97/mo	\$934.20/mo
Family	\$2,412.21	75% ER / 25% EE	\$1,809.16/\$603.05	\$32.01	\$571.05/mo	\$1,841.16/mo

**2023:**

- Single – Effective January 1, 2023, split total premium 92% ER / 8% EE. Employer will subsidize the employee's portion of the single insurance monthly contribution by \$6.00 per month for 2023.
- Family – Effective January 1, 2023, split total premium 75% ER / 25% EE. Employer will subsidize the employee's portion of the family insurance monthly contribution by \$47.00 per month for 2023.
- In no case will the subsidies to the employee's 2023 single or family insurance contributions result in the employee 2023 contribution being less than what the employee paid in 2022.

Coverage	Total Premium	Split	ER/EE	Subsidy	Resulting Employee Contribution	Resulting Employer Contribution
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Single	TBD	92% ER / 8% EE	TBD	\$6.00	TBD	TBD
Family	TBD	75% ER / 25% EE	TBD	\$47.00	TBD	TBD

#### **2024:**

Re-opener to address medical insurance for 2024.

### **DENTAL INSURANCE**

#### **2022:**

- Single – Effective January 1, 2022, split total premium 50% ER / 50% EE.
- Family – Effective January 1, 2022, split total premium 50% ER / 50% EE.

Coverage	Total Premium	Split	Employee Contribution	Employer Contribution
Single	\$44.68	50% ER / 50% EE	\$22.34/mo	\$22.34/mo
Family	\$99.59	50% ER / 50% EE	\$49.80/mo	\$49.80/mo

#### **2023:**

- Single – Effective January 1, 2023, split total premium 50% ER / 50% EE.
- Family – Effective January 1, 2023, split total premium 50% ER / 50% EE.

Coverage	Total Premium	Split	Employee Contribution	Employer Contribution
Single	TBD	50% ER / 50% EE	TBD	TBD
Family	TBD	50% ER / 50% EE	TBD	TBD

#### **2024:**

Re-opener to address dental insurance for 2024.

### **RETIREE INSURANCE CONTRIBUTIONS**

**Regular Retiree Minimum Payment increase of \$10 effective January 1, 2022:**

- **Single** – No less than \$75/month
- **Family** – No less than \$150/month

### **OTHER ECONOMIC ITEMS**

#### **One-Time Lump Sum Pandemic Recognition – Article 13.6 (NEW)**

- A one-time, lump sum payment of one thousand dollars (\$1,000) for pandemic recognition will be paid to employees in the bargaining unit who are employed at the time payment is made, in the first full pay period following ratification of the 2022-2024 agreement by the County Board.
- These lump sum payments set no precedent or guarantee of future lump sum payments for same or similar purpose and reference to these lump sum payments shall be removed from future contracts.

#### **Juneteenth and Floating Holidays – Articles 9.1, 9.2, 9.3, 9.4**

- Effective 01/01/2022, add Juneteenth as a county recognized holiday on June 19, within the existing twelve (12) paid holidays
- One floating holiday is exchanged for the recognition of the Juneteenth holiday

- The remaining floating holiday will be modified from an accrual over the course of a year to be provided in whole eight (8) hours provided annually.
- The floating holiday will be loaded annually the FFPP following the pay period that includes June 30<sup>th</sup> in which vacation and floating holiday capping occurs.

#### **Maximum Annual Vacation Accrual – Articles 10.2, 10.3**

- Increase maximum annual vacation accrual from 2 times to 2.5 times the annual accrual and reduce to a one-time per year capping date starting in 2022. Capping and effective date is on or about June 30<sup>th</sup> each year.

### **OTHER LANGUAGE ITEMS**

#### **Vacation – Article 10.1**

- Modify 10.1 to allow probationary employees to utilize accrued vacation with Director approval.

#### **Sick Leave for Birth/Adoption – Article 11.4 (3)**

- Modify 11.4 to allow for employees to use sick leave not to exceed eighty (80) hours for the birth or adoption of the employee's child or a child regularly residing in the employee's immediate household.

#### **Bereavement Leave – Article 11.4 (5)**

- Expand the use of bereavement leave to include non-traditional family arrangements for clarity and inclusivity.

#### **Paid Parental Leave – Article 11.11**

- Clarify the timing of the use of paid parental leave.

#### **Deferred Compensation – Article 13.4**

- Revise language to Deferred Compensation that clarify County contributions to vendor in the event of employees contributing to more than one vendor source. No change to County contribution amount.

#### **Education Allowance – Article 14.1**

- Revise Education Allowance language to align with expansion of County-wide policy, no change to reimbursement amount.

#### **Post Employment Health Care Savings Account – Article 16.1**

- Change employee contribution tiers from 0-9 years of service to 0-10 years of service; from 10-30 years of service to 11-30 years of service; no change to contribution for 31+ years of service
- Effective date of change to employee contributions is dependent upon MSRS approval and system modification

### **MEMORANDA OF AGREEMENT**

- i. Engineering Technician Salary Differential 2021 – **Remove, differential incorporated into the salary plan**
- ii. Vacation Advance – **Renew**
- iii. Reclassification Requests – **Renew**
- iv. Leave Pending Investigation – **Renew**
- v. Phased Retirement Option – **Renew**
- vi. Short/Long Term Disability – **Renew**
- vii. Intermittent ACA – **Renew**