

# HENNEPIN COUNTY

## MINNESOTA

### Board Action Request Attachment: MNPEA – Telecommunicators Negotiation Details 2025-2027

#### Labor agreement and Bargaining Unit included:

**A2512752** between Hennepin County and MNPEA – Telecommunicators, setting terms and conditions of employment for the period of January 1, 2025 through December 31, 2027

#### Wages

##### 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%.

#### Merit Progression

2025, 2026, 2027

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.

#### 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%

#### Differential pay – changes have been made in the following amounts

A 10% increase in the shift differential from \$1.00 to \$1.10 per hour.

A 100% increase in the weekend differential from \$1.00 to \$2.00 per hour.

An increase in CTO pay from \$2.50/hour to 1.0 hour at 1.5x pay for each 12-hour shift worked as a CTO.

A 16% increase in the multilingual / sign language stipends increasing from \$47.50 per pay period to \$55.00 per pay period for regular use. Occasional use increasing from \$9.50 per day to \$11.00 per day.

**Health care savings 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

**Retention pay** - effective with the new contract, the employer shall increase the retention pay schedule by 5% for each of the applicable service year levels.

### **Market adjustments**

A market adjustment (above and beyond the general increases listed in the Wages section above) will be made to the classification Sheriff's Telecommunicator. Effective December 29, 2024, pay range will be Grade 27. Unless an adjustment is needed to move an individual to the new minimum rate, an individual's pay will not be immediately increased but, instead, will move toward the new maximum rate through the standard increase process (general salary adjustments and progression). Effective December 28, 2025, pay range will increase to Grade 28 if turnover criteria are met.

### **Other changes:**

- NEW 'Short notice' OT provision – employees receive 2.0 hours of compensatory time for responding to 'short notice' OT pages
- NEW 'Extra duties' pay of \$2.50/hour when assigned to perform sit-a-long duties, Fire Dispatcher, or Fire Backup
- NEW Critical Incident Stress Management meeting attendance language
- Increase in compensatory time bank annual carry to 48 hours

### **Other miscellaneous changes include:**

- Change parental leave from 6 to 12 weeks to reflect current practice.
- As of January 1, 2026, a program known as the Minnesota Paid Leave Law will be available to covered employees as defined under Minnesota Statute Chapter 268B. Should the EMPLOYER participate in this program, as provided in Minnesota Statute 268B.14 Subd. 3, covered employees shall pay 50% of the total premium due via Letter of Agreement