

HENNEPIN COUNTY

MINNESOTA

Board Action Request Attachment: AFSCME Negotiation Details 2025-2027

Labor agreements and Bargaining Units included:

A2412693, A2412692, A2412691, A2412690, A2412689, A2412688 between Hennepin County and AFSCME Council 5, setting terms and conditions of employment for Local 34 Social Services, Local 552 Probation and Parole, Local 1719 Adult Corrections, Local 2864 Professional, Local 2938 Legal, Local 2938 Essential 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 amounts
 A 10% increase in the shift differential from \$1.00 to \$1.10 per hour.

A 40% increase in the weekend differential from \$1.00 to \$1.40 per hour.

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 42 job classifications in the below table. 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).

Job Title	Union Local
Correctional Officer	Local 1719 Adult Corrections
Correctional Officer, Senior	Local 1719 Adult Corrections
Lab Assistant	Local 2864 Professional
Med Exam Investigator	Local 2864 Professional
Medical Lab Technician Spec	Local 2864 Professional
Sheriffs Detention Technician	Local 2864 Professional
Sheriffs Forensic Scientist	Local 2864 Professional
Sheriffs Forensic Technician	Local 2864 Professional
Attorney	Local 2938 Essential
Attorney, Associate	Local 2938 Essential
Attorney, Senior	Local 2938 Essential
Trainee Attorney, Associate	Local 2938 Essential
Attorney	Local 2938 Legal
Attorney, Associate	Local 2938 Legal
Attorney, Senior	Local 2938 Legal
Investigator	Local 2938 Legal
Law Clerk	Local 2938 Legal
Legal Services Specialist	Local 2938 Legal
Paralegal	Local 2938 Legal

Paralegal, Senior	Local 2938 Legal
Chemical Health Counselor	Local 34 Social Services
Chemical Health Counselor, Sr	Local 34 Social Services
Community Health Worker	Local 34 Social Services
Dental Assistant	Local 34 Social Services
Dental Hygienist	Local 34 Social Services
Financial Case Aide	Local 34 Social Services
Human Services Representative	Local 34 Social Services
Interpreter	Local 34 Social Services
Med Exam Technician	Local 34 Social Services
Medical Assistant	Local 34 Social Services
Nurse, Licensed Practical	Local 34 Social Services
Psychologist, Clinical	Local 34 Social Services
Sentencing to Srvc Crewleader	Local 34 Social Services
Sterile Processing Technician	Local 34 Social Services
Trainee Human Services Rep	Local 34 Social Services
Trainee Sentenc to Srv Crewldr	Local 34 Social Services
Trainee Veterans Services Rep	Local 34 Social Services
Veterans Services Rep	Local 34 Social Services
WIC Public Health Nutritionist	Local 34 Social Services
Family Mediator & Evaluator	Local 552 Probation and Parole
Probation/Parole Officer, Career	Local 552 Probation and Parole
Probation/Parole Officer, Senior	Local 552 Probation and Parole

Items specific to locals:

Local 34 Social Services

Long-term Services & Supports Assessor Differential increase - moves from \$0.50/ hour to \$1.00 per hour for each regular hour worked by a Social Worker/ Sr. Social Worker who is a certified assessor performing MnChoices assessor work

New Field Training Officer (FTO) premium: - Employees in the Department of Community Corrections and Rehabilitation specifically assigned by the EMPLOYER to perform the duties of FTO, as defined by the EMPLOYER, will be paid an additional \$1.00 per hour for each hour worked in that capacity. This new premium is attached to the STS Crew Leader and Case Management Assistant classifications.

Uniform Allowance update (add Public Health Nurse and increase amount) - Regular full-time employees of NorthPoint Health & Wellness Center in the job classifications of Public Health Nurse, Medical Assistant, Licensed Practical Nurse, and Case Management Assistant that are required to be in uniform shall be eligible to receive a uniform allowance. Amount increased from \$100 to \$150 per calendar year. For part-time employees the amount will increase from \$50 to \$75 per calendar year.

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.

Local 552 Probation and Parole

On Call – Off Premises Pay - Increased the 'on call/off premises' rate from \$2.60 to \$3.50

Local 1719 Adult Corrections

Added double-back pay premium - Any employee required by the Employer to return to a shift where the regularly-scheduled starting time is fewer than 24 hours from the previous regularly-scheduled shift's start time shall be paid double-back pay; double-back pay does not apply when an employee initiates a return to work fewer than 24 hours since their previous start time. Double-back pay is compensated at a rate of one and one-half (1.5) times the employee's base pay rate.

Increased the FTO rate from \$1.50 to \$2.50 - Employees specifically assigned by the EMPLOYER to serve as FTO, as defined by the EMPLOYER, shall receive an additional \$2.50 per hour for all hours assigned and worked in that capacity.

Increased clothing allowance - Employees covered by this AGREEMENT shall be eligible to receive an annual clothing allowance of \$600.00 in 2025 and \$650.00 in 2026 that shall be remitted in equal monthly installments of \$50.00 and \$54.17, respectively. Beginning in 2027, the county will provide a clothing allowance to an account limit of \$650.00 annually.

Increased weekend differential rate – increased to \$2.00.

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.

Local 2864 Professional

Increased the Library In-Charge Pay - increased rate from \$1.30 to \$2.00 and decreased hour threshold from 2 hours to 1 hour.