

HENNEPIN COUNTY

MINNESOTA

Board Action Request Attachment: LELS, Local #393 Negotiation Details 2025 – 2027

Labor agreements and Bargaining Units included:

A2512764 between Hennepin County and LELS, Local #393, 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 40% increase in the weekend differential from \$1.00 to \$1.40 per hour (\$2.00 per hour for

supervisors assigned to the jail).

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.

Other changes:

A 5% increase in clothing allowance from \$1000 to \$1050 in 2025; to \$1100 in 2026, and to \$1150 in 2027.

A 4% increase in on-call pay for each year of the contract.

New pay for collateral duty assignments

Other miscellaneous changes include:

Change parental leave from 6 to 12 weeks to reflect current practice.

Change to allow probation extensions with notice.

Clarification on overtime criteria eligibility.