

HENNEPIN COUNTY

MINNESOTA

Board Action Request Attachment: Hennepin County Supervisors Association 2025 – 2027

Labor agreement and Bargaining Units included:

A2512877 between Hennepin County and Hennepin County Supervisors Association, 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 Corrections Supervisors, Detention Sergeants, Sheriff's Records Supervisors, and Telecommunicator Sergeants).

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.

A 34% increase to the on-call – off-premises differential from \$2.60 to \$3.50 per hour.

Extend Memorandum of Agreement for Telecommunicator Sergeants to allow for 1.5x OT when covering for nonexempt line staff on work/shifts on holidays. MOU will add the Detention Sergeants/Sheriff's Records Supervisors/Corrections Supervisors. This provision does not pyramid with other Overtime provisions. Extension through 12/31/2027.

Health care savings plan – In addition to participating in the County's unified 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

Uniform/Clothing

Correction Supervisors at Adult Correctional Facility:

increase to \$600 in 2025, \$650 in 2026 and starting 2027 a vendor credit of \$650/year.

Correction Supervisors at Juvenile Detention Center:

If the County requires uniform or clothing for CS at JDC, the County will provide it.

Detention Sergeants

Increase to \$800 annually in 2025 and 2026. Increase to \$850 annually effective 2027.

Continuing to be paid as a monthly remittance

Sheriff's Records Supervisors

Increase to \$200 year (currently \$150).

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 Professional Services Supervisors and the Senior Attorneys classifications. 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).

Shifts and Assignments

The County will ask for supervisor's preferences prior to filling or setting a permanent shift (of 4 months or more). Seniority in the class shall be used as a factor in filling those shifts.

The County will notify Corrections Supervisors (CS) and Corrections Unit Supervisors of vacant positions for internal transfer opportunities within the class.

Other miscellaneous changes and agreements include:

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

The parties will meet and discuss attraction and retention data of Sheriff's Records Supervisors three months after ratification of the Labor Agreement.

The parties will meet and discuss attraction and/or retention problems for classifications in Corrections and Sheriff's Office in 2026.

Increase required notice of layoff to 30 days for the term of this Contract (currently 10 days)