

State of Minnesota Last Best Offer

November 9, 2015

Wages

First year of contract: (7/1/15 to 6/30/16) - 2.5% wage increase on all steps for all ranges effective July 1, 2015; step progression continues to be allowed.

Second year of contract: (7/1/16 to 6/30/17) - 2.5% wage increase on all steps for all ranges effective July 1, 2016; step progression continues to be allowed.

Compensatory Time

Increase from forty (40) hour to eighty (80) hours of compensatory time an employee can convert to deferred compensation each fiscal year. (Furthermore, there was discussion about some offices denying employees from exercising this right; the employer agreed they should comply with the contract.)

Health Care Savings Plan Contribution (HCSP)

The State agreed that employees with twenty (20) years of state service would have 100% of severance (severance is 35% of sick leave) go into the HCSP tax sheltered (an increase from 75% for severance) and continue to have 100% of vacation leave go into the HCSP tax free.

Vacation Accrual for New Hires

The employer would have the discretion to credit new hires with prior private sector employment in a vacation eligible position. Current employees can request credit for prior private sector experience be added to their vacation accrual rate (prior private sector experience must have occurred no more than a year before becoming a state employee).

Vacancy, Reclassification, Filling of Positions

The employer would post lateral vacancies for a minimum of seven (7) calendar days (a decrease from ten).

Expense Allowances

Dues for membership in professional organization would increase from \$200 to \$250 (mandatory) and up to \$350 (discretionary).

Mileage reimbursement rate for motorcycles will increase to \$.30 per mile the first full pay period after the contract becomes effective.

Technical Changes

There are several changes that are technical in nature (names, dates, statutory references, etc....).