

**Subcommittee on Employee Relations
Legislative Coordinating Commission
Monday, November 17, 2003
2:00 p.m.
Room 112, State Capitol**

Present:

Sen. Linda Scheid
Sen. Steve Kelley
Sen. Betsy Wergin
Sen. David Gaither
Rep. Bill Haas
Rep. Chris DeLaForest
Rep. Jim Knoblach
Rep. Michael Paymar

Excused:

Sen. Sandra Pappas
Rep. Kent Eken

Senator Scheid called the meeting to order at 2:00 p.m.

Approval of Minutes

Senator Gaither moved approval of the minutes from the September 15, 2003, meeting. Senator Wergin seconded. **MOTION APPROVED.**

Review of Proposed Changes to the State Employee Group Insurance Program

David Haugen, Health Policy Analyst, Labor Relations Division, Department of Employee Relations (DOER), provided a summary of the proposed changes to SEGIP. He presented information and updates on state employee health and dental insurance and then stood for questions.

Review/Approve Collective Bargaining Agreements

From DOER, Commissioner Cal Ludeman, Deputy Commissioner Paul Larson, and Jill Pettis, Compensation Manager, reviewed the collective bargaining agreements for the American Federation of State, County and Municipal Employees, Council 6 (AFSCME), and the Minnesota Association of Professional Employees (MAPE), then stood for questions.

Representative Haas moved approval of Resolution SER-1, AFSCME and MAPE Collective Bargaining Agreements. Discussion ensued. **MOTION APPROVED.**

Review/Approve Compensation Plans

Commissioner Cal Ludeman, Deputy Commissioner Paul Larson, and Jill Pettis, Compensation Manager, summarized the Commissioner's Compensation Plan and the Managerial Compensation Plan. They pointed out that the two plans are similar, except for the language regarding the Minnesota State Colleges and Universities (MnSCU) and over-time pay, which is only in the Commissioner's Plan. They stood for questions.

Representative Haas moved approval of Resolution SER-2, Commissioner's and Managerial Compensation Plans.

Senator Scheid asked for further comments, questions, or testimony. Former State Legislator Jim Pehler addressed the subcommittee. Mr. Pehler is President of the Inter Faculty Organization (IFO). Mr. Pehler spoke against the language regarding MnSCU in the Commissioner's Compensation Plan. Mr. Pehler further stated that their ability to hire the young, talented, best and the brightest will be limited due to rising costs of health care and the fact that faculty salaries have not increased much since the 1980's. Mr. Pehler stood for questions.

Representative Haas renewed his motion to approve Resolution SER-2. **MOTION APPROVED.**

Senator Kelley asked Commissioner Ludeman about waivers from salary caps for local government employees. Commissioner Ludeman indicated that he would need direction from the Governor. Senator Kelley stated that when handling the waiver inquiries, it would be beneficial for the subcommittee if they received direction from the administration.

Senator Scheid thanked everyone for their hard work through the negotiating process, their presentations, and being available to speak to the subcommittee.

Senator Scheid stated that the City of Minneapolis will be submitting a waiver request for the Chief of Police position. A subcommittee meeting will more than likely be planned for December.

Senator Scheid reminded everyone that Open Enrollment would take place the first two weeks of December. Commissioner Ludeman stated that the process would be done on the Web this year and there would be a call center to answer questions as they arise.

There being no further business, the subcommittee adjourned at 3:20 p.m.

Senator Linda Scheid, Chair