

**LEGISLATIVE COORDINATING COMMISSION
SUBCOMMITTEE ON EMPLOYEE RELATIONS**

**APPROVAL RESOLUTION
COLLECTIVE BARGAINING AGREEMENTS**

_____ moves that the LCC Subcommittee on Employee Relations:

- 1) Approve the terms of the following negotiated agreements entered into between the exclusive representatives of the state bargaining units and the Commissioner of Employee Relations:
 - a) Agreement with the American Federation of State, County and Municipal Employees, Council 5, Unit 225, Radio Communications Officers, submitted to the Subcommittee on December 17, 2007;
 - b) Agreement with the State Residential Schools Education Association, submitted to the Subcommittee on December 17, 2007;
 - c) Agreement with the Minnesota Government Engineers Council, submitted to the Subcommittee on December 17, 2007;
 - d) Agreement with the Middle Management Association, submitted to the Subcommittee on December 17, 2007.
- 2) Authorize the Commissioner to implement the terms of the agreements;
- 3) Require the Commissioner of Employee Relations to submit a copy of each memorandum of understanding or memorandum of agreement between these exclusive representatives and the Commissioner to the Subcommittee on Employee Relations within three days of its execution; and
- 4) Instruct staff of the Subcommittee, in consultation with the Commissioner, to prepare legislation necessary for final legislative approval of the agreements.

As adopted
December 17, 2007

**LEGISLATIVE COORDINATING COMMISSION
SUBCOMMITTEE ON EMPLOYEE RELATIONS**

**APPROVAL RESOLUTION
COMPENSATION PLANS**

_____ moves that the LCC Subcommittee on Employee Relations:

1) Approve the following compensation plans:

a) The Commissioner's Plan, submitted to the Subcommittee on November 2, 2007, [as amended by the Subcommittee on December 17, 2007](#);

b) The Managerial Plan, submitted to the Subcommittee on November 2, 2007 [as amended by the Subcommittee on December 17, 2007](#);

c) The Salary Administration Plan for the Minnesota State Board of Investment, submitted to the Subcommittee on November 30, 2007, [as amended by the Subcommittee on December 17, 2007](#).

2) Authorize the Commissioner and the Director to implement the terms of the plans;
and

3) Instruct staff of the Subcommittee, in consultation with the Commissioner, to prepare legislation necessary for final legislative approval of the plans.

As adopted
December 17, 2007

**LEGISLATIVE COORDINATING COMMISSION
SUBCOMMITTEE ON EMPLOYEE RELATIONS**

_____ moves that the LCC Subcommittee on Employee Relations

1) Amend the Managerial Plan as follows:

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Severance Pay. A manager shall be entitled to severance pay immediately following separation from the State service by reason of:

- retirement following 10 or more years of continuous State employment with immediate entitlement at the time of retirement to an annuity under a State retirement program;
- death;
- layoff other than seasonal;
- separation other than discharge following 20 or more years of continuous State employment;
- separation other than discharge following 10 or more years of continuous State employment in managerial positions; or
- separation other than discharge following 5 or more years of continuous State employment as a manager in the unclassified service.

Severance pay shall be a sum equal to the manager's regular rate of pay at the time of separation multiplied by 40% of the manager's first 900 hours of accumulated but unused sick leave and 12.5% of the manager's hours in excess of 900 until December 31, 2007.

Effective January 1, 2008, severance pay shall be a sum equal to the manager's regular rate of pay at the time of separation multiplied by 35% of the manager's accumulated but unused sick leave.

A manager who separates after January 1, 2008 but on or before January 31, 2008 may elect to have their severance calculated based on the paragraph above, or based on the plan in effect on June 30, 2007.”

2) Amend the Commissioner's Plan, Appendix N, Medical Specialists' Addendum to the 2007-2009 Commissioner's Plan, **and the comparable provision relating to law enforcement supervisors,** as follows:

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“Severance Pay. A medical specialist shall be entitled to severance pay immediately following separation from the State service by reason of:

- retirement following 10 or more years of continuous State employment with immediate entitlement at the time of retirement to an annuity under a State retirement program;
- death;
- layoff other than seasonal;
- separation other than discharge following 20 or more years of continuous State employment;
- separation other than discharge following 10 or more years of continuous State employment in medical specialist positions; or
- separation other than discharge following 5 or more years of continuous State employment 17 as a medical specialist in the unclassified service. Severance pay shall be a sum equal to the medical specialist's regular rate of pay at the time of separation multiplied by 40% of the medical specialist's first 900 hours of accumulated but unused sick leave plus 12.5% of the medical specialist's hours in excess of 900 until December 31, 2007.

Effective January 1, 2008, severance pay shall be a sum equal to the medical specialist's regular rate of pay at the time of separation multiplied by 35% of the medical specialist's accumulated but unused sick leave.

A medical specialist who separates after January 1, 2008 but on or before January 31, 2008 may elect to have their severance calculated based on the paragraph above, or based on the plan in effect on June 30, 2007.”

[Subcommittee amended language shown in **bold**]

As adopted
December 17, 2007

**LEGISLATIVE COORDINATING COMMISSION
SUBCOMMITTEE ON EMPLOYEE RELATIONS**

_____ moves that the LCC Subcommittee on Employee Relations amend the State Board of Investment Salary Administration Plan as follows:

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“1. Purpose

The purpose of this Plan is to establish salary ranges and to define other salary policies that affect non-represented unclassified staff members of the Minnesota State Board of Investment (SBI or Board). This Plan will be effective January 1, 2006.

The director will submit this plan each biennium for review by the Commissioner of Employee Relations. If the director proposes changes to this Plan, the director will follow the process described in Minnesota Statutes 2007, section 43A.18, Subd. 3b.”

[Subcommittee amended language shown in **bold**]

As adopted
December 17, 2007