



Subcommittee on Employee Relations Legislative Coordinating Commission

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Date: October 19, 2015

To: Members of the Subcommittee

From: Greg Hubinger

Re: State employee contracts and plans summary

Updates

- If you would like hard copies of any contract or plan, please contact us and we will print them for you.
- Members previously received a staff memo that included a summary of the Managerial Plan. Since that memo was sent to you, MMB submitted a revised version of that plan to include a technical correction. In the salary grid appendix, the Department updated the names of the titles for directors of three state ethnic councils. Session Laws 2015, Chapter 77 (the State Government Finance Appropriations bill) restructured the Councils. The salary ranges for the directors did not change. The updated version of the Plan is available at: http://www.ser.leg.mn/contracts/16-17/Draft_2015_2017_Management_Plan.pdf
- The first summary included an MMB table showing the new SEGIP rates for co-pays, deductibles and out of pocket maximums. Attached is a version of that table that shows the changes to each of those items.

Background

The Minnesota State Colleges and Universities (MnSCU) has reached tentative settlements with:

- Minnesota State University Association of Administrative and Service Faculty (MSUAASF)
- Inter Faculty Organization

MMB reached a tentative agreement with the Minnesota Law Enforcement Association.

MNSCU has also submitted the Personnel Plan for Administrators.

These contracts and plans are for the FY 16-17 biennium and are effective July 1, 2015.

This memo includes a description of the major provisions of each contract and plan, and a summary of the financial implications. Links to the actual contracts and plans, in legislative format, are available in the summary for each contract and plan. Changes to the State Employee Group Insurance Plan (the core health insurance program for state employees) are included as part of these contracts and plans.

Minnesota State University Association of Administrative and Service Faculty Contract

MnSCU has reached a tentative settlement with the Minnesota State University Association of Administrative and Service Faculty (MSUAASF). This bargaining unit includes approximately 780 faculty (FTE) employed in admissions, financial aid, housing, and student services positions. The tentative agreement is available at:

http://www.ser.leg.mn/contracts/16-17/MSUAASF_draft_FY_16_17.pdf

Financial provisions:

1. Effective July 1, 2015, faculty receive a 1.5% across the board increase.
2. Effective July 1, 2016, faculty receive a 1.1% across the board increase, and a step increase averaging 3.0%. Faculty at the top of their salary ranges (who don't receive a step increase) receive a lump sum payment equal to 3% of salary, not added to the base.
3. Medical directors and Health Service Physicians receive a 1.5% increase effective June 30, 2015 and a 4.1% increase effective July 1, 2016. These employees do not receive step increases.

Other provisions

4. Modify the exceptional achievement program, which rewards faculty that demonstrate exceptional achievement. Reduce the minimum length of service for eligibility from five years to nine months. Convert the award from a lump sum of 3% of salary to a lump sum of \$3,000. The contract requires extensive evidence of performance meeting numerous criteria.
5. Establish Professional Excellence Award, granted to one faculty member by the Board of

Trustees. The award is a \$5,000 lump sum.

6. In FY 17, increase the Professional Development Fund from current level of \$500,000 to \$550,000. Maintain the Professional Improvement Fund at the current \$100,000 level.
7. Modify lay off provisions to permit a faculty member, who agrees to do so, be laid off without regard to seniority.
8. Modify vacation leave accrual provision to ensure the contract language clearly indicates that faculty with intermittent appointments or appointments of less than 6 months do not accrue vacation.

Other provisions continue:

9. Implement the State Employee Group Insurance Program as provided in other contracts.
10. Continue requirement that each faculty member with five years' service contribute \$300 to the Health Care Savings Plan. The employer also contributes \$300 each year.
11. Continue to match an employee's contribution to a supplemental retirement account, to a maximum of \$2,200.
12. Continue the "Special Initiative Award Program," in which service faculty (individually or as a group) propose and implement projects that are of benefit to the University, its mission, or to the MnSCU system. As determined by the president, the maximum award is \$5,000, which is provided as a lump sum upon completion of the project.
13. Continue tuition waiver for employees for up to 27 credits per year.
14. Continue providing sabbaticals for employees with at least six years of service.
15. Continue the separation incentive, where employees with 15 years of service and who are at least 55 years old receive up to one year's salary upon retirement. The incentive is decreased by 10% for each year the employee is greater than age 55. This incentive is discretionary. The incentive also provides one year of the employer contribution for health insurance. The employer's contribution is deposited into the employee's Health Care Savings Plan.
16. Continue the early retirement notice incentive, which provides a 5% increase in salary in the employee's final year of employment, if the employee provides six months' notice.

Settlement Cost Sheet

MnSCU estimates that the cost of the increases (insurance, FICA, retirement contributions) provided in the MSUAASF contract will be 3.33% this biennium. The cost of these increases will result in a 5.72% increase to the next biennium's base. (This figure captures the tails – those obligations made during this biennium whose full costs are not realized until the next biennium.)

Inter Faculty Organization Contract

MnSCU has reached an agreement with the Inter Faculty Organization (IFO), which represents 3,253 FTE faculty at state universities. The agreement is available at:

http://www.ser.leg.mn/contracts/16-17/IFO_draft_FY_16-17.pdf

Financial provisions

1. Effective July 1, 2015, faculty receive a 2.2% across the board increase in salary.
2. Effective July 1, 2016, faculty receive a 1.0% across the board increase. Returning faculty receive a one-step increase. A step represents about a 2.4% increase in salary. Professors that are at the maximum of their range and are ineligible for a step increase receive a one-time lump sum payment of \$3,200. Instructors that are at the top of their range and are ineligible for a step increase receive a one-time \$1,490 lump sum payment.
3. Effective fall semester 2015, increase the salaries of adjunct faculty from \$1,349 per credit to \$1,379 per credit, equivalent to 3.6% of the Step 2 Instructor salary. Effective fall semester 2016, increase the salaries of adjunct faculty to \$1,426 per credit, equivalent to 3.6% of the Step 2 Instructor salary.
4. Effective July 1, 2016, increase funding for professional study from \$1,300 to \$1,380 for each faculty member. MnSCU continues to allocate \$400,000 each year for all faculty for professional improvement.
5. Effective July 1, 2016, instructors must be placed no lower than Step 5 of the instructor salary lane.

Other provisions

6. Amend provision permitting coaches with athletic appointments to receive a salary supplement by increasing the maximum from \$85,000 to \$120,000. This supplement is to compensate for activities that exceed the expected workload for a regular academic year or nine-month appointment, and to match market salaries for these positions.
7. Modify reporting requirements for faculty returning from sabbatical leaves, so that any amount repaid is commensurate with the amount of service provided.
8. Provide a minimum amount of "re-assigned time" for faculty who are elected chairs of small academic departments.
9. Modify lay off provisions during retrenchments to permit a faculty member with more seniority who has not been laid off to take the place of a faculty member with less seniority who has received a layoff notice.
10. Require faculty who receive grants or contracts report them to their departments. Permit modification of compensation rate of faculty that are participating as investigators or consultants on a grant/external contract, provided that modified rate is consistent with the grant or contract.

Continuing provisions (no changes in proposed contract)

11. Faculty reaching 10, 20 and 30 years of service continue to receive career steps equal to two steps (\$4,800).
12. Faculty who are promoted continue to receive a two-step increase.
13. Faculty who give one year's notice of retirement continue to receive a two-step increase in their final year of teaching. The faculty member must be at least 55 years old, and have at least 15 years of service. If the faculty member is at the top of their salary range, they receive a lump sum payment of \$4,800.

14. Continue "University Scholars" to recognize faculty who have demonstrated outstanding teaching, service or scholarship for three successive years. Faculty receiving this designation are awarded a lump sum payment of \$6,000. No more than 5% of a university's faculty may be awarded this recognition each year, nor more than 10% in any one department.
15. Continue the \$800 employer contribution to the faculty member's Health Reimbursement Account, and \$800 to the faculty members Health Care Savings Plan.
16. Continue to match the faculty member's contribution to a supplemental retirement account, to a maximum of \$2,250.
17. Continue tuition waiver for faculty at 30 credits per year within the state university system. If the faculty member does not use these credits, they can be used by the faculty member's spouse or dependent children.
18. Continue phased retirement and annuitant employment programs. Faculty who are 55 years old and have 10 years of service may work between .33 and .67 FTE and receive insurance and retirement benefits as if they worked full time. These programs are authorized in statute.
19. Continue the sabbatical leave program. Faculty with at least seven years of initial service, or at least six years since a previous sabbatical, who submit a plan, may take a sabbatical. A leave of one semester is paid at 100% and full-year sabbaticals are paid at 80% of base salary regardless of the number of prior sabbaticals that have been taken.
20. Continue the separation incentive, where faculty with 15 years of service and who are at least 55 years old receive up to a year's salary upon retirement. The incentive is decreased by 10% for each year the faculty is greater than age 55. A retiring faculty member receiving this incentive also receives the equivalent amount of the employer's contribution for health insurance for one year contributed to the faculty member's health care savings plan account. Faculty hired after July 1, 1996, are not eligible for this benefit.
21. Continue 30 day paid parenting leave upon birth or adoption of a child. The leave must begin within six months of the birth or adoption. The paid leave is to run concurrently with any other unpaid leave the parent may be entitled to.

Settlement Cost Sheet

MnSCU estimates that the cost of the increases (salary adjustments, insurance, FICA, retirement contributions) provided in the IFO contract will be 4.03% this biennium. The cost of these increases will add 6.29% to the next biennium's base. (This figure captures the tails – those obligations made during this biennium whose full costs are not realized until the next biennium.)

Minnesota Law Enforcement Association

The State and the Minnesota Law Enforcement Association (MLEA) have reached a tentative agreement for the Law Enforcement unit which includes approximately 690 employees consisting of State Troopers, Conservation Officers, and BCA Agents. It also includes Fugitive Specialists in the Department of Corrections, Special Agents in the Gambling Enforcement Division of the Department of Public Safety and Insurance Fraud Specialists in the Department of Commerce.

A copy of the agreement is available at:

<http://www.ser.leg.mn/contracts/16-17/MLEA%20draft%20FY%2016-17.pdf>

Financial provisions

1. 2.5% across the board increases effective July 1, 2015 and July 1 2016.
2. Step increases continue in each year for employees who are eligible. Step increases represent approximately a 4.0% increase. About 31% of these employees are eligible for these step increases.
3. Increase the employer paid allowance by \$50 for uniform items not furnished by the State. For State Troopers and Conservation Officers, the increase is from \$100 to \$150; for Special Agents and Fugitive Specialists, from \$500 to \$550.
4. If approved by the membership of the three associations (independently of each other), require the employee to contribute 1% of their gross earning to the Health Care Savings Plan.

Other provisions

5. Add provision to permit employees to use a reasonable amount of sick leave for bereavement leave for members of the extended family.
6. Permit Troopers and Conservation Officers to use vacation leave upon completion of field training, instead of requiring them to complete six months of service.

Continuing provisions

7. Continue several salary differential provisions for State Troopers:
 - a. Freeway Trooper pay: 2.6% of minimum rate of salary range
 - b. Accident Reconstruction pay: 3.0% above the Trooper rate
 - c. Station Sergeant pay: 3.0% above the Trooper rate
 - d. Safety Coordinator and Crash Reconstruction Coordinator pay: 3.0% of Trooper's highest rate
 - e. Shift differential, paid to all Troopers: \$15 per month
 - f. Technical Sergeant Pay: 8.0% above Trooper rate
 - g. Pilot pay, fixed wing: 11.0%; Helicopter pilot pay: 13.0%
8. Continue several 6.0% salary differentials for Conservation Officers:
 - a. Primary Field Training Officer
 - b. Field Training Officer
 - c. Academy Instructor
 - d. Use of Force Instructor
 - e. Backgrounder
9. Continue pay differential of 0.25% for all Special Agents in lieu of special assignment differentials.
10. Continue the employer match for deferred compensation at \$400 per year.
11. Continue early retirement incentives that provide for varying amounts of the employer share of health and dental insurance for eligible employees retiring after age 50.

12. Continue to permit employees to donate up to eight hours of vacation leave to a bank that can be used by the Association representative.
13. Implement the State Employee Group Insurance Program as provided in the other contracts.

Settlement Cost Sheet

MMB estimates that the cost of the increases (across the board increases, steps, insurance, FICA, retirement contributions) provided in the Law Enforcement agreement will be 4.31% this biennium. The cost of these increases will add 6.85% to the next biennium's base. (This figure captures the tails – those obligations made during this biennium whose full costs are not realized until the next biennium.)

Personnel Plan for MnSCU Administrators

This plan establishes terms and conditions of employment for about 560 (FTE) unrepresented managers in MnSCU. A copy of this proposed plan, in legislative format, is available at: [http://www.ser.leg.mn/contracts/16-17/MNSCU Personnel Plan FY16-17 revised 101215.pdf](http://www.ser.leg.mn/contracts/16-17/MNSCU_Personnel_Plan_FY16-17_revised_101215.pdf)

Financial provisions

1. Effective July 1, 2015 administrators are eligible for merit increases averaging 2.25%. The increase may be provided as an increase to the base salary or a lump sum. An administrator may not have a salary that exceeds the maximum of their range. Salary ranges for administrators (other than the chancellor, vice-chancellor and presidents) are increased by 2.25%.
2. Effective July 1, 2016 administrators are eligible for merit increases averaging 2.25%. The increase may be provided as an increase to the base salary or a lump sum. An administrator may not have a salary that exceeds the maximum of their range. Salary ranges for administrators (other than the chancellor, vice-chancellor and presidents) are increased by 2.25%.
3. Salary ranges for the Chancellor, vice-chancellors and Presidents are unchanged:

	FY 15	FY 16-17
Chancellor	\$390,000	\$390,000
Presidents: I-III	\$171,352	\$171,352
IV-VI	\$328,132	\$328,132
Vice-Chancellor	\$318,737	\$318,737

- a. The board continues to have authority to set the initial salary of the chancellor anywhere within the range, with subsequent changes determined through the existing contract. The Chancellor’s current salary is \$387,250.

- b. The chancellor has authority to set the initial salaries of presidents and vice-chancellors anywhere within their salary ranges, under the terms of their individual employment contracts.
4. Clarify that when administrators teach courses, they are paid at the adjunct faculty rate, not the part-time temporary faculty rate. Also, increase the limit for incidental work outside an administrators normal job duties from the current limit of \$1,000 to \$2,000.

Other provisions

5. Continue program that permits reimbursement of student loans, after completion of one full year of continuous service. An administrator may be reimbursed for eligible loan payments up to \$2,500 in any one year. The reimbursement may not exceed the total student loan repayment incurred in the preceding year. Clarify that eligibility is based on 12 months of service, and that the loan must be for tuition for the administrator's education.
6. Continue employer contribution of \$800 to the administrator's Health Reimbursement Account. However, if it is determined that the contributions may risk an excise tax under the Affordable Care Act, the employer may instead make this contribution to the administrators Health Care Savings Account.
7. Increase the amount of sick leave that can be taken at the birth or adoption of a child from 5 days to 10 days. Birth mothers may not be required to take more than 5 days of sick leave during any disability period.
8. Continue the prohibition of any payments based on quality of work performed.
9. Implement the same changes to the State Employee Group Insurance Program as provided in the other contracts and plans.
10. Continue the matching employer contribution to the supplemental retirement account at \$2,700 per year, as provided in state law.
11. Continue allowing administrators to enroll in courses without payment of tuition or fees for up to 24 semester credit hours per fiscal year.
12. Continue early notice of separation incentive that provides for a payment equal to 5% of the administrator's final annual base salary if they give at least nine months' notice of resignation or retirement.

Chancellor contract

Under state law (section 136F.40, Subdivision 2) the MnSCU Board of Trustees may enter into a contract with the chancellor if one is authorized under the Personnel Plan for MnSCU Administrators. The statute was modified in the 2013 session to prohibit discretionary or mandatory bonuses or other performance-based incentive payments.

The Personnel Plan (section 1.03) describes the terms for contractual appointments:

- A term not to exceed five years.

- A salary within the salary range established in the plan.
- Provisions related to termination, with payments limited to one year's salary.
- As indicated earlier in this summary, the Personnel Plan also prohibits payments based on quality of work performed.

The current contract with Chancellor Rosenstone was executed October 31, 2013, for a term from August 1, 2014 to July 31, 2017. A copy of that agreement is available at: http://www.ser.leg.mn/contracts/14-15/rosenstone_chan_agmt14-17.pdf

For FY 15 the salary was established at \$387,500 and has not been changed by the Board.

Settlement cost sheet

MnSCU estimates that the cost of the increases (merit increases, insurance, FICA, retirement contributions) provided in this plan will be 3.28% this biennium. The cost of these increases will add 4.84% to the next biennium's base. (This figure captures the tails – those obligations made during this biennium whose full costs are not realized until the next biennium.)

Minnesota Management and Budget review

MMB had no comments on MnSCU's proposed plan.

Please let me know if you have any comments or questions.

Attachments: FY 16-17 settlement sheet
SEGIP Benefits Schedule

STATE EMPLOYEE SALARY SETTLEMENTS

FY 16-17 ESTIMATED COSTS

LCC Subcommittee on Employee Relations

October 12, 2015

Bargaining Unit	Across the board increases (% increase)				BIENNIAL BASE(1)	BIENNIAL NEW MONEY (1)	% INCREASE (2)	% INCREASE BIENNIUM TO BIENNIUM (3)	\$ IMPACT ON NEXT BIENNIUM
	7/1/2015	1/1/2016	7/1/2016	1/1/2017					
AFSCME, Council 5	2.50%		2.50%		\$ 1,816,059,000	\$ 90,145,000	4.96%	8.39%	\$152,367,350
AFSCME, Unit 8, Correctional Guards									
AFSCME, Unit 25, Radio Communications Oper	2.50%		2.50%		\$ 8,476,000	\$ 423,000	4.99%	8.37%	\$709,441
MN Association of Professional Employees	2.50%		2.50%		\$ 2,399,809,000	\$ 121,437,000	5.06%	8.45%	\$202,783,861
Middle Management Association	2.50%		2.50%		\$ 623,882,000	\$ 26,968,000	4.32%	6.94%	\$43,297,411
MN Government Engineering Council									
Minnesota Nurses Association									
MN Law Enforcement Association	2.50%		2.50%		\$ 148,932,000	\$ 6,419,000	4.31%	6.85%	\$10,201,842
State Residential Schools Education Assoc									
Service Employees International Union					\$ 936,416,185	\$ 16,200,000	1.73%		
State University Inter Faculty Organization	2.20%		1.00%		\$ 579,853,722	\$ 23,378,059	4.03%	6.29%	\$36,472,799
MN State University Assoc of Admin & Service Faculty	1.50%		1.10%		\$ 127,771,687	\$ 4,259,614	3.33%	5.72%	\$7,308,540
Minnesota State College Faculty									
Personnel Plan for MnSCU administrators					\$ 178,926,025	\$ 5,872,462	3.28%	4.84%	\$8,660,020
Personnel Plan for St Bd of Invest employees									
Office of Higher Education Plan									
Managerial Plan	2.50%		2.50%		\$ 366,422,000	\$ 16,463,000	4.49%	7.04%	\$25,796,109
Commissioners Plan (4)	2.50%		2.50%		\$ 226,847,000	\$ 6,923,000	3.05%	4.19%	\$9,504,889
Office of Legislative Auditor									
MnSure Compensation Plan									
TOTAL					\$7,413,394,619	\$318,488,135	4.30%	6.71%	\$ 497,102,262

The ">" indicates proposed contract or plan not yet acted on by the Subcommittee.
 The "***" indicates the proposed contract or plan has not been ratified by the Legislature

- (1) Includes all funds, including higher education agencies. Includes across the board salary increases, steps, FICA, insurance & pension.
- (2) Percent of new money needed over base.
- (3) This percentage reflects the annualized cost of the increases granted during the biennium.
 This figure depicts all of the costs of the contract, including "tails."
- (4) Groups within plan follow lead of comparable bargaining units.

Minnesota Advantage Health Plan 2016-2017 Benefits Schedule

2016-17 Benefit Provision	Cost Level 1 - You Pay	Cost Level 2 - You Pay	Cost Level 3 - You Pay	Cost Level 4 - You Pay
A. Preventive Care Services <ul style="list-style-type: none"> Routine medical exams, cancer screening Child health preventive services, routine immunizations Prenatal and postnatal care and exams Adult immunizations Routine eye and hearing exams 	Nothing	Nothing	Nothing	Nothing
B. Annual First Dollar Deductible (single/family)	\$75/150 \$150/300	\$180/360 \$250/500	\$400/800 \$550/1,100	\$1000/2000 \$1,250/2,500
C. Office visits for Illness/Injury, for Outpatient Physical, Occupational or Speech Therapy, and Urgent Care <ul style="list-style-type: none"> Outpatient visits in a physician's office Chiropractic services Outpatient mental health and chemical dependency Urgent Care clinic visits (in or out of network) 	\$18/23* \$25/30* copay per visit Annual deductible applies	\$23/28 \$30/35* copay per visit Annual deductible applies	\$36/41* \$60/65* copay per visit Annual deductible applies	\$55/60* \$80/85* copay per visit Annual deductible applies
D. In-network Convenience Clinics & Online Care (Deductible waived)	\$10 copay	\$10 copay	\$10 copay	\$10 copay
E. Emergency Care (in or out of network) <ul style="list-style-type: none"> Emergency care received in a hospital emergency room 	\$100 copay Annual deductible applies	\$100 copay Annual deductible applies	\$100 copay Annual deductible applies	25% coinsurance Annual deductible applies
F. Inpatient Hospital Copay (waived for admission to Center of Excellence)	\$100 copay Annual deductible applies	\$200 copay Annual deductible applies	\$500 copay Annual deductible applies	25% coinsurance Annual deductible applies
G. Outpatient Surgery Copay	\$60 copay Annual deductible applies	\$120 copay Annual deductible applies	\$250 copay Annual deductible applies	25% coinsurance Annual deductible applies
H. Hospice and Skilled Nursing Facility	Nothing	Nothing	Nothing	Nothing
I. Prosthetics, Durable Medical Equipment	20% coinsurance	20% coinsurance	20% coinsurance	25% coinsurance Annual deductible applies
J. Lab (including allergy shots), Pathology, and X-ray (not included as part of preventive care and not subject to office visit or facility copayments)	5% coinsurance Annual deductible applies	5% coinsurance Annual deductible applies	20% coinsurance Annual deductible applies	25% coinsurance Annual deductible applies
K. MRI/CT Scans	5% coinsurance Annual deductible applies	10% coinsurance Annual deductible applies	20% coinsurance Annual deductible applies	25% coinsurance annual deductible applies
L. Other expenses not covered in A-K above, including but not limited to: <ul style="list-style-type: none"> Ambulance Home Health Care Outpatient Hospital Services (non-surgical) <ul style="list-style-type: none"> Radiation/chemotherapy Dialysis Day treatment for mental health and chemical dependency Other diagnostic or treatment related outpatient services 	5% coinsurance annual deductible applies	5% coinsurance annual deductible applies	20% coinsurance annual deductible applies	25% coinsurance annual deductible applies
M. Prescription Drugs 30-day supply of Tier 1, Tier 2, or Tier 3 prescription drugs, including insulin, or a 3-cycle supply of oral contraceptives Note: all Tier 1 generic and select branded oral contraceptives are covered at no cost.	\$12/\$18/\$38 \$14/25/50	\$12/\$18/\$38 \$14/25/50	\$12/\$18/\$38 \$14/25/50	\$12/\$18/\$38 \$14/25/50
N. Plan Maximum Out-of-Pocket Expense for Prescription Drugs (excludes PKU, Infertility, growth hormones) (single/family)	\$800/\$1,600	\$800/\$1,600	\$800/1,600	\$800/\$1,600
O. Plan Maximum Out-of-Pocket Expense (excluding prescription drugs) (single/family)	\$100/2200 \$1,200/2,400	\$100/2200 \$1,200/2,400	\$1500/3000 \$1,600/3,200	\$2500/5000 \$2,600/5,200

*The level of the office visit copayment for the employee and his or her family is dependent upon whether the employee has completed the Health Assessment in each Open Enrollment period, and agreed to accept a health coach call. Employees who have completed the Health Assessment accept a health coaching call are entitled to the lower copayment. Employees hired after the close of Open Enrollment will be entitled to the lower copayment.

This chart applies only to in-network coverage. Point of Service (POS) coverage is available only for members whose permanent residence is outside the State of Minnesota and outside the service areas of the health plans participating in Advantage. This category includes employees temporarily residing outside Minnesota on temporary assignment or paid leave [including sabbatical] and college students. It is also available to dependent children and spouses permanently residing outside the service area. These members pay a \$350 single or \$700 family deductible and 30% coinsurance to the out-of-pocket maximum described in Section O above. Members pay the drug copayment described at Section M above to the out-of-pocket maximum described at Section N. This benefit must be requested.

A standard set of benefits is offered in all SEGIP Advantage Plans. There are still some differences from plan to plan in the way that benefits, including the transplant benefit, are administered, in the referral and diagnosis coding patterns of primary care clinics, and in the definition of Allowed Amount. Beginning in 2016, benefits for palliative care and for the treatment of autism have been added, and are fully described in the Advantage Summary of Benefits.