

# STATE EMPLOYEE SALARY SETTLEMENTS

## FY 20-21 ESTIMATED COSTS

LCC Subcommittee on Employee Relations  
September 7, 2021

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
	7/1/2019	1/1/2020	7/1/2020	1/1/2021					
AFSCME, Council 5	2.25%		2.50%		\$ 2,086,908,177	\$ 104,981,085	5.03%	8.74%	\$182,395,775
AFSCME, Unit 8, Correctional Officers	2.25%		2.50%		\$ 331,053,303	\$ 17,515,918	5.29%	8.92%	\$29,529,955
AFSCME, Unit 25, Radio Communications Oper	2.25%		2.50%		\$ 10,511,814	\$ 526,192	5.01%	8.68%	\$912,425
MN Association of Professional Employees	2.25%		2.50%		\$ 3,061,970,910	\$ 164,059,411	5.36%	9.30%	\$284,763,295
Middle Management Association	2.25%		2.50%		\$ 764,283,588	\$ 39,870,769	5.22%	8.99%	\$68,709,095
MN Government Engineering Council (5)	2.25%		2.50%		\$ 269,391,309	\$ 13,406,438	4.98%	8.35%	\$22,494,174
Minnesota Nurses Association	2.25%		2.50%		\$ 201,413,184	\$ 10,766,432	5.35%	9.23%	\$18,590,437
<b>MN Law Enforcement Association</b> <sup>7</sup>	2.25%		2.50%		\$ 192,515,740	\$ 12,694,633	7.24%	15.99%	\$30,783,267
State Residential Schools Education Assoc	2.25%		2.50%		\$ 35,467,528	\$ 1,310,746	3.70%	5.98%	\$2,120,958
Service Employees International Union (6)	10.4%								
State University Inter Faculty Organization	1.90%		2.00%		\$ 623,076,607	\$ 21,371,403	3.43%	5.42%	\$33,770,752
MN State Univ Assoc of Admin & Service Faculty			1.50%		\$ 139,166,477	\$ 4,874,063	3.50%	5.92%	\$8,238,655
Minnesota State College Faculty			3.45%		\$ 804,129,466	\$ 29,953,733	3.72%	6.05%	\$48,649,833
Personnel Plan for MnSCU administrators					\$ 189,887,030	\$ 5,078,044	2.67%	4.10%	\$7,785,368
Personnel Plan for St Bd of Invest employees									
Office of Higher Education Plan	2.25%		2.50%		\$ 7,388,523	\$ 457,360	6.19%	10.64%	\$786,139
Managerial Plan	2.25%		2.50%		\$ 462,049,092	\$ 20,288,257	4.39%	7.09%	\$32,759,281
Commissioners Plan (4)	2.25%		2.50%		\$ 273,842,106	\$ 9,579,351	3.50%	5.36%	\$14,677,937
Office of Legislative Auditor									
MnSure Compensation Plan	2.25%		2.50%		\$ 5,370,360	\$ 280,755	5.23%	8.54%	\$458,629
<b>TOTAL</b>					<b>\$ 9,458,425,214</b>	<b>\$ 457,014,590</b>	<b>4.83%</b>	<b>8.33%</b>	<b>\$ 787,425,974</b>

The ">" indicates proposed contract or plan has not been acted on by the Subcommittee.  
 The "R" indicates the contract or plan was rejected by the Subcommittee.  
 The "I" indicates a contract or plan that has been implemented absent Subcommittee action  
 The "\*\*\*" indicates the proposed contract or plan has not been ratified by the Legislature  
 The "A" indicates the contract or plan has 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.
- (5) The arbitration award provided 3.5% across the board increases each year for engineers in the 3 highest classes
- (6) Includes federal and state funds. Does not include funds for administration, grants and training.
- (7) Includes legislatively established 8.45% wage increase for all employees and 10.45% increase for those employees at top of their range, effec 10/2020