

**Minnesota Management & Budget
Bargaining Agreements and Unrepresented Employee Plans
FY2016-FY2017**

MMB Bargaining Units/Plans	No. Full-time Employees	No. Part-time Employees	Total No. Employees	Average Annual Salary	Percent of Employees at Range Maximum	Percent of Employees Below Range Maximum	Average Step Size	FY2016 General Salary Increase	FY2017 General Salary Increase	Employer Match to Deferred Compensation/ Fiscal Year	Employer Contribution to MSRS Pension Plan July 1, 2014**	CY2016	CY2016	CY2016	CY2016	CY 2017	CY 2017	CY 2017	CY 2017
												Annual Employee Contribution for Employee only Health Insurance	Annual Employer Contribution for Employee only Health Insurance	Annual Employee Contribution for Family Health Insurance	Annual Employer Contribution for Family Health Insurance	Annual Employee Contribution for Employee only Health Insurance	Annual Employer Contribution for Employee only Health Insurance	Annual Employee Contribution for Family Health Insurance	Annual Employer Contribution for Family Health Insurance
AFSCME 2,3,4,6,7	11,437	3,428	14,865	\$42,992	49%	51%	2.7%	2.5%	2.5%	\$175	5.5%	\$339	\$6,432	\$2,310	\$17,601	\$361	\$6,857	\$2,462	\$18,763
AFSCME Unit 8	1,996	1	1,997	\$46,938	24%	76%	2.70%	2.50%	2.50%	\$175	12.85%	\$339	\$6,432	\$2,310	\$17,601	\$361	\$6,857	\$2,462	\$18,763
AFSCME Unit 25	61	0	61	\$45,957	30%	70%	2.7%	2.5%	2.5%	\$175	5.5%	\$339	\$6,432	\$2,310	\$17,601	\$361	\$6,857	\$2,462	\$18,763
MAPE	13,020	655	13,675	\$63,204	43%	57%	3.6%	2.5%	2.5%	\$100	5.5%	\$339	\$6,432	\$2,310	\$17,601	\$361	\$6,857	\$2,462	\$18,763
MMA	2,949	34	2,983	\$75,231	56%	44%	3.6%	2.5%	2.5%	\$300*	5.5%	\$339	\$6,432	\$2,310	\$17,601	\$361	\$6,857	\$2,462	\$18,763
MLEA	691	0	691	\$68,319	69%	31%	4.0%	2.5%	2.5%	\$400	20.1%***	\$339	\$6,432	\$2,310	\$17,601	\$361	\$6,857	\$2,462	\$18,763
MNA	454	307	761	\$79,114	52%	48%	4.0%	2.5%	2.5%	\$150	5.5%	\$339	\$6,432	\$2,310	\$17,601	\$361	\$6,857	\$2,462	\$18,763
SRSEA	177	24	201	\$71,577	61%	39%	3.4%	2.5%	2.5%	\$100	5.5%	\$339	\$6,432	\$2,310	\$17,601	\$361	\$6,857	\$2,462	\$18,763
Commissioner's Plan	1,126	97	1,223	\$72,662	59%	41%	No Steps	2.5%	2.5%	\$300*	5.5%	\$339	\$6,432	\$2,310	\$17,601	\$361	\$6,857	\$2,462	\$18,763
Managerial Plan	1,374	17	1,391	\$102,563	61%	39%	No Steps	2.5%	2.5%	\$300*	5.5%	\$339	\$6,432	\$2,310	\$17,601	\$361	\$6,857	\$2,462	\$18,763
Office of Higher Education Unclassified Plan	41	0	41	\$65,229	27%	73%	No Steps	2.5%	2.5%	\$300*+	5.5%	\$339	\$6,432	\$2,310	\$17,601	\$361	\$6,857	\$2,462	\$18,763

* Certain eligible MMA employees and all employees covered by the Commissioner's and Managerial Plans may elect to receive the deferred compensation State match of \$300 or elect to convert up to forty hours of vacation (fifty hours for Managers) into their deferred compensation account

*+ Employees of the Office of Higher Education Unclassified Plan are eligible to receive the deferred compensation State match of \$300. Employees may convert up to forty hours of vacation (50 hours of vacations if assigned to Executive levels L-1 through L-3) into their deferred compensation account

** Employer contribution to MSRS Pension Plan for the majority of employees in the bargaining unit

*** MLEA employees covered by the State Patrol Retirement Fund do not contribute to social security. The Employer contribution to the State Patrol Retirement Fund will increase by 1.5% to 21.6% effective July 1, 2016

Employees represented by AFSCME, MAPE, MMA, MNA and SRSEA whose salaries are below their salary range maximum rate are eligible for performance-based salary increases on their anniversary date each fiscal year. MLEA employees receive progression increases after a year of service at a step.

Employees covered by the Commissioner's and Managerial Plans and the Office of Higher Education Unclassified Plan whose salaries are below their salary range maximum rate are eligible for performance-based salary increases in the pay period which includes January 1 each fiscal year

AFSCME 2,3,4,6,7	Labor, Service, Health Care Non-Professional, Office Clerical, and Technical Employee:
AFSCME Unit 8	Correctional Guards
AFSCME Unit 25	Radio Communications Operators
MAPE	Minnesota Association of Professional Employees
MMA	Middle Management Association
MLEA	Law Enforcement Personnel
MNA	Minnesota Nurses Association
SRSEA	State Residential Schools Education Association
Commissioner's Plan	Unrepresented confidential employees, health treatment professionals, and medical specialists:
Managerial Plan	Unrepresented managers
Office of Higher Education	Office of Higher Education Unclassified Personnel Compensation Plan