



Subcommittee on Employee Relations

72 State Office Building | St. Paul, MN 55155 | Phone: 651-296-9002 | www.ser.leg.mn

Memorandum

DATE: September 23, 2021
TO: Members of the Subcommittee on Employee Relations
FROM: Michelle Weber, Legislative Coordinating Commission
RE: FY 2022-23 MAPE Contract Summary

This memo summarizes the FY 2022-23 Minnesota Association of Professional Employees (MAPE) contract submitted to the Subcommittee on Employee Relations (SER) by Minnesota Management and Budget (MMB). Under M.S. 3.855, subdivision 2, paragraph c, the Subcommittee may meet by October 20, 2021, to provide interim approval or to disapprove the contract. If the Subcommittee does not meet by October 20, 2021, the contract will go into interim effect and will be submitted to the legislature for ratification.

The Minnesota Association of Professional Employees (MAPE) represents approximately 15,467 employees. A copy of the contract is available at: <https://www.ser.leg.mn/contracts/22-23/MAPE-2021-23-Legislative-Redline.pdf>.

Financial Provisions

1. 2.5% across the board (ATB) increases effective July 1, 2021.
2. 2.5% ATB increases effective July 1, 2022.
3. Step increases in each year for employees who are eligible. Step increases represent approximately a 3.58% increase. About 52% of these employees are eligible to receive these step increases.
4. Establishes a bi-lingual, multi-lingual translation services wage differential.
5. Increases the employer match for deferred compensation from \$200 to \$250.

Non-Financial Provisions

1. Changes to the State Employees Group Insurance Program (SEGIP) that are the same as those included in the AFSCME Council 5 contracts.
2. Adds Juneteenth as a state paid holiday.
3. Revises the process for selecting an arbitrator for grievance proceedings.

Other Unchanged Provisions

Employees continue to:

1. Receive ten holidays and one floating holiday per year.
2. Receive thirteen days of paid sick leave per year.
3. Earn between 13 (entry level) and 29 (30 years of service) days of vacation leave per year, depending on the length of service.
4. Be eligible for achievement awards. These awards recognize achievement for outstanding performance. The award consists of a lump sum of up to \$1,000 or a step increase. They can be granted to a maximum of 35% of the employees within an agency.
5. Be required to contribute 1% of their salary to a health care savings plan.

Also, maintains supplemental agreements with many agencies with provisions that apply to agency specific needs.

Pay Equity

MMB is required by Minnesota Statutes 43A.05 to report any employee classes that it has found to have inequities in compensation. The December 2020 report by the Department identified six female-dominated classes in bargaining units represented by MAPE, including 90 employees. These inequities were not addressed in the agreement. MMB retains the discretion to address the salary ranges of these classifications during the contract period, as range assignments are wholly a management right.

Settlement Cost Sheet

MMB estimates that the cost of the increases (ATB, steps, insurance, FICA, retirement contributions) provided in the MAPE contract will be 5.0% this biennium. The cost of these increases will add 7.97% 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.) These costs are included in the settlement tracking sheet.

Additional Information

Attached are additional data provided by MMB:

- Summary of Wages and Insurance
- Estimated Cost for SER, including costs by agency as required under M.S.3.855, subd. 5.

Also attached is the SER Settlement Sheet.

Please feel free to contact me at michelle.weber@lcc.leg.mn if you have any questions.

STATE EMPLOYEE SALARY SETTLEMENTS

FY 22-23 ESTIMATED COSTS

LCC Subcommittee on Employee Relations
September 21 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
	7/1/2021	1/1/2022	7/1/2022	1/1/2023					
AFSCME, Council 5	2.50%		2.50%		\$ 2,084,072,266	\$ 92,044,883	4.42%	6.94%	\$ 144,634,615
AFSCME, Unit 8, Correctional Officers	2.50%		2.50%		\$ 365,056,850	\$ 17,051,747	4.67%	7.39%	\$ 26,977,701
AFSCME, Unit 25, Radio Communications Oper	2.50%		2.50%		\$ 11,243,196	\$ 497,646	4.43%	6.95%	\$ 781,402
MN Association of Professional Employees	2.50%		2.50%		\$ 3,262,497,442	\$ 163,077,761	5.00%	7.97%	\$ 260,021,046
Middle Management Association									
MN Government Engineering Council (5)									
Minnesota Nurses Association									
MN Law Enforcement Association									
State Residential Schools Education Assoc									
Service Employees International Union (6)									
State University Inter Faculty Organization									
MN State Univ Assoc of Admin & Service Faculty									
Minnesota State College Faculty									
Personnel Plan for MnSCU administrators									
Personnel Plan for St Bd of Invest employees									
Office of Higher Education Plan									
Managerial Plan									
Commissioners Plan (4)									
Office of Legislative Auditor									
MNsure Compensation Plan									
TOTAL					\$ 5,722,869,754	\$ 272,672,037	4.76%	7.56%	\$ 432,414,765

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.

**ESTIMATED COST OF THE COLLECTIVE BARGAINING AGREEMENT BETWEEN
THE STATE OF MINNESOTA AND MAPE**

July 1, 2021 – June 30, 2023

I. Bargaining Unit Composition

Total Number of Employees: 15,467

II. Biennial Summary of Costs (All Agencies and All Funds)

Employee Costs	Biennial Base	Biennial New Money
Salaries	2,373,396,498	127,589,723
FICA and Retirement	341,361,758	, 18,351,023
Insurance	547,739,246	17,137,015
TOTAL	3,262,497,442	163,077,761

The Hubinger Number is **5.00%**, which represents the Biennial New Money as a percentage of the Biennial Base at the beginning of Fiscal Year 2022.

The Merriam Number is **7.97%**, which represents the growth in the Biennial Base over the term of the contract.

III. Biennial Base and New Costs (By Agency and Funding Source)

Agency & Funding Source	Biennial Base	Biennial Base + New Costs
Accountancy Board	\$341,514	\$358,585
General	\$341,514	\$358,585
Administration Dept	\$37,626,722	\$39,507,515
General	\$10,694,050	\$11,228,598
Other	\$26,932,672	\$28,278,917
Administrative Hearings	\$596,950	\$626,789
General	\$216,380	\$227,196
Other	\$380,570	\$399,593
African Heritage Council	\$331,436	\$348,003
General	\$331,436	\$348,003
Agriculture Dept	\$64,996,272	\$68,245,147
General	\$24,113,714	\$25,319,051
Other	\$40,882,558	\$42,926,096

**SUMMARY OF WAGE AND INSURANCE PROVISIONS IN THE AGREEMENT BETWEEN
THE STATE OF MINNESOTA AND MAPE**

July 1, 2021 – June 30, 2023

Agency & Funding Source	Biennial Base	Biennial Base + New Costs
Amateur Sports Comm	\$147,780	\$155,167
General	\$147,780	\$155,167
Animal Health Board	\$3,650,982	\$3,833,478
General	\$3,650,982	\$3,833,478
Architecture, Engineering Bd	\$143,836	\$151,026
General	\$143,836	\$151,026
Arts Board	\$1,841,714	\$1,933,773
General	\$517,754	\$543,634
Other	\$1,323,960	\$1,390,139
Asian-Pacific Council	\$168,048	\$176,448
General	\$168,048	\$176,448
Behavioral Health & Therapy Bd	\$392,654	\$412,281
Other	\$392,654	\$412,281
Campaign Fin & Public Discl Bd	\$1,124,234	\$1,180,429
General	\$1,124,234	\$1,180,429
Capitol Area Architect	\$240,560	\$252,585
General	\$240,560	\$252,585
Chiropractors Board	\$152,790	\$160,427
Other	\$152,790	\$160,427
Commerce Dept	\$41,951,614	\$44,048,589
General	\$22,078,186	\$23,181,776
Other	\$19,873,428	\$20,866,812
Corrections Dept	\$180,168,056	\$189,173,857
General	\$174,872,734	\$183,613,846
Other	\$5,295,322	\$5,560,012
Cosmetologist Exam Board	\$1,479,408	\$1,553,357
General	\$1,479,408	\$1,553,357
Dentistry Board	\$1,100,018	\$1,155,003
Other	\$1,100,018	\$1,155,003
Disability Council	\$863,062	\$906,203
General	\$863,062	\$906,203
Education Department	\$65,795,340	\$69,084,157
General	\$21,110,624	\$22,165,850
Other	\$44,684,716	\$46,918,307
Emergency Medical Services Bd	\$1,863,706	\$1,956,864
General	\$1,863,706	\$1,956,864
Employ & Econ Development Dept	\$192,656,402	\$202,286,440
General	\$13,638,624	\$14,320,358
Other	\$179,017,778	\$187,966,082

**SUMMARY OF WAGE AND INSURANCE PROVISIONS IN THE AGREEMENT BETWEEN
THE STATE OF MINNESOTA AND MAPE**

July 1, 2021 – June 30, 2023

Agency & Funding Source	Biennial Base	Biennial Base + New Costs
Exec for LT Svcs & Supports Bd	\$605,650	\$635,924
Other	\$605,650	\$635,924
Explore Minnesota Tourism	\$3,436,578	\$3,608,357
General	\$3,436,578	\$3,608,357
Gambling Control Board	\$4,234,066	\$4,445,708
Other	\$4,234,066	\$4,445,708
Health Department	\$212,360,588	\$222,975,551
General	\$20,726,894	\$21,762,939
Other	\$191,633,694	\$201,212,611
Housing Finance Agency	\$39,907,498	\$41,902,297
Other	\$39,907,498	\$41,902,297
Human Rights Dept	\$7,345,588	\$7,712,761
General	\$7,345,588	\$7,712,761
Human Services Dept	\$474,813,496	\$498,547,314
General	\$285,150,256	\$299,403,651
Other	\$189,663,240	\$199,143,663
Indian Affairs Council	\$896,324	\$941,127
General	\$726,524	\$762,840
Other	\$169,800	\$178,288
Investment Board	\$1,909,866	\$2,005,332
Other	\$1,909,866	\$2,005,332
Iron Range Resources & Rehab	\$5,312,642	\$5,578,197
Other	\$5,312,642	\$5,578,197
Labor & Industry Dept	\$60,345,278	\$63,361,671
General	\$3,470,096	\$3,643,551
Other	\$56,875,182	\$59,718,120
Latino Affairs Council	\$841,530	\$883,594
General	\$841,530	\$883,594
Lottery	\$17,524,856	\$18,400,846
Other	\$17,524,856	\$18,400,846
Medical Practice Board	\$2,429,690	\$2,551,139
Other	\$2,429,690	\$2,551,139
Military Affairs Dept	\$12,313,836	\$12,929,350
General	\$1,838,964	\$1,930,886
Other	\$10,474,872	\$10,998,464
Minnesota Zoological Garden	\$10,426,444	\$10,947,616
General	\$4,499,322	\$4,724,223
Other	\$5,927,122	\$6,223,393

**SUMMARY OF WAGE AND INSURANCE PROVISIONS IN THE AGREEMENT BETWEEN
THE STATE OF MINNESOTA AND MAPE**

July 1, 2021 – June 30, 2023

Agency & Funding Source	Biennial Base	Biennial Base + New Costs
Mn Management & Budget	\$16,764,028	\$17,601,987
General	\$7,679,960	\$8,063,847
Other	\$9,084,068	\$9,538,140
MN St Colleges & Universities	\$254,867,023	\$267,606,694
Other	\$254,867,023	\$267,606,694
Mn State Academies	\$2,279,720	\$2,393,673
General	\$2,101,154	\$2,206,181
Other	\$178,566	\$187,492
MN State Retirement System	\$19,619,060	\$20,599,730
Other	\$19,619,060	\$20,599,730
MN.IT Services Office	\$593,249,282	\$622,903,179
General	\$4,566,106	\$4,794,345
Other	\$588,683,176	\$618,108,834
MNsure	\$16,942,678	\$17,789,567
Other	\$16,942,678	\$17,789,567
Natural Resources Dept	\$212,112,696	\$222,715,268
General	\$43,186,554	\$45,345,258
Other	\$168,926,142	\$177,370,010
Nursing Board	\$1,331,166	\$1,397,705
Other	\$1,331,166	\$1,397,705
Occupational Therapy Pract Bd	\$157,784	\$165,671
Other	\$157,784	\$165,671
Office of Higher Education	\$2,160,400	\$2,268,389
General	\$1,125,320	\$1,181,570
Other	\$1,035,080	\$1,086,819
Ombud Mental Hlth & Dev Dis	\$2,436,180	\$2,557,954
General	\$2,436,180	\$2,557,954
Ombudsperson for Families	\$799,718	\$839,692
General	\$799,718	\$839,692
Optometry Board	\$49,546	\$52,023
Other	\$49,546	\$52,023
Peace Officers Board (POST)	\$1,634,250	\$1,715,939
General	\$1,634,250	\$1,715,939
Perpich Ctr For Arts Education	\$2,386,744	\$2,506,047
General	\$2,256,070	\$2,368,841
Other	\$130,674	\$137,206
Pharmacy Board	\$1,036,584	\$1,088,398
General	\$121,820	\$127,909
Other	\$914,764	\$960,489

**SUMMARY OF WAGE AND INSURANCE PROVISIONS IN THE AGREEMENT BETWEEN
THE STATE OF MINNESOTA AND MAPE**

July 1, 2021 – June 30, 2023

Agency & Funding Source	Biennial Base	Biennial Base + New Costs
Physical Therapy Board	\$139,666	\$146,647
Other	\$139,666	\$146,647
Podiatric Medicine Board	\$49,546	\$52,023
Other	\$49,546	\$52,023
Pollution Control Agency	\$121,620,606	\$127,699,880
General	\$2,059,902	\$2,162,867
Other	\$119,560,704	\$125,537,013
Private Detective Board	\$158,240	\$166,150
General	\$158,240	\$166,150
Prof Educator Licensing Std Bd	\$2,137,980	\$2,244,848
General	\$2,137,980	\$2,244,848
Psychology Board	\$517,828	\$543,712
Other	\$517,828	\$543,712
Public Employees Retire Assoc	\$14,669,764	\$15,403,040
Other	\$14,669,764	\$15,403,040
Public Facilities Authority	\$1,588,436	\$1,667,835
Other	\$1,588,436	\$1,667,835
Public Safety Dept	\$89,784,102	\$94,272,011
General	\$40,280,380	\$42,293,817
Other	\$49,503,722	\$51,978,193
Public Utilities Comm	\$5,938,404	\$6,235,238
General	\$5,831,002	\$6,122,468
Other	\$107,402	\$112,771
Racing Commission	\$2,042,242	\$2,144,325
Other	\$2,042,242	\$2,144,325
Revenue Dept	\$209,887,496	\$220,378,840
General	\$189,163,010	\$198,618,429
Other	\$20,724,486	\$21,760,411
Secretary of State	\$8,981,084	\$9,430,009
General	\$3,946,492	\$4,143,760
Other	\$5,034,592	\$5,286,249
Sentencing Guidelines Comm	\$857,532	\$900,396
General	\$857,532	\$900,396
Social Work Board	\$660,736	\$693,763
Other	\$660,736	\$693,763
State Auditor	\$13,024,302	\$13,675,329
General	\$12,380,300	\$12,999,136
Other	\$644,002	\$676,193

**SUMMARY OF WAGE AND INSURANCE PROVISIONS IN THE AGREEMENT BETWEEN
THE STATE OF MINNESOTA AND MAPE**

July 1, 2021 – June 30, 2023

Agency & Funding Source	Biennial Base	Biennial Base + New Costs
Teachers Retirement Assoc	\$14,390,068	\$15,109,364
Other	\$14,390,068	\$15,109,364
Transportation Dept	\$147,888,630	\$155,280,926
General	\$2,042,362	\$2,144,451
Other	\$145,846,268	\$153,136,475
Trial Courts	\$2,072,308	\$2,175,893
General	\$607,386	\$637,747
Other	\$1,464,922	\$1,538,147
Veterans Affairs Dept	\$28,599,420	\$30,028,978
General	\$9,777,526	\$10,266,261
Other	\$18,821,894	\$19,762,717
Veterinary Medicine Board	\$117,726	\$123,611
Other	\$117,726	\$123,611
Water & Soil Resources Board	\$17,207,440	\$18,067,564
General	\$5,550,656	\$5,828,109
Other	\$11,656,784	\$12,239,455

IV. Estimated Additional Salary and Non-Wage Costs (By Agency)

Agency	Additional Salary	Additional Non-Wage
Accountancy Board	\$13,356	\$3,715
Administration Dept	\$1,471,506	\$409,287
Administrative Hearings	\$23,346	\$6,493
African Heritage Council	\$12,962	\$3,605
Agriculture Dept	\$2,541,874	\$707,001
Amateur Sports Comm	\$5,779	\$1,607
Animal Health Board	\$142,783	\$39,714
Architecture, Engineering Bd	\$5,625	\$1,565
Arts Board	\$72,026	\$20,033
Asian-Pacific Council	\$6,572	\$1,828
Behavioral Health & Therapy Bd	\$15,356	\$4,271
Campaign Fin & Public Discl Bd	\$43,967	\$12,229
Capitol Area Architect	\$9,408	\$2,617
Chiropractors Board	\$5,975	\$1,662
Commerce Dept	\$1,640,643	\$456,332
Corrections Dept	\$7,046,011	\$1,959,790
Cosmetologist Exam Board	\$57,857	\$16,092
Dentistry Board	\$43,019	\$11,966
Disability Council	\$33,753	\$9,388

**SUMMARY OF WAGE AND INSURANCE PROVISIONS IN THE AGREEMENT BETWEEN
THE STATE OF MINNESOTA AND MAPE**

July 1, 2021 – June 30, 2023

Agency	Additional Salary	Additional Non-Wage
Education Department	\$2,573,124	\$715,693
Emergency Medical Services Bd	\$72,886	\$20,273
Employ & Econ Development Dept	\$7,534,405	\$2,095,633
Exec for LT Svcs & Supports Bd	\$23,686	\$6,588
Explore Minnesota Tourism	\$134,398	\$37,382
Gambling Control Board	\$165,586	\$46,056
Health Department	\$8,304,996	\$2,309,967
Housing Finance Agency	\$1,560,702	\$434,097
Human Rights Dept	\$287,271	\$79,902
Human Services Dept	\$18,569,002	\$5,164,816
Indian Affairs Council	\$35,053	\$9,750
Investment Board	\$74,691	\$20,775
Iron Range Resources & Rehab	\$207,767	\$57,789
Labor & Industry Dept	\$2,359,983	\$656,410
Latino Affairs Council	\$32,911	\$9,154
Lottery	\$685,362	\$190,628
Medical Practice Board	\$95,020	\$26,429
Military Affairs Dept	\$481,569	\$133,945
Minnesota Zoological Garden	\$407,757	\$113,414
Mn Management & Budget	\$655,607	\$182,352
MN St Colleges & Universities	\$9,967,337	\$2,772,333
Mn State Academies	\$89,155	\$24,798
MN State Retirement System	\$767,262	\$213,408
MN.IT Services Office	\$23,200,788	\$6,453,109
MNsure	\$662,594	\$184,295
Natural Resources Dept	\$8,295,302	\$2,307,270
Nursing Board	\$52,059	\$14,480
Occupational Therapy Pract Bd	\$6,171	\$1,716
Office of Higher Education	\$84,489	\$23,500
Ombud Mental Hlth & Dev Dis	\$95,274	\$26,500
Ombudsperson for Families	\$31,275	\$8,699
Optometry Board	\$1,938	\$539
Peace Officers Board (POST)	\$63,912	\$17,777
Perpich Ctr For Arts Education	\$93,341	\$25,962
Pharmacy Board	\$40,539	\$11,276
Physical Therapy Board	\$5,462	\$1,519
Podiatric Medicine Board	\$1,938	\$539
Pollution Control Agency	\$4,756,338	\$1,322,936
Private Detective Board	\$6,188	\$1,721
Prof Educator Licensing Std Bd	\$83,612	\$23,256

**SUMMARY OF WAGE AND INSURANCE PROVISIONS IN THE AGREEMENT BETWEEN
THE STATE OF MINNESOTA AND MAPE**

July 1, 2021 – June 30, 2023

Agency	Additional Salary	Additional Non-Wage
Psychology Board	\$20,251	\$5,633
Public Employees Retire Assoc	\$573,705	\$159,571
Public Facilities Authority	\$62,121	\$17,278
Public Safety Dept	\$3,511,276	\$976,633
Public Utilities Comm	\$232,239	\$64,595
Racing Commission	\$79,868	\$22,215
Revenue Dept	\$8,208,278	\$2,283,066
Secretary of State	\$351,232	\$97,692
Sentencing Guidelines Comm	\$33,536	\$9,328
Social Work Board	\$25,840	\$7,187
State Auditor	\$509,354	\$141,673
Teachers Retirement Assoc	\$562,767	\$156,529
Transportation Dept	\$5,783,627	\$1,608,669
Trial Courts	\$81,044	\$22,542
Veterans Affairs Dept	\$1,118,466	\$311,092
Veterinary Medicine Board	\$4,604	\$1,281
Water & Soil Resources Board	\$672,948	\$187,175

**SUMMARY OF WAGE AND INSURANCE PROVISIONS IN THE AGREEMENT BETWEEN
THE STATE OF MINNESOTA AND MAPE**

July 1, 2021 – June 30, 2023

Wages

Two and one-half percent (2.50%) general wage increase effective July 1, 2021. Employees whose rate of pay is at or over the new maximum rate are not eligible for this increase.

Two and one-half percent (2.50%) general wage increase effective July 1, 2022. All employees are eligible for this wage increase.

Progression step increases averaging 3.58% are available to employees in both fiscal years on the employee's anniversary date. Employees at the maximum rate of their salary range are not eligible for progression step increases. Approximately 52% of employees are eligible for progression step increases during the fiscal year. Progression step increases are delivered on an annual basis.

Insurance

1. Medical plan:

- a. Effective January 1, 2022, 3-D mammograms will not be subject to out-of-pocket costs on the same terms as are 2-D mammograms.
- b. Effective January 1, 2022, a member will no longer need a referral to visit an eye doctor for an eye injury when they had their annual exam within the past year.
- c. Effective January 1, 2022, the Emergency Room out of pocket costs will be streamlined so that members have a clear understanding of what they will pay for the service:
 - i. Cost level 1: was \$100 and subject to the deductible, it becomes a flat \$100 and not subject to the deductible
 - ii. Cost level 2: was \$100 and subject to the deductible, it becomes \$125 and not subject to the deductible.
 - iii. Cost level 3: was \$100 and subject to the deductible, it becomes \$150 and not subject to the deductible.
 - iv. Cost level 4: was subject to deductible and a 25% coinsurance to the out-of-pocket maximum, it becomes \$350 and not subject to the deductible.
- d. Effective January 1, 2023, a new infertility benefit designed by the Joint Labor Management committee on Insurance Benefits will be implemented.

2. Dental plan:

- a. The dental plan will be offered in open enrollment during both years of this contract rather than just one year.