

STATE EMPLOYEE SALARY SETTLEMENTS

FY 24-25 ESTIMATED COSTS

LCC Subcommittee on Employee Relations  
November 22, 2024

Bargaining Unit	ACROSS THE BOARD	ACROSS THE BOARD	24-25 BIENNIAL BASE (1)	INCREASED COSTS IN 24-25 BIENNIUM (1)		% INCREASE (2)	% INCREASE 24-25 BIENNIUM TO 26-27 BIENNIUM (3)		\$ IMPACT ON 26-27 BIENNIUM
	INCREASE 7/1/2023	INCREASE 7/1/2024							
AFSCME, Council 5	5.50%	4.50%	\$ 2,271,170,710	\$ 167,097,144		7.36%	10.05%	\$ 228,252,656	
AFSCME, Unit 8, Correctional Officers	5.50%	4.50%	\$ 370,270,146	\$ 33,684,323		9.10%	11.19%	\$ 41,433,229	
MN Association of Professional Employees	5.50%	4.50%	\$ 3,852,748,170	\$ 301,773,037		7.83%	10.70%	\$ 412,244,054	
Middle Management Association	5.50%	4.50%	\$ 948,795,126	\$ 76,535,552		8.07%	11.11%	\$ 105,411,138	
MN Government Engineering Council (5)	5.50%	4.50%	\$ 314,357,378	\$ 25,252,811		8.03%	11.02%	\$ 34,642,183	
Minnesota Nurses Association	5.50%	4.50%	\$ 260,321,362	\$ 24,026,556		9.23%	13.41%	\$ 34,909,095	
MN Law Enforcement Association	5.50%	4.50%	\$ 258,992,278	\$ 20,588,077		7.95%	11.82%	\$ 30,612,887	
Law Enforcement Labor Svcs: Radio Communications Operator Unit #17	5.50%	4.50%	\$ 12,274,088	\$ 907,491		7.39%	10.08%	\$ 1,237,228	
Law Enforcement Labor Svcs: Licensed Peace Officer Special Unit #18	5.50%	4.50%	\$ 38,889,012	\$ 2,908,378		7.48%	11.04%	\$ 4,293,347	
Law Enforcement Labor Svcs: Licensed Peace Officer Leader Unit #19	5.50%	4.50%	\$ 13,552,110	\$ 1,013,631		7.48%	11.37%	\$ 1,540,875	
State Residential Schools Education Assoc	5.50%	4.50%	\$ 33,714,168	\$ 2,610,872		7.74%	10.66%	\$ 3,593,930	
State University Inter Faculty Organization	2.60%	2.90%	\$ 643,141,803	\$ 48,132,299		7.48%	10.28%	\$ 66,114,977	
MN State Univ Assoc of Admin & Service Faculty	2.25%	2.25%	\$ 143,363,274	\$ 11,413,406		7.96%	10.58%	\$ 15,167,834	
Minnesota State College Faculty	2.60%	2.60%	\$ 776,560,054	\$ 60,436,338		7.78%	10.97%	\$ 85,188,638	
Personnel Plan for MnSCU administrators	2.50%	2.50%	\$ 217,870,514	\$ 14,849,846		6.82%	9.33%	\$ 20,327,319	
Office of Higher Education Plan	5.50%	4.50%	\$ 10,588,466	\$ 845,465		7.98%	10.84%	\$ 1,147,790	
Managerial Plan	5.50%	4.50%	\$ 569,000,332	\$ 43,526,398		7.65%	9.96%	\$ 56,672,433	
Commissioners Plan <sup>(4)</sup>	5.50%	4.50%	\$ 321,040,764	\$ 24,850,719		7.74%	10.24%	\$ 32,874,574	
MNsure Compensation Plan	5.50%	4.50%	\$ 6,136,934	\$ 459,286		7.48%	9.59%	\$ 588,532	
<b>TOTAL</b>			<b>\$ 11,062,786,689</b>	<b>\$ 860,911,629</b>		<b>7.78%</b>	<b>10.63%</b>	<b>\$ 1,176,252,721</b>	

OTHER CONTRACTS AND PLANS

Personnel Plan for St Bd of Invest employees <sup>(6)</sup>	-	-	-	-	-	-	-	-
Office of Legislative Auditor <sup>(6)</sup>	-	-	-	-	-	-	-	-
Service Employees International Union <sup>(5)</sup>	8.68%	5.90%	-	\$ 74,559,000	-	-	-	\$ 103,888,000

(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)

a) Biennial Base includes the state share of personal care and Consumer Directed Community Supports (CDCS) services paid under the Medical Assistance program, Alternative Care, and the Consumer Support Grant (CSG), based on the November 2022 forecast. This does not include the federal share of services. These amounts are [based on] the SEIU collective bargaining agreement.

b) The amount listed is the estimated state cost of rate adjustments for personal care and Consumer Directed Community Supports (CDCS) paid through the Medical Assistance program, Alternative Care, and the Consumer Support Grant (CSG). It also includes..... (this footnote would also include any other items that are included in the final CBA. This amount will align with the fiscal note.) These amounts are based on the SEIU collective bargaining agreement.

c) The base includes all personal care services, regardless of whether they are provided by workers covered by the collective bargaining agreement.

(6) The compensation plans for the Office of the Legislative Auditor and the State Board of Investment provide for salary increases and salary ranges that are indexed to CPI, or to other plans that are reviewed and approved by the Subcommittee. As a result, there are time periods when these plans are not submitted to the SER.