

# STATE EMPLOYEE SALARY SETTLEMENTS

## FY 16-17 ESTIMATED COSTS

LCC Subcommittee on Employee Relations  
April 3, 2017

Bargaining Unit	Across the board increases (% increase)				BIENNIAL BASE(1)	BIENNIAL NEW MONEY (1)	% INCREASE (2)	% INCREASE BIENNIUM TO NEXT BIENNIUM 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	2.50%		2.50%		\$294,490,000	\$9,636,000	3.27%	4.94%	\$14,547,806
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
<b>MN Government Engineering Council (5)</b>	2.50%		2.50%		\$203,259,000	\$10,105,000	4.97%	7.83%	\$15,915,180
Minnesota Nurses Association	2.50%		2.50%		\$160,981,000	\$9,018,000	5.60%	9.52%	\$15,325,391
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	2.50%		2.50%		\$30,861,000	\$1,900,000	6.16%	10.73%	\$3,311,385
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 Facult	1.50%		1.10%		\$127,771,687	\$4,259,614	3.33%	5.72%	\$7,308,540
Minnesota State College Faculty				1.25%	\$791,786,418	\$30,033,409	3.79%	6.42%	\$50,832,688
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					\$3,305,402	\$249,124	7.54%		
Office of Higher Education Plan	2.50%		2.50%		\$6,849,000	\$423,000	6.18%	10.54%	\$721,885
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					\$9,992,128				
MnSure Compensation Plan					\$5,928,584				
Paid Parental Leave (all contracts & plans)						\$3,000,000			\$ 3,000,000
<b>TOTAL</b>					<b>\$8,920,847,151</b>	<b>\$382,852,668</b>	<b>4.29%</b>	<b>6.73%</b>	<b>\$ 600,756,597</b>

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.
- (5) The arbitration award provided 3.5% across the board increases each year for engineers in the 3 highest classes