



## Subcommittee on Employee Relations Legislative Coordinating Commission

72 State Office Building St. Paul, MN 55155-1201 Phone: (651) 296-2963 or (651) 296-9002 Fax: (651) 297-3697

TDD (651) 296-9896 www.ser.leg.mn

### House

Representative Steve Drazkowski, Vice Chair  
Representative Bob Barrett  
Representative Glenn Gruenhagen  
Representative Debra Hilstrom  
Representative Leon Lillie

### Senate

Senator James Metzen, Chair  
Senator Michelle Benson, Secretary  
Senator Gary Dahms  
Senator Chris Eaton  
Senator Tom Saxhaug

---

Date: April 22, 2016  
To: Members of the Ways and Means Committee  
From: Greg Hubinger  
Re: HF 3584: Summary of state employee labor contracts

**Background.** This bill ratifies three labor contracts for state employees in the Executive Branch. These contracts, plans and salaries have been reviewed by the Legislative Coordinating Commission Subcommittee on Employee Relations. These contracts are for the FY 16-17 biennium. A spreadsheet showing the costs of each agreement is attached.

### Section 1. Labor agreements.

**Subd. 1. Minnesota Law Enforcement Association contract.** This collective bargaining unit represents 691 employees consisting of State Troopers, Conservation Officers, and BCA Agents. It also includes Fugitive Specialists in the Department of Corrections, Special Agents in the Gambling Enforcement Division of the Department of Public Safety and Insurance Fraud Specialists in the Department of Commerce.

1. 2.5% across the board increases effective July 1, 2015 and July 1, 2016.
2. Step increases continue in each year for employees who are eligible. Step increases represent approximately a 4.0% increase. About 31% of these employees are eligible for these step increases.
3. Increase the clothing allowance by \$50 per year.
4. Add provision for Achievement Awards for Commerce Insurance Fraud Specialists. An employee who demonstrates outstanding performance is eligible for a \$1,000 lump sum or a one-step increase. No more than 35% of employees may receive an award in a fiscal year.

**Subd. 2. AFSCME Unit 8, Corrections Officers contract.** This collective bargaining unit represents 1,997 corrections officers at state prisons.

1. 2.5% across the board increases effective July 1, 2015 and July 1, 2016.
2. Step increases in each year for employees who are eligible. Step increases represent approximately a 2.9% increase. About 75% of employees are eligible for these increases.
3. Increase amount of vacation leave an employee may contribute to the sick leave account of another employee from 12 hours per year to 40 hours per year, in accordance with a change in state law.
4. For an employee facing a disciplinary action, an agency may reduce an employee's vacation leave balance by one shift (8 or 10 hours), in lieu of, or in combination with, a suspension.
5. At the request of the employee, remove records of oral reprimands after six months.

**Subd. 3. AFSCME, Radio Communications Operators contract.** This collective bargaining unit represents 60 Radio Communications Operators in the Department of Public Safety. The provisions and proposed changes in this contract parallel those in the AFSCME Council 5 contract:

1. 2.5% across the board increases effective July 1, 2015 and July 1, 2016.
2. Step increases in each year for employees who are eligible. Step increases represent approximately a 2.7% increase. About half of employees are at the maximum of their salary ranges and do not receive these increases.

In addition, provisions in this contract include:

3. A current \$2/hour differential paid to all employees is rolled into the base wage rate effective January 1, 2016
4. A wage differential for those operators who provide training is increased from \$.50 to \$.65 per hour.

Attached is a spreadsheet that shows the costs of each of the contracts.

Attach: settlement sheet

# STATE EMPLOYEE SALARY SETTLEMENTS

## FY 16-17 ESTIMATED COSTS

LCC Subcommittee on Employee Relations

March 14, 2016

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
	7/1/2015	1/1/2016	7/1/2016	1/1/2017					
(5) AFSCME, Council 5	2.50%		2.50%		\$ 1,816,059,000	\$ 90,145,000	4.96%	8.39%	\$152,367,350
(6) AFSCME, Unit 8, Correctional Guards	2.50%		2.50%		\$ 294,490,000	\$ 9,636,000	3.27%	4.94%	\$14,547,806
(5) AFSCME, Unit 25, Radio Communications Oper	2.50%		2.50%		\$ 8,476,000	\$ 423,000	4.99%	8.37%	\$709,441
(5) MN Association of Professional Employees	2.50%		2.50%		\$ 2,399,809,000	\$ 121,437,000	5.06%	8.45%	\$202,783,861
(5) Middle Management Association	2.50%		2.50%		\$ 623,882,000	\$ 26,968,000	4.32%	6.94%	\$43,297,411
MN Government Engineering Council					\$ 203,259,000				
(6) Minnesota Nurses Association	2.50%		2.50%		\$ 160,981,000	\$ 9,018,000	5.60%	9.52%	\$15,325,391
(6) MN Law Enforcement Association	2.50%		2.50%		\$ 148,932,000	\$ 6,419,000	4.31%	6.85%	\$10,201,842
(6) 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%		
(6) State University Inter Faculty Organization	2.20%		1.00%		\$ 579,853,722	\$ 23,378,059	4.03%	6.29%	\$36,472,799
(6) 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
(6) Minnesota State College Faculty				1.25%	\$ 791,786,418	\$ 30,033,409	3.79%	6.42%	\$50,832,688
(6) 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%		
(8) Office of Higher Education Plan	2.00%		2.00%		\$ 6,849,000	\$ 320,000	4.67%	8.00%	\$547,920
(7) Managerial Plan	0.00%		0.00%		\$ 366,422,000	\$ 4,214,000	1.15%	2.55%	\$9,343,761
(7) Commissioners Plan (4)	0.00%		0.00%		\$ 226,847,000	\$ (383,712)	-0.17%	-0.01%	(\$22,685)
Office of Legislative Auditor					\$ 9,992,128				
MnSure Compensation Plan					\$ 5,928,584				
<b>TOTAL</b>					<b>\$8,920,847,151</b>	<b>\$350,088,956</b>	<b>3.92%</b>	<b>6.23%</b>	<b>\$ 555,687,531</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) These contracts were not given interim approval by the Subcommittee, and so will be effective 30 days after their October 29, 2015 submission to the SER.
- (6) These contracts and plan were given interim approval by the Subcommittee and were implemented immediately.
- (7) These plans were not given interim approval and were not implemented. The costs have been calculated to reflect FY 16-17 costs based on the FY 14-15 plan.