


Minnesota Department of Transportation Compensation Overview


February 25, 2013

Your Destination...Our Priority




MnDOT Statistics - February 2013

- › 4,713 Employees
- › Central Office and Eight districts
- › 60% Technical/Clerical/ Maintenance (AFSCME)
- › 16% Engineering (MGEC)
- › 12% Professional (MAPE)
- › 6% Supervisory (MMA)
- › 3% Managers (Managerial Plan)
- › 1% Commissioner's Plan
- › 1% Other (pilots/attorneys)



Difficulty Attracting and Retaining Talent

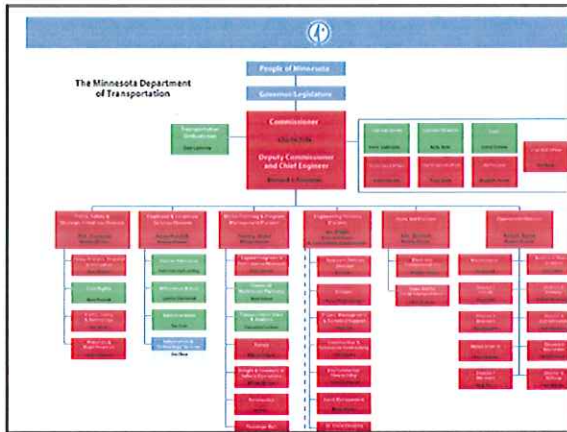
- › Chief Financial Officer
- › District Engineers
- › State Aid Managers
- › Office Directors
- › High Level Managers
- › Deputy Commissioner
- › Commissioner



MnDOT Compensation Compression

**MnDOT Salary Compression
February 2013**

<p>Currently Covered By Governor's Salary Managerial Levels 22 and 23 48 Employees</p> <p><small>Working Titles Include: Business Director, Office Director, and District Engineer</small> Salary Range: \$123,877 - \$151,977 Annual or \$103,230 - \$126,648 Bi-Week New Annual Salary and New Bi-Weekly Salary for 2013 are shown below</p>
<p>Linear 4% Limit Capped By Governor's Salary Managerial Levels 20 and 21 84 Employees</p> <p><small>Working Titles Include: Assistant District Engineer, Office Director, and Assistant Office Director</small> Current Max Salary from \$99,227 - \$123,967 Annual or \$82,679 - \$103,307 per From 7% to 15% Limit Capped By Governor's Salary</p>
<p>From 7% to 15% Limit Capped By Governor's Salary Managerial Levels 18 and 19 MNSL Level 1A MNSL Level 1B 59 Employees</p> <p><small>Working Titles Include: Business Director, Night of Day Manager, Regional Safety Management, Program Administrator, District Engineer Professional, and District Administrator</small> From 10% to 20% Limit Capped By Governor's Salary</p>
<p>From 10% to 20% Limit Capped By Governor's Salary Managerial Levels 17 MNSL Level 1B MNSL Level 1C 52 Employees</p> <p><small>Working Titles Include: Admin Business Director, Staffing Manager, Account Supervisor, Office Assistant, and Finance Specialist</small></p> <p style="text-align: center;"><small>Please See Handouts for Further Details</small></p> <p style="text-align: center;"><small>With the new MMB Compensation Structure the 2013 Salary and Bi-Weekly Salary are shown below</small></p>



Goals

- › Contribute to making Minnesota a world class State
- › Ability to attract and retain talent
- › Operate a sustainable organization into the future
- › Provide challenging competitive careers and incentive to aspire to them
- › Minimize salary compression
- › Support information provided by MMB
