

# State Compensation Overview

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# Basics: Executive Branch Workforce

- There are approx. 55,000 employees in the executive branch, including all agencies, constitutional offices, and Minnesota State.
- A large majority of these employees (approx. 80%) are represented by one of eleven bargaining units; employees not covered by a bargaining unit have their terms and conditions of employment defined by a compensation plan.
- A limited number of employees (constitutional officers, agency heads) have a salary established by statute.

# Bargaining Units

- AFSCME: Trades, Clerical, entry-level and semi-skilled healthcare
  - AFSCME 208: Corrections Officers
  - AFSCME 225: Dispatchers
- MAPE: Professional Employees
- MMA: Middle Management
- MNA: Nurses
- MGEC: Engineers
- MLEA: Law Enforcement
- SRSEA: Teachers
- IFO: Faculty (Minnesota State)
- MSUAASF: Administrative and Service Faculty (Minnesota State)

# Establishing Wages

- Minnesota Management and Budget (MMB) is the chief negotiator for the State and bargains wages with the unions representing employees.
  - Wages for non-represented employees follow the wage pattern established for unions.
  - Minnesota State negotiates separately for the employees in its specific bargaining units.
- Employee union contracts are on a biennial schedule that tracks with the fiscal biennium (covering July 1 of an odd-numbered year through June 30 of the following odd-numbered year).

# Typical Negotiations Calendar

Spring of odd-numbered years	Negotiations open with the largest bargaining units, AFSCME and MAPE for biannual contracts July 1, odd-year to June 30 subsequent odd-year.
June of even-numbered years	Reach tentative agreements during “push” week where final deal on wages / insurance are negotiated and agreed upon. Wage “pattern” established.
Late summer / early fall even-numbered years	<ul style="list-style-type: none"><li>• MAPE / AFSCME take tentative agreements out for a vote; if ratified by membership, agreements are submitted to the Subcommittee on Employee Relations (SER) for interim approval</li><li>• SER either meets to vote or chooses not to meet; if no vote after 30 days, contracts deemed to have interim approval</li><li>• MMB negotiates contracts with smaller bargaining units</li><li>• MAPE / AFSCME presented to legislature for ratification</li></ul>
Winter crossing even/odd year	<ul style="list-style-type: none"><li>• Agreements with smaller bargaining units sent to membership for votes; ratified by membership; submitted to SER; submitted to legislature</li><li>• Compensation plans submitted through same process</li></ul>

# Recent Wage Settlements

Fiscal Year	Cost of Living Increase
2020	2.50%
2019	2.25%
2018	2.25%
2017	2.00%
2016	2.50%
2015	2.50%
2014	3.00%

**Step / Performance Increases**

In addition to the Cost-of-Living increases, the Contracts and Plans provide for “step” / performance increases for employees who are not yet at the top of their salary range. Step / performance increases vary by contract but average approximately 3.5%. About 50% of employees are not yet at the top of their salary range and eligible to receive a performance / step increase, typically upon their anniversary date (or in January, for unrepresented employees in the Managerial / Commissioner’s Plan.)

# Agency Head Salaries

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# Salaries Established by Statute

## 15A.0815 Salary Limits for Agency Heads

- Agency head salaries (“Commissioners”) shall not exceed 133% of the Governor (as of 2015); top limit of salary range increases annually by CPI.
  - The current limit is \$185,759.
  - Actual salaries of agency heads were established in 2015 and have not been adjusted since that time.
- Commissioners earn one of three annual salaries:
  - \$155,000 (MMB, Human Services, Public Safety, Revenue, Transportation)
  - \$150,000 (Corrections, Education, DEED, Health, Pollution Control)
  - \$145,000 (Administration, Agriculture, Commerce, Housing Finance, DLI, Higher Education, MDVA)
- Any increase to agency head salary must be reviewed and approved, rejected, or modified by the LCC and the legislature before it can take effect.



# Duties of the Lieutenant Governor and Governor

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# Official Duties of the Governor

- Serve as Commander-in-Chief of the Minnesota National Guard, and oversee emergency responses;
- Inform the legislature of the state's general condition; review, veto, or sign into law legislation and rules; call special sessions of the legislature when needed; and consult with 201 state legislators during annual legislative sessions; and
- Chair the State Executive Council, the State Board of Investment, the Land Exchange Board, and the Board of Pardons;
- Appoint state department heads, members of state boards and commissions, and judges to the state's ten judicial districts, the Court of Appeals, and the Supreme Court when vacancies occur. The governor appoints 1,300 citizens to approximately 140 state boards and commissions;
- Issue extradition papers, proclamations, and writs of special elections;
- Perform all other duties as specified by the laws of the state.

# Official Duties of the Lt. Governor

- Assist the governor in carrying out the functions of the executive branch;
- Serve as a member of the State Executive Council;
- Serve as Vice-Chair of the State Capitol Preservation Commission;
- Chair the Capitol Area Architectural Planning Board (CAAPB);
- Preside as the convening authority until the President of the Senate is elected and takes an oath of office on the first day of a regular legislative session;
- Exercise powers delegated by the Governor;
- Succeed the Governor if there is a vacancy.