

**Bargaining Agreements  
FY2020-FY2021**

September 19, 2019

| Bargaining Units | # of Full-time Employees | # of Part-time Employees | Total Employees | Average Annual Salary | Percent of Employees at Range Maximum | Average Step Size | FY2020 General Salary Increase | FY2021 General Salary Increase | Employer Match to Deferred Compensation/ Fiscal Year | Employer Contribution to MSRS Pension Plan July 1, 2019* | CY2020 Annual Employee Contribution for Employee Only Health Insurance | CY2020 Annual Employer Contribution for Employee Only Health Insurance | CY2020 Annual Employee Contribution for Family Health Insurance | CY2020 Annual Employer Contribution for Family Health Insurance | CY2021 Annual Employee Contribution for Employee Only Health Insurance | CY2021 Annual Employer Contribution for Employee Only Health Insurance | CY2021 Annual Employee Contribution for Family Health Insurance | CY2021 Annual Employer Contribution for Family Health Insurance |
|------------------|--------------------------|--------------------------|-----------------|-----------------------|---------------------------------------|-------------------|--------------------------------|--------------------------------|--|--|--|--|---|---|--|--|---|---|
| AFSCME 2,3,4,6,7 | 11,827                   | 3,190                    | 15,017          | \$47,251              | 48.0%                                 | 2.72%             | 2.25%                          | 2.50%                          | \$175  | 6.25%  | \$420.48   | \$7,988.16   | \$2,868.24  | \$21,858.96   | \$453.49   | \$8,615.23   | \$3,093.40  | \$23,574.89   |
| AFSCME Unit 25   | 57                       | 0                        | 57              | \$54,058              | 17.5%                                 | 2.67%             | 2.25%                          | 2.50%                          | \$175  | 6.25%  | \$420.48   | \$7,988.16   | \$2,868.24  | \$21,858.96   | \$453.49   | \$8,615.23   | \$3,093.40  | \$23,574.89   |
| MMA              | 3,195                    | 24                       | 3,219           | \$84,000              | 58.7%                                 | 3.69%             | 2.25%                          | 2.50%                          | \$400  | 6.25%  | \$420.48   | \$7,988.16   | \$2,868.24  | \$21,858.96   | \$453.49   | \$8,615.23   | \$3,093.40  | \$23,574.89   |
| MAPE             | 14,574                   | 650                      | 15,224          | \$70,616              | 42.9%                                 | 3.58%             | 2.25%                          | 2.50%                          | \$200  | 6.25%  | \$420.48   | \$7,988.16   | \$2,868.24  | \$21,858.96   | \$453.49   | \$8,615.23   | \$3,093.40  | \$23,574.89   |

Employees represented by AFSCME, MMA, and MAPE whose salaries are below their salary range maximum rate are eligible for performance-based salary increases on their anniversary date each fiscal year.

Employee statistics are a point-in-time estimate

\*Employer contribution to MSRS Pension Plan for the majority of employees in the bargaining unit.

It should be noted that the benefits numbers for 2021 are projections. The actual benefits numbers will not be finalized until September 2020.

| Bargaining Unit & Plans | Covered Employees  |
|-------------------------|--|
| AFSCME 2,3,4,6,7        | Labor, Service, Health Care Non-Professional, Office Clerical, and Technical Employees |
| AFSCME Unit 25          | Radio Communications Operators working in the Department of Public Safety              |
| MMA                     | Middle Management Association - Supervisory Employees                                  |
| MAPE                    | Minnesota Association of Professional Employees  |

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