

**Salary Plans  
FY2020-FY2021**

February 21, 2020

Salary Plan	# of Full-time Employees	# of Part-time Employees	Total Employees	Average Annual Salary	Percentage 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
Commissioner's Plan	1,160	86	1,246	\$81,891	57.3%	No Steps	2.25%	2.50%	\$300	6.25%	\$420.48	\$7,988.16	\$2,868.24	\$21,858.96	\$453.49	\$8,615.23	\$3,093.40	\$23,574.89
Managerial Plan	1,548	14	1,562	\$112,773	60.6%	No Steps	2.25%	2.50%	\$300	6.25%	\$420.48	\$7,988.16	\$2,868.24	\$21,858.96	\$453.49	\$8,615.23	\$3,093.40	\$23,574.89
Office of Higher Education	36	1	37	\$74,051	18.9%	No Steps	2.25%	2.50%	\$300	6.25%	\$420.48	\$7,988.16	\$2,868.24	\$21,858.96	\$453.49	\$8,615.23	\$3,093.40	\$23,574.89
MNsure	20	0	20	\$104,571	40.0%	No Steps	2.25%	2.50%	\$300	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 in each of the above Plans whose salaries are below their salary range maximum rate are eligible for performance-based salary increases in the pay period which includes January 1 of each fiscal year.

\*Employees in each of the above Plans may elect to receive the deferred compensation match of \$300 or elect to convert up to forty hours of vacation (fifty hours for Managers and Executive levels L-1 through L-3 in the Office of Higher Education) into their deferred compensation account.

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

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

Salary Plan	Covered Employees
Commissioner's Plan	Unrepresented confidential employees, State Patrol and DNR Enforcement Supervisors, health treatment professionals, and medical specialists
Managerial Plan	Unrepresented managers
Office of Higher Education	Office of Higher Education Unclassified Personnel Compensation Plan
MNsure	Unrepresented Managers at MNsure