



Bargaining Agreements
FY2026-FY2027

August 25, 2025

Bargaining Unit	# of Full-time Employees	# of Part-time Employees	Total Employees	Average Annual Salary	Percent of Employees at Range Maximum	Average Step Size	FY2024 General Salary Increase	FY2025 General Salary Increase	Employer Match to Deferred Compensation/ Fiscal Year	Employer Contribution to MSRS Pension Plan July 1, 2025*	CY2026 Annual Employee Contribution for Employee Only Health Insurance	CY2026 Annual Employer Contribution for Employee Only Health Insurance	CY2026 Annual Employee Contribution for Family Health Insurance	CY2026 Annual Employer Contribution for Family Health Insurance	CY2027 Annual Employee Contribution for Employee Only Health Insurance	CY2027 Annual Employer Contribution for Employee Only Health Insurance	CY2027 Annual Employee Contribution for Family Health Insurance	CY2027 Annual Employer Contribution for Family Health Insurance
MAPE	18,018	467	18,485	\$90,181	49.3%	3.58%	1.50%	1.75%	\$500	6.25%	\$588	\$11,161	\$4,008	\$30,540	\$655	\$12,444	\$4,468	\$34,052
AFSCME	11,511	2,895	14,406	\$60,036	52.7%	2.65%	1.50%	1.75%	\$250	6.25%	\$588	\$11,161	\$4,008	\$30,540	\$655	\$12,444	\$4,468	\$34,052

Employees represented by MAPE and AFSCME whose salaries are below their salary range maximum rate are eligible for performance-based salary increases on their anniversary date.
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 CY2027 are projections. The actual CY2027 benefits numbers will not be finalized until August-September 2026.

Bargaining Unit	Covered Employees
MAPE	Minnesota Association of Professional Employees
AFSCME 2,3,4,6,7	Labor, Service, Health Care Non-Professional, Office Clerical, and Technical Employees