MANAGEMENT AND BUDGET

Bargaining Agreement
FY2026-FY2027

March 16, 2026

Bargaining Unit	# of Full-time Employees	# of Part-time Employees	Total Employees	Average Annual Salary	Percent of Employees at Range Maximum	Average Step Size	FY2026 General Salary Increase	FY2027 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
MNA	668	366	1,034	$117,138	38.2%	4.00%	1.50%	1.75%	$400	6.25%	$588	$11,161	$4,008	$30,540	$655	$12,444	$4,468	$34,052

Employees represented by MNA 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
MNA	Minnesota Nurses Association