



Memo

Date: October 12, 2023

To: Agency Payroll and Human Resources Staff

From: Mary Muellner, Director, Statewide Payroll Services

RE: Payroll-Related Changes for 2023-2025 AFSCME Unit 8 Agreement

For agencies with employees in the AFSCME Unit 8 this memo includes payroll changes in the 2023-2025 agreements. The [2023-2025 agreements and summaries](#) will be available on MMB's website.

Agencies should take appropriate action to compensate employees accordingly. MMB will be implementing General Salary Adjustments during the weekend of October 27. Additional communications will be coming soon with instructions for HR and Payroll agency staff.

PLEASE SHARE THIS INFORMATION WITH APPROPRIATE AGENCY STAFF

AFSCME Unit 8 Payroll Changes

The following payroll changes are effective **October 11, 2023**:

- All salary ranges and rates shall be increased by 5.5% effective July 1, 2023, and by 4.5% effective July 1, 2024.
- Meal reimbursement rates increase effective October 11, 2023. Be sure to review contracts for employee meal reimbursement eligibility conditions.

Standard Maximum Rates/IRS Defined High-Cost Localities Maximum Rates:

- Breakfast \$11.00/\$12.00
 - Lunch \$13.00/\$15.00
 - Dinner \$19.00/\$23.00
- Shift Differential is \$2.25 per hour for all hours worked before 6:00 a.m. and after 6:00 p.m. Employees will use earnings code **S22** – Shift Differential \$2.25 or **Y22** – Shift Differential @ 1.5.
- Employees may now convert up to 80 hours of compensatory time to deferred compensation once a fiscal year.
- Employees who experience a stillbirth or the death of their child within the time-period they would otherwise be eligible to use Paid Parental Leave (PPL) may use **PPL** in lieu of sick leave for bereavement.

- Paid Transition Leave has been expanded to include up to 40 hours of leave when an employee is non-certified from one Appointing Authority and who has rights to a previous position with another Appointing Authority. Use earnings code **MSL** – Miscellaneous Leave to record the time as paid transition leave.
- An Incentives Pilot allows the Appointing Authority to create and use referral, retention, recruitment, or reassignment incentive program(s) in order to offer incentives, with Union feedback and prior approval from Minnesota Management and Budget.

Questions?

Agency Payroll, HR or Accounting staff should contact Jody Dahl with Statewide Payroll Services at 651-201-8206 or [by email](#) if there are questions.