

Memo

Date: October 9, 2025

To: Agency Payroll and Human Resources Staff

From: Katie Karow, Director, Statewide Payroll Services

RE: Payroll-Related Changes for 2025-2027 AFSCME Unit 8 Agreement

For agencies with employees in the American Federation of State, County & Municipal Employees (AFSCME) Unit 8 this memo includes payroll changes in the 2025-2027 agreements.

Agencies should take appropriate action to compensate employees accordingly. MMB will be implementing General Salary Adjustments during the weekend of October 24.

PLEASE SHARE THIS INFORMATION WITH APPROPRIATE AGENCY STAFF

Updated Resources

The [2025-2027 agreements and summaries](#) will be available on MMB's website.

AFSCME Unit 8

The following payroll changes are effective **September 24, 2025**:

- All salary ranges and rates shall be increased by 1.5% effective July 1, 2025, and by 1.75% effective July 1, 2026.
- Progression increases now occur on an employee's anniversary date.
- The Incentives and Pay Equity Adjustment Pilots are no longer included in the main contract. As a result, the following earnings codes may no longer be used:
 - **ICV** – Initial Appointment Incentive
 - **REF** – Referral Payment
 - **INC** – Other Incentive PayAgency staff may refer to earlier communication on [Earnings Codes for Collective Bargaining Agreements](#) for more details.
- The Department of Corrections (DOC) must work with Statewide Payroll Services to determine end dates for the incentives in process.
- All employees will accrue sick leave beginning at ¼ hour worked.
- Student Loan Reimbursement language is now part of the main contract and is no longer a pilot.
- All shift changes must be completed within 12 weeks from date of first exchange. Employees are allowed up to 36 shift changes per year with a monthly cap.
- 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.

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.