

Memo

Date: January 28, 2026

To: Agency Payroll, Human Resources, and Accounting Staff

From: Katie Karow, Director, Statewide Payroll Services

RE: Update to Cost Projections – Minnesota Paid Leave Employer Contribution

Effective with pay period end date of January 13, 2026, the cost projections information for budget fiscal years (BFY) 2026, 2027, and 2028 has been updated to include the Minnesota Paid Leave (MPL) employer contribution of 0.44% of obligated wages.

The updated information is now available in:

- SEMA4 Roster Staffing/Staffing Report (Standard Report Viewer / InfoPac ID HP6760)
- The SWIFT Data Warehouse

The employer-paid Minnesota Paid Leave tax is included in the “Fringe” amounts for both expenditures and obligation.

Note on Compensation Analysis Reporting Tool (CART) Projections for 1/24 - 1/27

Between January 24 and January 27 at noon, MPL was double counted in CART (once in the MPL column and once in Fringe). All reports are now correct. If you ran staffing or projection reports during that time, please re-run them for accurate numbers.

Questions?

Agency Payroll and Human Resources staff should contact Statewide Payroll Services by [email](#) or by phone: Courtney Salmon at 651-259- 3774 if there are SEMA4 related questions.

Questions related to CART should be directed to the Budget Services Division budops.mmb@state.mn.us.

PLEASE SHARE THIS INFORMATION WITH APPROPRIATE AGENCY STAFF