

Memo

Date: March 26, 2026
To: Agency Payroll and Human Resources Staff
From: Katie Karow, Director, Statewide Payroll Services

RE: Payroll-Related Changes for 2025-2027 Minnesota Nurses Association Agreement

This memo includes payroll changes in the 2025-2027 Minnesota Nurses Association (MNA) agreement. The [2025-2027 Labor Contracts and Pay Plans](#) are available on MMB's website.

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

PLEASE SHARE THIS INFORMATION WITH APPROPRIATE AGENCY STAFF

Changes Applicable to the MNA Agreement

The following changes are effective **March 11, 2026**:

- All salary ranges and rates shall be increased by 1.5% effective July 1, 2025, and by 1.75% effective July 1, 2026.
- The state-paid deferred compensation match has increased from \$250 to \$400.
- All employees, including intermittent employees, will accrue sick leave beginning at ¼ hour worked.
- The Pilots for Recruiting Incentive, Employee Referral Incentive, Voluntary Weekend or Holiday Shift Bonus Incentive, and Voluntary Weekday Shift Bonus Programs are extended through the end of the 2025-2027 contract.
- Equity Adjustment Pilot program is now expired.
- Intermittent employees are no longer eligible for paid holidays or vacation accrual.
- Intermittent nurses who work on a holiday shall be paid in cash at time and one-half for all hours worked.
- Minnesota State Academies (MSA) or Perpich Center for Arts Education may designate alternate days for the observance of certain designated holidays.
- Progression increases now occur on an employee's anniversary date.

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.