

**MnSCU PERSONNEL PLAN FOR ADMINISTRATORS
2014-2015
SUMMARY OF PROPOSED CHANGES**

Economics:

FY 2014:

- Merit Pool of 2.5% of base salaries.
- Health and Dental Insurance changes as established by MMB for State Managers.

FY 2015

- Merit Pool of 2.5% of base salaries.
- Health and Dental Insurance changes as established by MMB for State Managers.

Non-Compensation Major Language Changes:

- Chancellor's Contract (Section 1.03). Require Board approval for an employment contract with the Chancellor.
- Health Reimbursement Account (Section 1.13, Subd. 10). Increase the amount from \$600 to \$800 per year, matching the IFO's annual contribution rate.
- Vacation Leave (Section 1.06). Clarify leave transfer for temporary administrative appointments.
- Unpaid Leave (Section 1.07). Authorize unpaid leave of absence from current administrative position for up to one year to facilitate acceptance of new administrative position in the system.
- Severance (Section 1.08). Recalibrate severance formula to avoid excessive severance payments.
- Expense Reimbursement (Section 1.10). Restructure for clarity and add new student loan reimbursement stipend (\$2,500 per year) as a recruitment/retention benefit (similar to Minnesota Nurses Association contract language).
- Relocation Expenses (Section 1.11, Subds. 1 & 2). Allow relocation expenses for individuals re-employed after a break in service of one year or more.
- Tuition Waiver (Section 1.12). Allow Chancellor or VC-HR to elect provision from MAPE supplemental agreement to apply to system office administrators (institution type election procedure). *No substantive enhancement in the benefit.*
- Salary Administration (Section 1.13). Provide for salaries of athletic directors or assistant athletic directors with head coaching responsibilities for Division I sports.

SUMMARY OF FINANCIAL COST

I. Bargaining Unit Composition:

Minnesota State College and University System Administrators

Approximate No. of Employees:

547 FTE

554 Headcount

II. Unit Name:

Minnesota State College and University System Administrators

NO TURNOVER INCLUDED (Gross)

III. Fiscal Summary: All Agency, All Funds

Cost Item	Biennial Base	Biennial New Money
Salaries	136,235,550	5,089,400
FICA & Retirement	19,548,582	754,210
Insurance	18,100,093	915,200
Professional Development	0	0
Total:	173,884,225	6,758,810

The estimated cost in new dollars in this biennium is 3.89%

The estimated annualized increase in the base over the term of the agreement is 5.52%

WITH TURNOVER INCLUDED (Net)

III. Fiscal Summary: All Agency, All Funds

Cost Item	Biennial Base	Biennial New Money
Salaries	136,235,550	4,495,344
FICA & Retirement	19,548,582	673,127
Insurance	18,100,093	915,200
Professional Development	0	0
Total:	173,884,225	6,083,672

The estimated cost in new dollars in this biennium is 3.50%

The estimated annualized increase in the base over the term of the agreement is 5.00%

August 2014