

M Management Committee

Meeting date: September 14, 2011

ADVISORY INFORMATION	
Date:	September 14, 2011
Subject:	Non Represented Plan Salary Recommendations
District(s), Member(s):	
Policy/Legal Reference:	
Staff Prepared/Presented:	Gloria Heinz, Director, Human Resources
Division/Department:	Human Resources

Proposed Action

That the Management Committee approves a 1% salary increase effective 10/01/11 for employees covered under the Non Represented Plan and three (3) additional floating holidays.

Background

In 2009, Non Represented employees were one of three Met Council employee groups to have their salaries frozen due to anticipated economic conditions. Full Time Police Officers did not receive an increase in 2009. Machinists' wages were frozen in 2009 while receiving a pension benefit increase of 25 cents per hour. Other Met Council represented units received general adjustments and/or performance based increases.

In 2010, wage freezes were continued for these three employee groups and instituted for all other Met Council employees with the exception of Pipefitters, TMSA.

In 2011, Non Represented employees, Machinists, and Full Time Police Officers began their third year of frozen salaries. Painters and Electricians received a 1.42% and 1% wage increase, respectively. Other represented groups began their second year of a wage freeze. Of these groups, Local 35 has agreed to extend its wage freeze for a third year in 2012.

The attached chart compares wage increases among the Met Council, State of Minnesota, and other local government employee groups.

Rationale

The Management Committee is requested to end the Metropolitan Council salary freeze in the fourth quarter of 2011 by allowing a 1% salary increase to Non Represented employees effective 10/01/11 and allowing a one-time addition of three floating holidays.

Funding: Funding for this proposal is included in the 2011 authorized budget.

Known Support / Opposition

Comparison of Wage Increases

Bargaining Unit	2009		2010		2011	
	Step or Merit		Step or Merit		Step or	
	Gen Adj.	Incr	Gen Adj.	Incr	Gen Adj.	Merit Incr
- Met Council						
Non-Rep	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
AFSCME	2.30%		0.00%		0.00%	
ATU	2.00%		0.00%		0.00%	
MANA	2.70%	0.50%	0.00%	0.50%	0.00%	0.50%
Local 35	1.83%		0.00%		0.00%	
Electrician	1.42%		0.00%		1.00%	
Machinist	0.00%		0.00%		0.00%	
Painters	2.00%		0.00%		1.42%	
Police Supervisors	2.50%		0.00%		0.00%	
Full Time Police	0.00%		0.00%		0.00%	
Part Time Police	3.04%		0.00%		0.00%	
Pipefitters	4.90%		4.84%			
TMSA	2.25%		2.25%			

- State of MN						
Commissioner Plan	0.00%	0.00%	0.00%	2.80%	0.00%	
AFSCME	0.00%	0.00%	0.00%	2.80%	0.00%	
MAPE	0.00%	0.00%	0.00%	3.50%	0.00%	
MMA	0.00%	0.00%	0.00%	3.70%	0.00%	

- Comparison Counties/Agencies						
Met. Airport Commission	2.50%	0.00%	0.00%	3.00%	1.75%	3.00%
Hennepin County	2.25%		0.00%	5.00%	0.00%	0.00%
Ramsey County (steps every 5 yrs.)	2.00%	4.00%	2.00%		2.00%	
City of Mpls	2.25%		2.00%	1.50%		1.50%
Dakota County		1.79%	0.00%	0.00%	0.00%	1.00%
Anoka County	2.00%	2.00%	0.00%	1.50%	0.00%	0.50%
Washington County	3.00%	4.00%	0.00%	4.00%	0.00%	0.00%