



**Metropolitan Council Compensation  
Management Committee Presentation  
October 12, 2011**



# Metropolitan Council Compensation

## Workforce Demographics

- 3617 Employees
  - RA=355 ES=617 MT=2645
- 12 Bargaining Units, 1 Non-represented group
- Clerical/Professional employees are AFSCME & NR
- 3 Supervisory Bargaining Units, Non-rep is mixed
- 3 Law Enforcement Bargaining Units
- 4 Bargaining Units receive benefits externally



# Metropolitan Council Compensation

## Workforce Demographics

- Average age is 50
- Average length of service is 13.44
- Average rate of pay is \$26.35
- Turnover rate is **5.53% for non-retirees;**  
**9.48%** if retirees are included



# Metropolitan Council Compensation

## Key Events in Recent History

- 2004 - ATU work stoppage over wages/benefits
- 2006/7 – Deloitte conducts compensation study
- 2008 - Recession begins/Study tabled
- 2009 - Significant rate increases in insurance
  - Wage freezes begin
- 2011 – New administration/study “untabled”

Bargaining Unit	2009		2010		2011	
	Gen Adj.	Step or Merit Incr	Gen Adj.	Step or Merit Incr	Gen Adj.	Step or Merit Incr
	- Met Council					
AFSCME	2.30%		0.00%		0.00%	
ATU (contract length 8/1 - 7/30)	2.00%	5.00%	0.00%	5.00%	0.00%	5.00%
MANA	2.70%	0.50%	0.00%	0.50%	0.00%	0.50%
Local 35	1.83%		0.00%		0.00%	
Non-Rep (Gen'l Adj eff. 10/1)	0.00%	0.00%	0.00%	0.00%	1.00%	0.00%
TMSA	2.25%		2.25%		TBD	



# Metropolitan Council Compensation

## Key Findings/Issues

- Inconsistent grade structure
- Inequities in salary range maximums





# Current Grade/Salary Structure

## Key Findings/Issues – cont.

- No movement through salary ranges
- Maintain market competitive position





# Metropolitan Council Compensation

## Objectives

- Consistency across Council
- Market Competitive Wages
- Predictable progress through range
- Incent/Reward Performance



# Metropolitan Council Compensation

## Challenges

- General agreement with labor about issues
- Diverse opinions on priorities/resolutions
- Costs



# Metropolitan Council Compensation

## Approach

- Incremental
- Strategic
- Politically/Fiscally sound