

# Metropolitan Council Compensation

#### Workforce Demographics

- 3617 Employees
  - RA=355 ES=617 MT=2645
- 12 Bargaining Units, I 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"

	2	2009	2	2010	2011		
Bargaining Unit	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		



Key Findings/Issues

- Inconsistent grade structure
- Inequities in salary range maximums



	AFSCME			NON REPRESENTED			TMSA			MANA			
GR	MIN	MID	MAX	GR	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
				14	\$ 70,221	\$ 91,094	\$ 111,967				\$ 72,938	\$ 91,173	\$109,407
				13	\$ 66,288	\$ 85,992	\$ 105,696				\$ 69,392	\$ 86,740	\$104,088
				12	¢ 62.450	¢ 94 044	¢ 00 577	¢ 62 420	£ 70 020	¢ 02 645	¢ 65 947	¢ 92 200	¢ 00 774
				12	\$ 62,450	\$ 61,014	\$ 99,577	\$ 62,430	\$ 70,030	\$ 93,645	\$ 65,647	\$ 62,309	\$ 90,771
				11	\$ 58,517	\$ 75,911	\$ 93,305	\$ 59,082	\$ 73,853	\$ 88,623	\$ 62,316	\$ 77,895	\$ 93,474
33	\$ 55,457	\$ 69,321	\$83,185	10	\$ 54,584	\$ 71,016	\$ 87,447	\$ 55,707	\$ 69,633	\$ 83,559	\$ 58,755	\$ 73,444	\$ 88,133
32	\$ 49,147	\$ 61 /33	\$73 720	۵	\$ 51 027	\$ 67 542	\$ 84,057	\$ 53 546	\$ 66 033	\$ 80 320	\$ 56 477	\$ 70 506	\$ 81 715
52													
31	\$ 45,370	\$ 56,712	\$68,055	8	\$ 47,750	\$ 62,323	\$ 76,895	\$ 48,984	\$ 61,230	\$ 73,476	\$ 51,665	\$ 64,581	\$ 77,497
30	\$ 42,055	\$ 52,568	\$63,082	7	\$ 41,933	\$ 54,398	\$ 66,862	\$ 45,622	\$ 57,028	\$ 68,433	\$ 48,119	\$ 60,149	\$ 72,179
29	\$ 39,025	\$ 48.781	\$58.537	6	\$ 38.842	\$ 50.388	\$ 61,934				\$ 44.574	\$ 55,717	\$ 66.861
											<b>4</b> ,e	¥ 20,111	<b>V</b> 20,001
28	\$ 36,476	\$ 45,595	\$54,714	5	\$ 35,753	\$ 46,381	\$ 57,008						
27	\$ 34,273	\$ 42,842	\$51,410	4	\$ 32,663	\$ 42,372	\$ 52,081						
26	\$ 32,412	\$ 40,515	\$48,618	3	\$ 29,573	\$ 39,096	\$ 48,618						
25	\$ 30,831	\$ 38,538	\$40,246										
24	\$ 29,385	\$ 36,731	\$44,077										
23	\$ 28,076	\$ 35,095	\$42,114										
22	\$ 26,906	\$ 33 632	\$40 359										



### Key Findings/Issues – cont.

- No movement through salary ranges
- Maintain market competitive position



#### **Objectives**

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



#### Challenges

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



#### **Approach**

- Incremental
- Strategic
- Politically/Fiscally sound