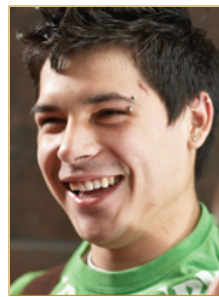


# 2011-2013 MnSCU Personnel Plan for Administrators Summary



Presented to Human Resources Committee  
April 17, 2013

## Minnesota State Colleges and Universities

The Minnesota State Colleges and Universities system is an Equal Opportunity employer and educator.

# Plan Background

- Applies to:
  - Chancellor
  - Vice Chancellors
  - Presidents
  - All other unclassified senior management personnel who are not covered under the terms of a collective bargaining agreement and defined as “managers”
- 550 personnel across the system (2.9% of total headcount)
- Consultative process

# Economics

- Proposed changes would be the first increases in four years
- FY 2012
  - Insurance benefits as negotiated by MMB
  - Not recommending 3.5% increase that MMB approved for managers
  - \$1,250 lump sum (not to base)
- FY 2013
  - Elimination of lump sum incentive pay for chancellor, vice chancellors and presidents
  - 3.8% merit pool (compared to Managerial Plan's 3.5% merit pool plus 2% ATB)
  - No increases in salary ranges for chancellor, vice chancellors or presidents

# Economics

- FY 2013 (continued)
  - 2% salary range schedule increase for administrators other than chancellor, vice chancellors and presidents (does not increase salaries)
  - Proposed administrator increases fall well below that of all other previously approved increases (others range from 4.6% - 9.0%)

# Language Highlights

- Clarify “additional remuneration” provisions to exclude lump sum performance payment
- Clarify the advance and reinstatement of sick leave language
- Permit market adjustments as approved by the chancellor
- Permit modest salary increases for certain lateral transfers

# Comparison Chart

Salary rate increases for eligible employees

Unit	FY 06	FY07	FY 08	FY 09	FY 10	FY 11	FY 12	FY13
MSUAASF	4%	3%	4.5%	4.5%	0%	0%	0%	4.9%
IFO	3.75%	2.4%	2.4%	8.8%	0%	0%	0%	4.6%
MSCF	3%	3%	3.8%	2.2%	0%	0%	0%	5.1%
AFSCME	4.7%	4.7%	5.95	5.95%	0%	2.7%	2.7%	4.7%
MAPE	5.6%	5.6%	6.85%	6.85%	0%	3.6%	3.6%	5.6%
MMA	5.5%	5.5%	6.75%	6.75%	0%	3.5%	3.5%	5.5%
Com. Plan	5.5%	5.5%	6.75%	6.75%	0%	3.5%	3.5%	5.5%
Mgr. Plan	5.5%	5.5%	6.75%	6.75%	0%	3.5%	3.5%	5.5%
Admin	4.0%	3.5%	4%	5%	0%	0%	0%	3.8%