



HF192

MGEC Position

- Balancing the state's budget makes good sense. Doing so requires focusing on the larger budget expenditures (programs and projects) more so than focusing on state employee compensation and benefits.
- Compensation of state engineers should be commensurate with private sector compensation.
- Eliminate the proposed wage freeze and allow the administration to negotiate compensation adjustments to bring wages in line with other employers providing engineering services to the State of Minnesota effective 7/1/2011
- Employee's support a non-politicized means that expedites the review and implementation of proposals to save the state money, add value to projects, speeds up delivery of projects or enhances the maintenance and preservation of the state's infrastructure.
- Work should not be contracted out if there are state workers available to do the work. State staff levels should be those necessary to do the work most cost effectively.
- Individual employee performance should be evaluated based on individual performance goals, rather than of program or agency performance.
- Performance bonuses for the 6/30/2013 biennium should not be funded by some percentage cut from base wages that were negotiated in good faith and approved by the legislature. Performance incentives could be funded with savings from employee proposals for more efficient and innovative government operations. This subject should be bargained.

Background

The State of Minnesota and MGEC conducted a compensation survey that compared state employee compensation to others who do engineering for the State of Minnesota. The survey shows that State of Minnesota engineers were paid 20% to 45% less (up to \$42,526) than their counterparts. The bulk of the engineers were paid \$14,851 to \$18,272 less. Study results are available at <http://www.mgec.org/pdfs/2008Survey.pdf> Several independent studies

validate these findings.

In addition to this, to help the state in difficult financial times these employees accepted a zero percent raise in four of the last seven years (2003, 2004, 2009, and 2010).

Competitive wages help to ensure highly qualified individuals seek and maintain employment with the State of Minnesota. These engineers work for the citizens, protect their interests, and supervise the work done by non-state employees.

Adequate staffing ensures that work can be done expeditiously, with highly experienced staff (which results in less costly and unsafe mistakes), getting more for less, without regard for profit. Contracting out work should not result in higher costs.

Total compensation for all state wages and benefits makes up a small percentage of the state overall budget. Employees are needed to provide the services the public requires. It's those services and programs that make most of the state's expenditures. Once difficult decisions are made about what services, program and infrastructure is needed then there should be discussion about how best to meet those needs.

Contact

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