



**Bargaining Agreements
FY2024-FY2025**

December 14, 2023

| Bargaining Unit | # of Full-time Employees | # of Part-time Employees | Total Employees | Average Annual Salary | Percent of Employees at or Above Range Maximum | Average Step Size | FY2024 General Salary Increase | FY2025 General Salary Increase | Employer Match to Deferred Compensation/ Fiscal Year | Employer Contribution to MSRS Pension Plan July 1, 2023* | CY2024 Annual Employee Contribution for Employee Only Health Insurance | CY2024 Annual Employer Contribution for Employee Only Health Insurance | CY2024 Annual Employee Contribution for Family Health Insurance | CY2024 Annual Employer Contribution for Family Health Insurance | CY2025 Annual Employee Contribution for Employee Only Health Insurance | CY2025 Annual Employer Contribution for Employee Only Health Insurance | CY2025 Annual Employee Contribution for Family Health Insurance | CY2025 Annual Employer Contribution for Family Health Insurance |
|-----------------|--------------------------|--------------------------|-----------------|-----------------------|--|-------------------|--------------------------------|--------------------------------|--|--|--|--|---|---|--|--|---|---|
| MMA | 3,448 | 19 | 3,467 | \$94,252 | 62.4% | 3.55% | 5.50% | 4.50% | \$400 | 6.25% | \$476 | \$9,042 | \$3,246 | \$24,742 | \$495 | \$9,403 | \$3,376 | \$25,732 |

Employees represented by MMA whose salaries are below their salary range maximum rate are eligible for performance-based salary increases on their anniversary date.

Employee statistics are a point-in-time estimate

*Employer contribution to MSRS Pension Plan for the majority of employees in the bargaining unit.

It should be noted that the benefits numbers for CY2025 are projections. The actual benefits numbers will not be finalized until September 2024.

| Bargaining Unit | Covered Employees |
|-----------------|---|
| MMA | Middle Management Association - Supervisory Employees |