Business Item

Management Committee

Committee meeting date: December 2, 2026 **For the Metropolitan Council:** December 2, 2026

Business Item: 2026-197 SW

2027 Non-Represented Plan

District(s), member(s):	ALL
Policy/legal reference:	Minn. Statute 473.129 Subd. 2
Staff prepared/presented:	Cassy Fogale, Assistant Director Labor Relations, 763-215-1244
Division/department:	Regional Administration / Human Resources

Proposed action

That the Metropolitan Council approves the 2027 Non-Represented Plan changes effective December 19, 2026, incorporating the revisions as summarized in the Summary of Changes attached.

Background

The Non-Represented Plan covers approximately 648 employees who are not covered by the provisions of a collective bargaining agreement.

The plan includes staff in clerical/administrative/technical; senior staff/managerial and executive classifications in Environmental Services, Regional Administration, and Metro Transit.

Rationale

The Non-Represented Plan is reviewed on an annual basis to reflect necessary changes and updated compensation.

Thrive lens analysis

On Feb. 12, 2025, the Council adopted Imagine 2050, which builds on policy direction in Thrive MSP 2040. Under the Thrive lens:

Stewardship – As this plan falls within the financial parameters established by the Council for managing labor cost, the plan demonstrates efficient and effective management of the public financial resources.

Prosperity – The plan represents fair and reasonable total compensation and demonstrates the Council's commitment to invest in its employees.

Funding

The recommended salary increases are within the 2026 adopted operating budget and are consistent with the parameters established by the Management Committee for represented bargaining units.

Small business inclusion

There are no direct impacts to small business contracting with the proposed action.