

Committee Report

Management Committee



Committee meeting date: August 26, 2026

For the Metropolitan Council: September 9, 2026

Business Item: 2026-158

2026 Non-Represented Plan Changes

Proposed action

That the Metropolitan Council approve the 2026 Non-Represented Plan Changes effective September 12, 2026, incorporating the revisions as summarized in the Summary of Changes attached.

Summary of Management Committee discussion/questions

Cassandra Tabor, Chief Human Resources Officer, and Becky Grams, Senior Manager Human Resources presented the item. There were no questions from the committee.

Motion by Cederberg, seconded by Jenkins. Motion carried.



Business Item

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2026 Non-Represented Plan Changes

District(s), Member(s):	All
Policy/Legal Reference:	Minn. Statute 473.129 Subd. 2
Staff Prepared/Presented:	Becky Grams, Senior Human Resources Manager (651) 602-1747
Division/Department:	Regional Administration/Human Resources

Proposed Action

That the Metropolitan Council approve the 2026 Non-Represented Plan Changes effective September 12, 2026, incorporating the revisions as summarized in the Summary of Changes attached.

Background

The Non-Represented Plan covers approximately 500 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, Community Development, Metropolitan Transportation Services, and Metro Transit.

Rationale

The Council completed a thorough, independent classification audit, with a third-party consultant, to ensure job classifications are consistent, appropriate, and reflective of actual roles across the organization.

The audit delivered an updated and refined classification framework. The refined classification framework changed salary grades in the Non-Represented Plan, which requires an update to the plan language and appendices.

An off-cycle review of the Non-Represented Plan identified necessary plan language revisions and housekeeping updates.

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 public financial resources.

Prosperity – The plan demonstrates the Council's commitment to invest in its employees.

Funding

The implementation of the new salary grid is within the 2026 adopted operating budget.

Small Business Inclusion

There are no direct impacts to small business with this action.



Summary of Changes

Non-Represented Plan Effective 9/12/2026

Section 14: Unclassified Service (p. 23)

- 14.3 Compensation and Benefits – Removed language that referenced that unclassified employees may be eligible for parking.

Section 15: Annual Leave for Executives (p. 24)

- Added “Eligibility Section” to define new salary grades eligible for executive benefits.
- 15.4.1 Removed language requiring executives to use 80 hours of annual leave each calendar year.

Appendix A: Unclassified Positions (p. 26)

- Updated to contain only active along with any new unclassified positions.

Appendix B: Non-Represented Job Classifications (p.27)

- Updated to contain only active along with any new or updated job classifications.

Appendix C: Non-Represented Salary Grades (p. 39)

- Updated to remove E-1 and E-2 salary bands.
- Established 8 new salary grades (N-U).