

Nominations close today!

You can still nominate yourself or another MPEA member for Vice President, Secretary, or an At-Large position. Just email the member's name and office they will run for by 4:30 p.m. today to Ann.Thelen@minneapolismn.gov and Andy.Weyer@minneapolismn.gov. The election itself will not begin until February 26, 2024.

Your pay upon promotion – Understanding your right to negotiate a higher step

The question was asked during our informational meeting:

“Are MPEA members allowed to negotiate steps upon promotion? Contract language makes it sound like you can't and its automatically decided based on specific calculations/formula.”

The answer is that when you advance to a higher grade, your minimum new step should be calculated by the formula. However, “notwithstanding” that minimum requirement, you have the right to negotiate a higher starting step with your hiring manager *if* that hiring manager is open to negotiating. HR has made it sound to many that the contract does not allow for negotiation, when indeed it does.

The formula for pay is that your new step:

- should be the step closest to 5% higher than your old salary (factoring in any incremental increases due in the next four months),
- but the increase must not be less than 4.00%

If you are promoted to a new MPEA position or your position is reclassified to a higher grade, we strongly recommend you share the offer letter with MPEA to review before you sign. This is also the right time to discuss with MPEA about negotiating. We'll take you through all the details.

Join us for the MPEA Happy Hour – March 12

[Pryes Brewing Company](#)

1401 West River Road N

Tuesday, March 12, 2024

We'll have plenty of appetizers to share, and drawings for gift cards throughout the evening. If your name is drawn after you leave, we'll get your gift card to you. Pryes has both alcoholic and non-alcoholic beverages for you to purchase, and there is free parking. This event is open to non-dues paying MPEA employees, so invite your co-workers who have not yet joined.

Pay raises for MPEA

Look for your 4.5% contractual pay increase on your January 26th check.

Dues are back on

All membership dues were turned back on at the start of January.

We want your input

If you have ideas you'd like to share, or questions, contact us from MPEA.net or reach out to any [board member](#) directly.