



Request for City Council Committee Action from the Department of Human Resources

Date: August 7, 2012

To: Betsy Hodges, Chair, Ways & Means/Budget Committee

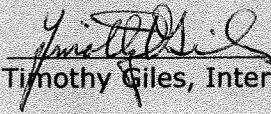
Referral to: City Council

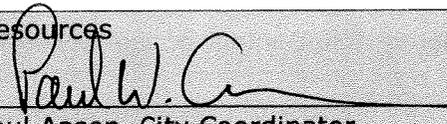
Subject: Amending Title 2, Chapter 20 Article XI relating to Personnel: Job Bank

Recommendation: That the City Council approve and adopt the attached amendments to Title 2, Chapter 20 Article XI – Job Bank of the Minneapolis Code of Ordinances.

Previous Directives:

Prepared by: Charles J. Bernardy, Manager of Human Resources

Approved by: 
Timothy Giles, Interim HR Director


Paul Aasen, City Coordinator

Presenters in Committee: Charles J. Bernardy

Reviews

• Permanent Review Committee (PRC)	Approval: Not Applicable Date:
• Civil Rights Approval	Approval: Not Applicable Date:
• Policy Review Group (PRG):	Approval: Not Applicable Date:

History:

The Job Bank was created in the 1990s to provide the City with a process to manage reductions in force when positions needed to be eliminated because of economic conditions, decreases in revenue or due to organizational change and restructuring. The Job Bank has been used to place numerous employees into vacant positions avoiding layoffs, unemployment claims, etc. The Job Bank has also been used to avoid disruption caused by employees exercising their "bumping" and "displacement" rights under Civil Service Rules and collective bargaining agreements.

Supporting Information:

The Human Resources Department is requesting that Title 2, Chapter 20 Article XI – Job Bank of the Minneapolis Code of Ordinances be amended for the following reasons:

1. To make language consistent with recent changes made to letters of agreement contained within current collective bargaining agreements. Adopting these changes will ensure that non-represented employees continue to be treated consistently with represented employees.
2. To remove language that pertains to the provisions of the American Recovery and Reinvestment Act of 2009 regarding the Consolidated Omnibus Budget Reconciliation Act (COBRA).
3. To remove the sunset clause within Section 20.900 – Insurance Continuation. The terms under Section 20.900 expired on December 31, 2011.