



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

**Date:** January 30, 2013

**To:** Council Member Betsy Hodges  
Chair, Ways & Means Committee

**Subject:** The Police Officers Federation of Minneapolis

### **Recommendation: Ratification of Tentative Agreement**

The Executive Committee recommends approval of the Executive Summary of the collective bargaining agreement between the City and the Police Officers Federation of Minneapolis; further recommends that proper City officers be authorized to prepare and execute a collective bargaining agreement consistent with the terms of the executive summary; further recommends that the Human Resources Director be authorized to implement the terms and conditions of the collective bargaining agreement upon its execution.

### **Department Information**

Prepared by: Timothy Giles, Director Employee Services

Approved by: \_\_\_\_\_  
Timothy O. Giles, Interim HR Director                      Paul Aasen, City Coordinator

Presenters in Committee: Timothy O. Giles

### **Financial Impact** *(delete all lines not applicable to your request)*

- Other financial impact – Collective Bargaining Agreement

### **Supporting Information**

See Attached Executive Summary

**EXECUTIVE SUMMARY  
TENTATIVE AGREEMENT  
BETWEEN  
CITY OF MINNEAPOLIS  
AND  
POLICE OFFICERS' FEDERATION OF MINNEAPOLIS**

**Expiration Date: December 31, 2011  
Number of Employees in Unit: 846  
Annual 2012 Base Payroll: \$60,312,000  
\*based on demographics on 12/31/11**

Market: Internal: Wages – Competitive/High; External: Wages – Competitive; Total Compensation – Competitive/high  
Recruitment: No difficulties  
Retention: No issues identified  
Performance management impediments in the CBA: None identified; However, in general Alignment; Consistent Application  
Issues/Concerns: No issues identified

**TENTATIVE AGREEMENT COMPONENTS:**

- Duration: Three years  
a. January 1, 2012 through December 31, 2014

**ECONOMIC ISSUES**

Allows regular step progression throughout the life of the contract

- A. Effective January 1, 2012
  - i. 0% adjustment to base wages, shift differential, and longevity
  - ii. Step progression allowed
- B. Effective January 1, 2013
  - i. 0% adjustment to base wages, shift differential, and longevity
  - ii. Step progression allowed
  - iii. Quarterly review of Officer health club usage; any Officer not averaging six (6) or more visits per month will have membership revoked; May be reinstated with payment of \$50 after ninety (90) days
  - iv. Prorates Performance Premium pay for times of no work, excluding sick leave, vacation, military leave, compensatory time or FMLA used
  - v. Effective end of day on 12/31/2013 2% wage adjustment to base wages, shift differential, and longevity
- C. Effective January 1, 2014
  - i. Wage reopener
  - ii. Step progression allowed

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**NON-ECONOMIC ISSUES**

- D. Housekeeping: Makes non-substantive language modifications to clarify intent
- E. Clarifies elements of the Grievance Procedure
  
- F. Establishes 10-hour days for Lieutenants in charge of patrol (10-hour day Sergeants and Officers)
  
- G. Enables leave for "Traumatic" events
- H. Requires notice for changing an employee's payroll record
- I. Clarifies "work out of classification" eligibility
  - Eliminates most of the prohibitions on work to be performed by Patrol Officers
- J. Updates Reasonable Suspicion Drug and Alcohol Testing to conform to City standard
- K. Creates a 3-month orientation for Sergeants prior to beginning probation period
- L. Establishes participation in a modified Job Bank Program
- M. Establishes that Sergeants will make up not less than 23.25% of sworn workforce
- N. Mitigates the impact to employees of abolishing the Captain rank
- O. Establishes conditions for the return of future Commanders to the rank of Lieutenant
- P. Commits to a re-work of the Collective Bargaining Agreement to reduce confusion (Intern) (Internal Audit Recommendation)