



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

Date: July 10, 2013

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

Subject: Minneapolis Professional Employees Association

Recommendation: Ratification of Tentative Agreement

The Executive Committee recommends approval of the Executive Summary of the collective bargaining agreement between the City and the Minneapolis Professional Employees Association; 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 Employee Services 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: _____
Patience Ferguson, Human Resources Director Paul Aasen, City Coordinator

Presenters in Committee: Timothy O. Giles

Financial Impact

- Other financial impact – Collective Bargaining Agreement

Supporting Information

See Attached Executive Summary

**TENTATIVE AGREEMENT
BETWEEN
CITY OF MINNEAPOLIS
AND
MINNEAPOLIS PROFESSIONAL EMPLOYEES ASSOCIATION**

Executive Summary

Expiration Date: December 31, 2010

Number of Employees in Unit: 419

Annual 2011 Base Payroll: \$ 28,412,000

*based on demographics on 12/31/2010

Market: Internal: Wages - Competitive; External: Wages – Competitive/At risk; Total Compensation – Competitive (public); At risk (private – Selected issues)

Recruitment: Selected issues (IT, Health, Planning)

Retention: Selected issues (IT, Health)

Performance management impediments in the CBA: None identified

Issues/Concerns: No issues identified

Tentative Agreement Components:

Duration: 36-month Agreement: January 1, 2011 through December 31, 2013 with **Wage Re-opener January 1, 2013**

Economic Issues:

- All items previously ratified

Wage Re-opener

Effective January 1, 2013

- Allows Step and Longevity Progression on anniversary date
- 0% adjustment to wage/salary schedules

Effective Beginning Of The Payroll Period Nearest to May 1, 2013

- 2.4% wage enhancement to wage/salary schedules and Longevity schedule

NON-ECONOMIC ISSUES EFFECTIVE JANUARY 1, 2011

- Continues to enable Furloughs through Letter of Agreement
- Incorporates coalition bargained Job Bank Letter of Agreement
- Incorporates coalition bargained Reasonable Suspicion Drug and Alcohol Testing Letter of Agreement