



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

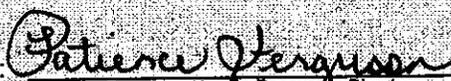
Date: August 7, 2013
To: Council Member Betsy Hodges
Chair, Ways & Means Committee
Subject: Minneapolis Foremen Association

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 Foremen 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

Expiration Date: December 31, 2012
Number of Employees in Unit: 40
Annual 2012 Base Payroll: \$ 2,599,000

Market: Internal: Wages – Competitive; External: Wages – Competitive (Public Sector);
Competitive Total Compensation – Competitive; **Recruitment:** No issues; **Retention:** No
issues

Performance management impediments in the CBA: None identified

TENTATIVE AGREEMENT

DURATION: 12-month Agreement: January 1, 2013 through December 31, 2013

ECONOMIC ISSUES

- **Effective January 1, 2013**
 - Step progression allowed effective January 1, 2013
 - Increase base salary by \$0.408 per hour
 - Increase wage schedules by 2%
 - Increase other salary components (longevity, shift differential, and premiums) by 2%
 - Enhance longevity payments for 20th and 25th year by \$0.15325 and \$0.24428 per hour, respectively
 - “Me too” provision for “as worked” premiums which are negotiated by #363 or #49’ers
 - Provides minimum of 2.67 hours at the overtime rate for employees called back to duty if not an extension of his/her regular work shift

NON-ECONOMIC ISSUES

- Allows employees to opt for a 6-month probationary period if reassigned from the Job Bank
- Clarifies layoff, bumping and displacement and associated rights
- Incorporates the Letter of Agreement related to overtime (Coalition bargained)
- Extends Furlough language through December 31, 2013
- Retains Retirement incentive
- Extends various Letters of Agreement (Reasonable Suspicion Drug and Alcohol Testing; Job Bank; Return to Work/Job Bank; Health Care; Surface Water and Sewer License)