



## 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 City Supervisors 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 City Supervisors 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: 129  
Annual 2012 Base Payroll: \$ 9,314,000  
\*based on current demographics

**Market:** Internal and External: Competitive; **Recruitment:** No Issues; Mostly internal; Able to access externally; **Retention:** No Issues

**Performance management impediments in the CBA:** None Identified; **Issues/Concerns:** Supervisors – “Lack of involvement in decision making”; not included; None identified by departments

### **Tentative Agreement Components:**

**Duration:** 24-month agreement – January 1, 2013 through December 31, 2014

### **Economic Issues**

#### **Effective January 1, 2013**

- Step progression allowed effective January 1, 2013
- Effective March 1, 2013 2% salary schedule enhancement; 2% adjustment also applies to longevity, shift differential, and premiums
- Enhance longevity payments for 20<sup>th</sup> and 25<sup>th</sup> year by \$0.15325 and \$0.24428 per hour, respectively
- Deletes “Hazardous Condition Compensation”
- Provides minimum of 2.67 hours at the overtime rate for non-exempt employees called back to duty if not an extension of his/her regular work shift
- Deletes minimum of four (4) hours pay for mandatory meetings that are not on regular shift for non-exempt employees
  
- Effective July 1, 2013 create new salary schedules for employees hired on or after July 1, 2013
  - Top step remains the same as previous salary schedule
  - 4-step schedule with 3% splits from the top
  - All members hired prior to July 1, 2013 remain on old schedule (16 employees affected; all members will be on new schedule by 2015)

#### **Effective January 1, 2014**

- Step progression allowed
- Enhances all salary/wage components by 2%

### **NON-ECONOMIC ISSUES**

- Adjusts “Recognitions Clause” to accommodate reorganization in Regulatory Services

- 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)
- Requires ten (10) hours of holiday pay for employees required to work ten (10) hour shifts
- Extends Furlough language through December 31, 2014
- Retains Retirement incentive
- Alters “Uniform/Clothing Allowance” to “Uniform/Clothing Accounts”
- Extends various Letters of Agreement (Reasonable Suspicion Drug and Alcohol Testing; Job Bank; Return to Work/Job Bank; Health Care; CRESIP Supervisory Factor Study Group)
- Agrees to add Glossary of Terms