



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

Date: June 23, 2014

To: Council Member John Quincy
Chair, Ways & Means Committee

Subject: Minneapolis Association of Fire Chiefs

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 Association of Fire Chiefs; 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 Jay Stroebel, City Coordinator Designee

Presenter(s) in Committee: Timothy O. Giles

Financial Impact

- Other financial impact – Collective Bargaining Agreement

Supporting Information

See Attached Executive Summary

EXECUTIVE SUMMARY
TENTATIVE AGREEMENT BETWEEN
THE CITY OF MINNEAPOLIS and
MINNEAPOLIS ASSOCIATION OF FIRE CHIEFS

Minneapolis Association of Fire Chiefs, Expired 12/31/10

Base description: 16 members; \$ 1,487,000/year (wages only as of 1/1/2011)

Business Lines: fire suppression; emergency medical service; Titles: District Fire Chief, Deputy Fire Chief

Market: Competitive; **Recruitment:** No issues; **Retention:** No issues; **Performance management impediments in the CBA:** None identified; **Issues/Concerns:** None identified

Two, Two-year Tentative Agreements

- Agreement 1 – January 1, 2011 through December 31, 2012
- Agreement 2 – January 1, 2013 through December 31, 2014

Economic Issues:

- Effective January 1, 2011
 - 0% Salary schedule enhancement
 - Step progression allowed
- Effective January 1, 2012
 - 0% Salary schedule enhancement
 - Step progression allowed
- Effective January 1, 2013
 - Step progression allowed
 - Stabilizes District Chief wage schedule at 11% above top captain pay with 3% splits
 - Stabilizes Deputy Chief wage schedule at 10% above top District Chief pay with 3% splits
 - 2% wage adjustment
 - Effective upon ratification: Quarterly review of health club usage; any member not averaging six (6) or more visits per month will have membership revoked; may be reinstated with payment of \$50 after ninety (90) days
 - Effective upon ratification: Reimburse members for required mileage driven in personal vehicle for official business (IRS rate)
 - Agrees to investigate any FLSA issues associated with “regular rate of pay” and correct, if necessary
- Effective January 1, 2014
 - 2% wage adjustment
 - Step progression allowed
 - Accelerates longevity by one (1) year with no change to rates

Non-economic Issues:

- Enables compensatory time for staff and management team meetings for employees not on duty, but who are required to attend such meetings
- Improves opportunities for Fire Chiefs to schedule vacation leave (Hold back up to two (2) vacation days)

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- In conjunction with Fire Fighters, agrees to release up to three (3) Union board members for identified official Union business or specifically identified national conferences
- Clarifies specific Job Bank issues associated with layoff or accepting other positions within the City of Minneapolis
- Clarifies definition of “Seniority”
- Equalizes vacation accrual rates to Fire Fighters and other City employees for (pick in 2014, implement for 2015)
- Reasonable Suspicion Drug and Alcohol Testing Letter of Agreement: consistent with coalition bargaining
- Health Care Letter of Agreement
- Establishes “To DO” Letter of Agreement regarding Emergency Time Off
- Housekeeping issues (names, dates, etc.)