



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

Date: July 23, 2014

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

Subject: Emergency Communications Center Supervisors, Represented
by Minnesota Teamsters Public and Law Enforcement
Employees' Union, Local No. 320, AFL-CIO

Recommendation: Ratification of Tentative Agreement

The Executive Committee recommends approval of the Executive Summary of the collective bargaining agreement between the City and the Emergency Communications Center Supervisors Unit, represented by Minnesota Teamsters Public and Law Enforcement Employees' Union, Local No. 320, AFL-CIO; 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: Perry Palin

Approved by: _____
Patience Ferguson, HR
Director

Jay Stroebel, Interim City Coordinator

Presenters in Committee: Perry Palin

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
EMERGENCY COMMUNICATIONS CENTER SUPERVISORS UNIT,
MINNESOTA TEAMSTERS PUBLIC AND LAW ENFORCEMENT
EMPLOYEES' UNION LOCAL NO. 320, AFL-CIO**

Expiration Date: December 31, 2013

Number of Employees in Unit: 9

Annual 2013 Base Payroll: \$623,526

Market: Competitive

Recruitment: No Issues

Retention: No Issues

Performance management impediments in the CBA: None identified

Issues/Concerns: None Identified

Tentative Agreement Components

2 year agreement, effective January 1, 2014 through December 31, 2015

ECONOMIC ISSUES

January 1, 2014

- Step progression allowed
- No change to wage schedule
- New job classification of Manager 911 Training and Quality Control recognized in unit as exempt for FLSA purposes

April 1, 2014

- All wage rates increased by 2.25% on the first full payroll period after April 1, 2014.
- Longevity and shift differential rates increased by 2.25% on the first full payroll period after April 1, 2014.
- Additional wage expense for 2014 estimated at \$14,750

January 1, 2015

- Step progression allowed
- All hourly rates on the wage schedule increased by 2.25% on the first full payroll period after January 1, 2015
- Longevity and shift differential rates increased by 2.25% on the first full payroll period after January 1, 2015.
- Additional wage expense for 2015 estimated at \$17,750

(over)

NON-ECONOMIC ISSUES

- Renew Attachments and LOAs bargained between the City and Board of Business Agents. Attach previously signed LOA on Regular Rates of Pay and Overtime
- Amend Sick Leave language to conform to MN Law changes of 2013 and 2014