



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

**Date:** October 22, 2014

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

**Subject:** Police Officers Federation of Minneapolis

**Recommendation:** Ratification of Tentative Agreement

The Executive Committee recommends approval of the Executive Summary of the collective bargaining agreement between the City and the Police Officers Federation of Minneapolis; 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, Chief Human Resources Officer      Spencer Cronk, 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  
CITY OF MINNEAPOLIS  
AND  
POLICE OFFICER'S FEDERATION OF MINNEAPOLIS**

**Expiration Date: December 31, 2011**

**Number of Employees in Unit: 815**

**Annual 2014 Base Payroll: \$57,830,000**

\*based on demographics on 1/1/14

Market: Internal: Wages – Competitive/High; External: Wages – Competitive; Total Compensation – Competitive

Recruitment: No difficulties

Retention: No issues identified

Performance management impediments in the CBA: None identified;

Other issues/Concerns: No issues identified

**TENTATIVE AGREEMENT COMPONENTS:**

Duration: One year (Wage reopener only)

- a. January 1, 2014 through December 31, 2014

**ECONOMIC ISSUES**

Allows regular step progression

A. Effective January 1, 2014

- i. 2% adjustment to base wages, shift differential, and longevity
- ii. Step progression allowed
- iii. Maintain current differentials between ranks
- iv. Accelerate Performance Pay for Police Officers by one year (Move to 2% in year 5)
- v. Accelerate Longevity Pay by one year (Begins in year 7)
- vi. Adds new top Longevity Step \$200 more than old top step

B. Effective July 1, 2014

- i. 0.25% adjustment to base wages, shift differential and longevity

C. Effective October 1, 2014

- i. 0.65% adjustment to base wages, shift differential and longevity

**NON-ECONOMIC ISSUES**

A. Enables Lateral hiring to any step on the wage schedule AND increased vacation accrual, based on experience (Two years in a large department equals one year's credit; three years in a small department equals one year's credit)

B. Provides a "catch up" window, without retroactivity, for previous lateral hires