



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: Minneapolis Professional Employees 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 Professional Employees 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, 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

**TENTATIVE AGREEMENT
BETWEEN
CITY OF MINNEAPOLIS
AND
MINNEAPOLIS PROFESSIONAL EMPLOYEES ASSOCIATION**

Executive Summary

Expiration Date: December 31, 2013

Number of Employees in Unit: 388

Annual 2011 Base Payroll: \$ 26,798,000

*based on demographics on 12/31/2013

Market: Internal: Wages - Competitive; External: Wages – Competitive; Total Compensation – Competitive (public); At risk (private – Selected issues (IT))

Recruitment: Selected issues (IT)

Retention: Selected issues (IT)

Performance management impediments in the CBA: None identified

Issues/Concerns: No issues identified

Tentative Agreement Components:

Duration: 36-month Agreement: January 1, 2014 through December 31, 2016

Economic Issues:

Effective January 1, 2014

- 0% increase to salary/wage schedules
- 2.2% adjustment to longevity
- Allows Step and Longevity Progression on anniversary date
- Increases Safety Shoe reimbursement from \$90 to \$100 per year with one-year carry over
- Increases Fire Inspection uniform allowance to \$750 per year to match other units representing Fire Inspection services

Effective June 1, 2014

- 2.2% adjustment to salary/wage schedules and shift differential

Effective January 1, 2015

- 0% increase to salary/wage schedules
- 2.2% adjustment to longevity
- Allows Step and Longevity Progression on anniversary date

Effective June 1, 2015

- 2.2% adjustment to salary/wage schedules and shift differential

Effective January 1, 2016

- 2.2% adjustment to salary/wage schedules, longevity and shift differential
- Allows Step and Longevity Progression on anniversary date

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NON-ECONOMIC ISSUES EFFECTIVE JANUARY 1, 2011

- Enables City to recover negative vacation value from sick leave at separation payments, if available
- Limits “bumping” to previously held positions for all employees hired after January 1, 2014
- Renews “Furlough” Letter of Agreement for life of agreement
- Modifies Sick Leave Severance language to match practices
- Adds flexibility to work schedule changes for exempt employees
- Clarifies that “coaching” is not discipline
- Provides alternative mechanism for “hard-to-fill” and “hard-to-keep-filled” positions (LOA supersedes the Civil Service Commission Rules)
 - Increased compensation beyond the limits of the Collective Bargaining Agreement
 - Continuous recruiting
- Renews coalition bargained Letters of Agreement and previously agreed Letters of Agreement