



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

**Date:** November 19, 2014

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

**Subject:** Minneapolis Public Works Engineers 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 Public Works Engineers 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

**EXECUTIVE SUMMARY  
TENTATIVE AGREEMENT  
BETWEEN  
CITY OF MINNEAPOLIS  
AND  
MINNEAPOLIS PUBLIC WORKS ENGINEERS ASSOCIATION**

**Expiration Date: December 31, 2013  
Number of Employees in Unit: 44  
Annual 2013 Base Payroll: \$3,931,000**

**Market:** Competitive, except Professional Engineer

**Recruitment:** Difficult (Supply issues nationally)

**Retention:** No issues

**Performance management impediments in the CBA:** None identified

**Issues/Concerns:** None Identified

**Duration:** 1-year agreement, effective January 1, 2014 through December 31, 2014

**ECONOMIC ISSUES**

January 1, 2011

- Allows regular Step Progression on employee's anniversary date
- No change to wage/salary schedules
- Longevity Progression allowed

Effective April 1, 2014: increase base wages as follows (FTE's):

- |   |      |
|---|------|
| a. Grade 8 – Engineer (3)   | 1.0% |
| b. Grade 10 – Professional Engineer (22)<br>(including Environmental Engineer and Plan Examiner II) | 3.0% |
| c. Grade 11 – Senior Professional Engineer (6)  | 1.0% |
| d. Grade 12 – Principle Professional Engineer (10)  | 1.0% |
| e. Grade 13 – All titles (3)  | 1.0% |

Lump Sum Payment: a lump sum of \$1,000 (not to be included in or reflected on salary schedules) (19 employee members)

- a. Grade 11 – Senior Professional Engineer
- b. Grade 12 – Principle Professional Engineer
- c. Grade 13 – All titles

Longevity Pay – Effective 4/1/14 – longevity pay amounts shall be increased by 2% and the following language shall be added to the Labor Agreement (Longevity adjustments, if any, after 8/1/2014, based on weighted average of ATB for titles)

**NON-ECONOMIC ISSUES**

- Renews Coalition bargained Letters of Agreement