

**EXECUTIVE SUMMARY
TENTATIVE AGREEMENT
BETWEEN
CITY OF MINNEAPOLIS
AND
MINNEAPOLIS CITY SUPERVISORS ASSOCIATION**

Expiration Date: December 31, 2014
Number of Employees in Unit: 134
Annual 2014 Base Payroll: \$ 10,147,314
*based on 12/31/2014 demographics

Market: Internal and External: Competitive; **Recruitment:** No Issues; Mostly internal; Able to access externally; **Retention:** No Issues; Some compression issues
Performance management impediments in the CBA: None Identified;

Tentative Agreement Components:

Duration: 36-month agreement – January 1, 2015 through December 31, 2017

Economic Issues

Effective January 1, 2015

- Allows step progression effective January 1, 2015
- Proposes a 2% salary schedule enhancement; 2% adjustment also applies to longevity, uniform reimbursement and premiums
- Increases Safety Shoe Reimbursements to up to \$140/year with one-year carryover

Effective January 1, 2016

- Allows step progression effective January 1, 2016
- Applies a \$0.40 per hour compression/equity adjustment to top step of each salary/wage scale; regressive (3%) application to each lower step
- Standardizes Shift Differential with Minneapolis Foreman's Association
 - \$1.289/hour - Non-exempt Employees
 - \$51.56/week - Exempt Employees

Effective July 1, 2016

- Proposes a 2% salary schedule enhancement; 2% adjustment also applies to longevity, shift differential, uniform reimbursement and premiums

Effective January 1, 2017

- Allows step progression effective January 1, 2017
- Applies a \$0.40 per hour compression/equity adjustment applied to top step of each salary/wage scale; regressive (3%) application to each lower step

Effective April 1, 2017

- Proposes a 2% salary schedule enhancement; 2% adjustment also applies to longevity, shift differential, uniform reimbursement and premiums

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NON-ECONOMIC ISSUES

- Clarified “Election of Remedy” language
- Extends “Performance Improvement Plan” potential to one (1) year; clarified the Employer has discretion to modify or extend
- Empowers Employer to extend Probationary Period, with notice to Association
- Extends use of “permit” and “detail” employees to one (1) year
- Incorporates “Overtime” rules (previously LOA) into Collective Bargaining Agreement
- Standardizes “Bereavement Leaves of Absence”
- Allows for purchase of body armor from uniform reimbursement
- Eliminates Retirement Incentive effective January 1, 2016
- Standardizes group insurance language (Affordable Care Act)
- Continues various Letters of Agreement