



Request for City Council Committee Action

Date: January 14, 2009

To: Council Member Paul Ostrow
Chair, Ways & Means Committee

Prepared by: Tim Giles, Director, Employee Services

Approved by:

Pam French
Director, Human Resources

Steven Bosacker
City Coordinator

Subject: AFSCME Council 5; Local 9--Attorney's Unit: Tim Giles

Summary of the Request:

The Ways & Means Committee recommends approval of the executive summary of the collective bargaining agreement between the AFSCME Council 5; Local 9—Attorney's Unit; 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 Human Resources Director be authorized to implement the terms and conditions of the collective bargaining agreement upon its execution.

Financial Impact (Check those that apply)

No financial impact (If checked, go directly to Background/Supporting Information)

Action requires an appropriation increase to the Capital Budget

Action requires an appropriation increase to the Operating Budget

Action provides increased revenue for appropriation increase

Action requires use of contingency or reserves

Other financial impact (Explain): **Collective Bargaining Agreement**

Request provided to the Budget Office when provided to the Committee Coordinator

**EXECUTIVE SUMMARY
TENTATIVE AGREEMENT
BETWEEN
CITY OF MINNEAPOLIS**

AND

AFSCME LOCAL 9 – Attorney Unit

Expiration Date: December 31, 2008

Number of Employees in Unit: 51

Annual 2007 Base Payroll: \$4,335,000

*based on demographics on 12/31/08

Market: Internal: Wages – Competitive/High; External: Wages – Competitive (Public Sector); Low (Private Sector – large firms); Total Compensation – Competitive

Recruitment: Difficult at Step 1; special need concerns

Retention: No issues

Performance management impediments in the CBA: None identified

Issues/Concerns: No issues identified

TENTATIVE AGREEMENT COMPONENTS:

Duration: 36-month Agreement: January 1, 2009 through December 31, 2011

ECONOMIC ISSUES

Effective January 1, 2009

- Allows regular step progression
 - Effective April 1, 2009
 - Provides 2.0% ATB for Assistant City Attorneys I, II, and III
 - Creates additional top step for Assistant City Attorney I, which is 3% above top current step
 - Provides 2% increase to longevity pay

Effective January 1, 2010

- Allows regular step progression
 - Effective May 1, 2010
 - provides 2.0% ATB for Assistant City Attorneys I, II, and III
 - Creates additional top step for Assistant City Attorney I, which is 3% above top current step
 - Provides 2% increase to longevity pay

Effective January 1, 2011

- Allows regular step progression
 - Effective June 1, 2008
 - Provides 2.0% ATB for Assistant City Attorneys I, II, and III
 - Creates additional top step for Assistant City Attorney I, which is 3% above top current step
 - Provides 2% increase to longevity pay

NON-ECONOMIC ISSUES EFFECTIVE JANUARY 1, 2009

- Department Head and Union agree to process determining qualifications for retention in case of layoff, else Department head solely decides who is retained
- Renews Drug and Alcohol Testing Policy for three years
- Renews Job Bank Letter Of Agreement for three years
- Renews Return to Work/Job Bank Letter Of Agreement for three years
- Housekeeping for archaic language, - dates, titles, etc.