



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

Date: July 1, 2003

To: Ways and Means/Budget Committee

Prepared or Submitted by \_\_\_\_\_ Pamela French, 673-2139

Approved by \_\_\_\_\_, John Moir, City Coordinator

**Subject: Request to Increase Salary**

### Presenters in Committee:

**Recommendation:** Increase Merwyn Larson, Director Inspections salary from Step B to Step D.

#### Financial Impact (Check those that apply)

No financial impact or Action is within current budget.

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): Salary would increase \$5152 plus back pay to January 1, 2003.

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

### Background/Supporting Information -

As a result of collective bargaining between the City of Minneapolis and the Minneapolis Public Works Engineers Association (MPWEA) the City was finally successful in removing the appointed engineers from the bargaining unit. The City of Minneapolis had been attempting to accomplish this for several years. Because they were represented by the MPWEA the City had

not compensated them as other appointed employees are compensated, and they were not provided any of the heightened benefits. In July of this year City and the Association filed a "Joint Petition" to the Bureau of Mediation Services formally completing the removal process.

Due to their removal, appointed Engineers should be treated as all other appointed employees other than political appointments. Two appointed positions in the Public Works Department were previously not represented by MPWEA and were already provided the compensation and benefits as other appointed employees. Those positions are Director, Administration and Director, Solid Waste and Recycling.

Merwyn Larson, Director Inspections position had been evaluated June 1, 2001. This position was changed in total points from 690 to 733 and moved from a Grade 15 to a Grade 16. Salary for 733 points ranged from \$97,893 - \$108,198. Mr. Larson's salary level was not changed to reflect the reclassification level at that time due to the on-going union negotiations. When this position was removed from the union, he was only placed at Step B based on the 5% rule, but his placement did not recognize his prior service in the same position. Based on prior service, he should have been placed on Step D rather than Step B. The effective date of the change is January 1, 2003. Mr. Larson reached agreement not to pursue back pay to June 2001 if back pay was made to the date he was officially removed from the bargaining unit on January 1, 2003.