



Request for City Council Committee Action

Date: May 16, 2007

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 Local 9 General Unit

Presenters in Committee: Tim Giles

Summary of the Request:

The Ways & Means Committee recommends approval of the executive summary of the collective bargaining agreement between the City of Minneapolis and AFSCME Local 9, General 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

Background/Supporting Information: Attached

**EXECUTIVE SUMMARY
TENTATIVE AGREEMENT
BETWEEN
CITY OF MINNEAPOLIS
AND
AFSCME LOCAL #9, CLERICAL UNIT**

**Expiration Date: December 31, 2006
Number of Employees in Unit: 763
Annual 2006 Base Payroll: \$33,393,000
Anticipated 2007 Base Payroll: \$34,061,000**

Duration: 12-month Agreement: January 1, 2007 through December 31, 2007

ECONOMIC ISSUES

Effective January 1, 2007

- Freezes 2006 salary schedule for 2007
- Continues employee step movement during 2007
- Effective April 15, 2007, increases top step of each schedule by 2%
- Effective September 1, 2007, pays a 2% lump sum amount to “red-circled” employees (8 employees from MCDA whose salary/wage has been frozen since 2003)
- Effective upon ratification, eliminates the “insurance step”
- Effective 11:59:59 on December 31, 2007, eliminates Step 1
- Increases longevity by 2.0%

NON-ECONOMIC ISSUES

- Clarifies obligation to “Grant Funded” employees
- Enables “job shadow” opportunities with supervisor approval
- Clarifies that supervisors cannot mandate compensatory time
- Enables Labor Management Committee to address workload issues
- Enables Labor Management Committee to address work health and safety issues
- Creates “Experimental Program Review Committee”
- Established Health Care Letter of Agreement for one (1) year
- Renews various operational Letters of Agreement