



Request for City Council Committee Action

Date: August 13, 2008

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: Minneapolis Public Works Engineers Association—Professional Engineers 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 *Minneapolis Public Works Engineers Association—Professional Engineers 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

Minneapolis Public Works Engineers Association—Professional Engineers Unit

Expiration Date: December 31, 2007

Number of Employees in Unit: 50

Annual 2007 Base Payroll: \$3,881,000

Market: Competitive, High (with reason)

Recruitment: Difficult (Supply issues nationally)

Retention: No issues

Performance management impediments in the CBA: None identified

Issues/Concerns: None Identified

Tentative Agreement Components

3-year agreement, effective January 1, 2008 through December 31, 2010

ECONOMIC ISSUES

January 1, 2008

- Allows regular Step Progression on employee's anniversary date
- Effective April 1, 2008 increases Step 1 through 6 by 2%
- Effective April 1, 2008 increases Step 7 by 2.5%
- Effective April 1, 2008 increases Longevity by 2%

January 1, 2009

- Allows regular Step Progression on employee's anniversary date
- Effective April 1, 2009 increases Step 1 through 6 by 2%
- Effective April 1, 2009 increases Step 7 by 2.5%
- Effective April 1, 2009 increases Longevity by 2%
- Effective January 1, 2009 eliminates insurance step

January 1, 2010

- Allows regular Step Progression on employee's anniversary date
- Effective April 1, 2010 increases all Steps in all titles by 2.25%
- Effective April 1, 2010 increases Longevity by 2%
- Eliminates Step 1 on 1/1/2010

NON-ECONOMIC ISSUES

- Renews "Job Bank" Letter of Agreement
- Renews "Return to Work Job/Bank" Letter of Agreement
- Renews "Health Care" Letter of Agreement
- Ministerial corrections