Request for City Council Committee Action

Date: November 13, 2006

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

Prepared by: Tim Giles, Director, Employee Services

Approved by:

Pam French	Steven Bosacker
Director, Human Resources	City Coordinator

Subject: **International Association of Fire Fighters Local #82**

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 the International Association of Fire Fighters Local #82; 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
__X_ Other financial impact (Explain): **Collective Bargaining Agreement**

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

Background/Supporting Information: Attached

TENTATIVE AGREEMENT
BETWEEN
CITY OF MINNEAPOLIS
AND
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS LOCAL #82

Expiration Date: October 14, 2005
Number of Employees in Unit: 404
Annual 2003 Base Payroll: $ 24,736,000
*based on 2005 demographics

TENTATIVE AGREEMENT

DURATION: 14.5 month Agreement: October 15, 2005 through December 31, 2006

ECONOMIC ISSUES

Effective October 15, 2005

- Freezes the 2004 – '05 salary schedule
- Increases the 2005 salary schedule top step by 1.83%
- Allows regular step progression on anniversary date
- Increases Longevity and Selection Premium by 1.83%

Effective October 15, 2006

- Eliminates Step 1 of the 2005 – '06 salary schedule
- Increases the 2005 – '06 salary schedule top step by 0.45%
- Allows regular step progression on anniversary date
- Increases Longevity and Selection Premium by 0.45%

NON-ECONOMIC ISSUES

- Eliminates Step 1 of the Grievance procedure
- Modifies "Pay upon Promotion" language to match other CBAs
- Incorporates Health Care LOA
- Modifies promotional exam language
- Establishes procedures for selection and assignment of Staff Captains
- Standardizes Funeral Leave