



Request for City Council Committee Action

Date: October 1, 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: *I.B.E.W.—Local 292—Electricians Unit: Tim Giles

Summary of the Request:

The Ways & Means Committee recommends approval of the executive summary of the collective bargaining agreement between the International Brotherhood of Electrical Workers—Local #292 –Electricians 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
I.B.E.W. LOCAL #292—ELECTRICIANS UNIT
Expiration Date: April 30, 2008
Number of Employees in Unit: 17
Annual Payroll: \$1,300,000
(based on 4/30/08 demographics)**

Market: Internal: Wages - High; External: Wages - Competitive; Total Compensation – Competitive - High (due to benefits)

Recruitment: No issues identified (construction market driven)

Retention: No issues

Performance management impediments in the CBA: None identified

Issues/Concerns: No issues identified

Duration: 36 month Agreement, Effective 5/1/2008 through 4/30/2011

ECONOMIC ISSUES:

- Effective 5/1/08
 - Increases top step by 2.25%
 - Increases all other steps by 2%
 - Increases longevity and differentials by 2%
- Effective 5/1/09
 - Increases top step by 2.50%
 - Increases all other steps by 2%
 - Increases longevity and differentials by 2%
- Effective 5/1/2010
 - Increases all wage steps by 2.50%
 - Increases longevity and differentials by 2%

NON-ECONOMIC ISSUES

- Standardizes Funeral Leave to 3 days