



## Request for City Council Committee Action

**Date:** July 16, 2008

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

**Prepared by:** Tim Giles, Director, Employee Services

**Approved by:**

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Pam French  
Director, Human Resources

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Steven Bosacker  
City Coordinator

**Subject: \*AFSCME Council 5, Local 9—9-1-1- 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 AFSCME Council 5, Local 9-9-1-1 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**

**AFSCME LOCAL 9 - 9-1-1 UNIT  
Expiration Date: December 31, 2007  
Number of Employees in Unit: 64  
Annual 2007 Base Payroll: \$3,196,693  
Based on demographics on 12/31/2007**

**Market:** Internal: Wages - Competitive; External: Wages – Competitive high; Total Compensation: Competitive high (different demands than for other employers)

**Recruitment:** Time lag for new hires – lost candidates – Rule of 3

**Retention:** Stressful work and shift assignments drive turnover, but not abnormally high for emergency communications field

**Performance management impediments in the CBA:** None identified

**Issues/Concerns:** Employee desire empowerment, control; seniority in scheduling

**Tentative Agreement Components:**

**Duration:** 36 month agreement; January 1, 2008 through December 31, 2010

**Economic Issues**

**TO IMPLEMENT LOA FROM PRIOR CONTRACT PERIOD**

**Effective January 1, 2007**

- With additional CRESAP points to the Police/Fire Dispatcher class, adjusts Dispatcher to 97% of the CRESAP internal equity line effective January 1, 2007
- Adjusts Dispatcher to 100% of the CRESAP internal equity line effective June 1, 2007

**FOR THE THREE YEAR CONTRACT TERM**

**Effective January 1, 2008**

- Freezes current salary schedule
- Allows regular Step Progression
- Effective beginning of pay period nearest to May 1, 2008, increases wages, differentials, and longevity by 2.25%

**Effective January 1, 2009**

- Freezes current salary schedule
- Allows regular Step Progression
- Effective beginning of pay period nearest to June 1, 2009, increases wages, differentials, and longevity by 2.25%

**EXECUTIVE SUMMARY  
TENTATIVE AGREEMENT  
BETWEEN  
CITY OF MINNEAPOLIS  
AND  
AFSCME LOCAL 9 - 9-1-1 UNIT**

## **Economic Issues (continued)**

### **Effective January 1, 2010**

- Freezes current salary schedule
- Allows regular Step Progression
- Effective beginning of pay period nearest to May 1, 2010, increases wages, differentials, and longevity by 2.25%

### **Non-Economic Issues:**

- Adds language clarifying vacation payout upon separation
- Clarifies that school conference leave only applies when student is in pre-K through grade 12
- Moves several operational issues to the Labor Management Committee
- Modifies Letter of Agreement on the vacation pick process
- Renews Drug and Alcohol Testing Policy
- Renews Job Bank Letter of Agreement
- Renews Return to Work/Job Bank Letter of Agreement
- Renews Health Care Insurance Letter of Agreement
- Adds Wellness Assessment Incentive Letter of Agreement
- Housekeeping for dates, titles, etc.