



Request for City Council Committee Action

Date: October 2, 2006

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

Prepared by: Pamela French, HR Director

Approved by:

Pam French
Director, Human Resources

Steven Bosacker
City Coordinator

Subject: Minneapolis Police Officers Federation

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 Minneapolis Police Officers Federation; 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

Expiration Date: October 14, 2005
Number of Employees in Unit: 782
Annual 2005 Base Payroll \$48,997,000

SUMMARY OF TENTATIVE AGREEMENT

Duration: 3-year Agreement: October 15, 2005 through October 14, 2008

ECONOMIC ISSUES

Effective October 15, 2005

- Employees will have regular step progression
- The City will adjust wage schedules by 1.8% (ATB)

Effective October 15, 2006

- Employees will have regular step progression
- The City will adjust wage schedules by 1.9% (ATB)

Effective October 15, 2007

- Employees will have regular step progression
- The City will adjust wage schedules by 1.9% (ATB)

Effective January 1, 2008

Market Adjustment – effective on of the first day of the first payroll period beginning after January 1, 2008, a market adjustment shall be made to the compensation (wages, performance pay and longevity) for patrol officers to ensure career earning for officers is in the top one-third of the Stanton Five jurisdictions plus St. Paul, Minnesota, and then Step 1 of the Police Officer wage schedule will be eliminated. The compensation of the promoted ranks shall be adjusted to maintain rank equity. (A 70% threshold will be used for calculation.)

NON-ECONOMIC ISSUES

- Includes “Assistant Chief” to the list of positions excluded from the bargaining unit
- Health Care LOA into Collective Bargaining Agreement
- Fitness for Duty Testing Clarification
- Physical Fitness Testing Reinstatement
- Overtime/Compensatory Time Clarification
 - Right to use compensatory time
 - Cash out of compensatory time (annual basis)
- Federation Time carry over
- Assignment of 1st and 2nd year Employees
- Disciplinary Transfers
- Discipline for Civilian Review Authority cases (Chief’s authority per Charter)
- Administrative Leave after critical incident
- Clarification of bid and non-bid assignments
- Voluntary Assignments
- Lieutenant Ratio (timing of determination)
- Clarifies Role of Union Representative

Cc: Timothy Giles, Director, Employee Services
John Delmonico, President, MPOF
HRIS
Central Payroll
Bertha Gabrish, Police Payroll
File