



Request for City Council Committee Action

Date: November 13, 2006

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

Prepared by: Marcy Cordes, Labor Relations Coordinator, Employee Services

Approved by:

Pam French
Director, Human Resources

Steven Bosacker
City Coordinator

Subject: AFSCME 9-1-1 Unit

Presenters in Committee: Marcy Cordes

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 AFSCME 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

Background/Supporting Information: Attached

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

**Expiration Date: December 31, 2004
Number of Employees in Unit: 68
Annual 2005 Base Payroll: \$3,087,660
Anticipated 2006 Base Payroll: \$\$3,149,413
*based on current demographics**

TENTATIVE AGREEMENT

CONTRACT DURATION:

24 month agreement, effective January 1, 2006 through December 31, 2007

ECONOMIC ISSUES

Effective January 1, 2006

- Freezes current salary schedule
- Eligible employees receive step progression on regularly scheduled anniversary date
- Adds 1.5% to Top Step (Step 7)
- Longevity Schedule – enhanced by reducing percentage available to employees on top step

Effective January 1, 2007

- Negotiations re-open on wages, longevity and shift differential only

NON-ECONOMIC ISSUES

- Grievance Procedure – adjusts window of response time for Union arbitration decision to conform to changes in Council 5 Arbitration Review process
- Clarifies language related to breaking of ties in seniority
- Standardizes promotional probationary period to 6 months
- Standardizes bereavement leave
- Clarifies eligibility for 7th day premium overtime pay
- Clarifies shift bidding process
- Vacation bid process established for 2007 bid year in temporary LOA
- Renews Job Bank LOA
- Modifies Return to Work/Job Bank LOA
- Incorporates Health Care Letter of Agreement

