



Request for City Council Committee Action from the Department of Human Resources

Date: December 14, 2011

To: Council Member Betsy Hodges
Chair, Ways and Means Committee

Subject: Minneapolis City Supervisors Association

Recommendation: Ratification of Tentative Agreement

The Executive Committee recommends approval of the executive summary (attached to this document) of the collective bargaining agreement between the Minneapolis City Supervisors Association; 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.

Department Information

Prepared by: Timothy Giles, Director, Employee Services X3341

Approved by:

Pam French, HR Director X2139

Steven Bosacker, City Coordinator X2032

Presenters in Committee: Timothy Giles

Financial Impact

Other financial impact—Collective Bargaining Agreement

Supporting Information

See Attached Executive Summary

**EXECUTIVE SUMMARY
TENTATIVE AGREEMENT
BETWEEN
CITY OF MINNEAPOLIS
AND
MINNEAPOLIS CITY SUPERVISORS ASSOCIATION**

**Expiration Date: December 31, 2010
Number of Employees in Unit: 135
Annual 2011 Base Payroll: \$ 9,572,000
*based on current demographics**

Market: Internal and External: Competitive; **Recruitment:** No Issues; Mostly internal; Able to access externally; **Retention:** No Issues
Performance management impediments in the CBA: None identified; **Issues/Concerns:** Supervisors – Lack of involvement in decision making; not included; None identified by departments

Tentative Agreement Components:

Duration: 24-month agreement – January 1, 2011 through December 31, 2012

Economic Issues

Effective January 1, 2011

- 0% schedule enhancement
- Allows step movement
- Allows longevity progression
- Increases safety shoe expense reimbursement from \$91.80 annually to \$100 annually, with one year rollover
- Retirement Incentive (Any employee who retires during the first or last four months of a calendar year will receive a retirement incentive of six (6) months of fully-paid health insurance premiums, which will be deposited into the employee's VEBA account)
- Furlough Language – Same as MPEA

Effective January 1, 2012

- 0% schedule enhancement
- No step movement
- Eliminates Step 1 of salary schedules

Non-Economic Issues

- Alternative Dispute Resolution: Joint Labor Management Decision
- Clarifies seniority and bumping rights
- Operational definitions – e.g. lateral transfers, permanent reassignments, etc.
- Traffic Control Clothing Reimbursement
- FMLA changes
- Coalition Bargaining
 - Job Bank LOA
 - Reasonable Suspicion LOA