



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

Date: September 28, 2011

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

Subject: Minneapolis Professional Employees Association

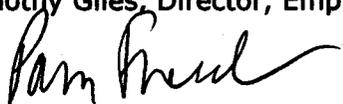
Recommendation: Ratification of Tentative Agreement

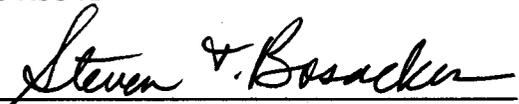
The Executive Committee recommends approval of the executive summary (attached to this document) of the collective bargaining agreement between the Minneapolis Professional Employees Association; further recommends that proper City officers be authorized to prepare and execute a collective bargaining 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

Expiration Date: December 31, 2010

Number of Employees in Unit: 419

Annual 2011 Base Payroll: \$ 28,412,000

*based on demographics on 12/31/2010

Market: Internal: Wages - Competitive; External: Wages – Competitive/At risk;
Total Compensation – Competitive (public); At risk (private – Selected issues)

Recruitment: Selected issues (BIS, Health, Planning)

Retention: Selected issues (BIS, Health)

Performance management impediments in the CBA: None identified

Issues/Concerns: No issues identified

Tentative Agreement Components:

Duration: 36-month Agreement: January 1, 2011 through December 31, 2013

Economic Issues:

Effective January 1, 2011

- 0% increase to salary/wage schedules
- Allows Step and Longevity Progression on anniversary date
 - Cost of steps = \$309,000
- Adjusts holiday pay for Forensic Scientists regularly assigned to 10-hour shifts
- Allows shift differential for Crime Analyst classification title
- Allows pay for holiday if employee is on Budgetary Leave for five (5) days which includes the holiday

Effective January 1, 2012

- No Step or Longevity Progression
- 0% increase to salary/wage schedules

Effective January 1, 2013

- Wage reopener at the discretion of the Association

NON-ECONOMIC ISSUES EFFECTIVE JANUARY 1, 2011

- Allows “bumping” laterally into classification titles previously held
 - Previously passed probation
 - Currently qualified
- Performance Improvement Plan language
 - Clarifies role of supervisor, responsibility of the employee and the role of the Association
- Allows for “Letter of Inquiry”
- Adjust Letter of Agreement for BIS employees previously in System Integrator titles
- Allows employees to request performance appraisal
- Allows employees to “bank” time for budgetary leave
- Incorporates Health Care Letter of Agreement
- Enables Furloughs through Letter of Agreement
 - Triggered by reduction in revenue after balanced budget
 - Department head informs and develops a plan
 - Up to ten (10) days at one (1) day per pay period
 - City may request increase to fifteen (15) and two (2); fourteen (14) days for Association to respond, else approved
 - Two (2) pay period notice required
 - First solicit for Budgetary Leave
 - Credit for Budgetary Leave volunteers
 - Department head and employees can agree to alternative plan, subject to approval of the Human Resources Director
 - Pension make-up

- Refers Job Bank Letter of Agreement to coalition bargaining
- Refers Reasonable Suspicion Drug and Alcohol Testing Letter of Agreement to coalition bargaining