



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

Date: February 12, 2014

To: Council Member John Quincy
Chair, Ways & Means Committee

Subject: AFSCME General Unit

Recommendation: Ratification of Tentative Agreement

The Executive Committee recommends approval of the Executive Summary of the collective bargaining agreement between the City and the AFSCME General 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 Employee Services 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

Approved by: _____
Patience Ferguson, Human Resources Director Paul Aasen, City Coordinator

Presenters in Committee: Timothy O. Giles

Financial Impact

- Other financial impact – Collective Bargaining Agreement

Supporting Information

See Attached Executive Summary

**EXECUTIVE SUMMARY
TENTATIVE AGREEMENT
BETWEEN
CITY OF MINNEAPOLIS**

**AND
AFSCME LOCAL 9 – CLERICAL AND TECHNICAL UNIT**

Expiration Date: December 31, 2012

Number of Employees in Unit: 614

Annual 2012 Base Payroll: \$ 31,597,000

*based on demographics on 12/31/12

Market: Internal: Wages - Competitive; External: Wages - Competitive; Total Compensation – Competitive (public)/Slightly High (private) – Issue: Breath of services provided

Recruitment: Selected Titles **Retention:** Selected Titles

Performance management impediments in the CBA: None identified

Tentative Agreement Components:

Duration: 12-month agreement – January 1, 2013 – December 31, 2013
 36-month agreement – January 1, 2014 – December 31, 2016

ECONOMIC ISSUES

- Effective 1/1/2013
 - Allows regular step progression
 - Increases longevity by 2%
 - Retains retirement Incentive (\$25,000) – if, and only if, in a layoff situation, **and** the retirement saves another employee’s job through 2016
 - Increases shift differentials by 2%
 - Increases Safety Shoe reimbursement to \$100 per year through 2016
 - Increases Fire Inspections uniform allocation to \$750 per year; modifies new hire allocation through 2016
 - Effective April 1, 2013 – increases all wage/salary/premiums schedules by 2%
- Effective 1/1/2014 (number of employees = 591; base payroll = \$31,266,000)
 - Allows regular step progression
 - Increases longevity by 2%
 - Increases shift differentials by 2%
 - Adds Assessor Certification premiums of \$1.02/hr. and \$2.19/hr. for AMA, and SAMA or CAE certification, respectively
 - Effective April 1, 2014 – increases all wage/salary/premiums schedules by 2%
- Effective 1/1/2015
 - Allows regular step progression
 - Increases longevity by 2%
 - Increases shift differentials by 2%
 - Effective March 1, 2015 – increases all wage/salary/premiums schedules by 2%
- Effective 1/1/2016
 - Allows regular step progression
 - Increases longevity by 2%
 - Increases shift differentials by 2%
 - Effective 1/1/2016 – increases all wage/salary/premiums schedules by 2%

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NON-ECONOMIC ISSUES

- Clarifies difference between “permit” and “temporary” employee
- Clarifies that an “intern” is not an “employee” for purposes of restricted exams
- Allows Union to file a grievance on behalf of an employee
- Requires monthly updates to subjects of investigations
- Aligns “Voting Leave” language with State Law
- Adds notification language to “mandatory overtime” (whenever practical)
- Extends Job Bank and Return to Work Job Bank Letters of Agreement
- Extends Reasonable Suspicion Drug and Alcohol Testing