



Request for City Council Committee Action

Date: August 13, 2008

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

Prepared by: Tim Giles, Director, Employee Services

Approved by:

Pam French
Director, Human Resources

Steven Bosacker
City Coordinator

Subject: Minneapolis Association of Fire Chiefs

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 Minneapolis Association of Fire Chiefs; 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

Minneapolis Fire Chiefs Association – Fire Chiefs Unit

Expiration Date: December 31, 2006

Base description: 20 members

\$1,679,000 year (wages only); ~ \$84,900/member

Business Lines: Leadership/management for fire suppression and emergency medical technicians

Market: Competitive (Very limited compare group)

Recruitment: No issues (internal promotion)

Retention: No issues

Performance management impediments in the CBA: None identified

Issues/Concerns: None Identified

Tentative Agreement Components

General: Four-year Agreement (1-year; 3-year) January 1, 2007 – December 31, 2010

Economic Issues:

(SUMMARY OF FOUR-YEAR ECONOMICS: 2.25% per year, including step progression and longevity)

- Effective September 9, 2007 – 3% ATB, all ranks
- Effective October 26, 2008 – 3% ATB, all ranks
- Effective January 1, 2010, or nearest pay period, 3% ATB, all ranks (ATB's include Longevity)
- Eliminates Clothing Allowance and rolls into wage schedules
- Reduces Severance at Separation to 48 hour minimum from 60 hour minimum

Non-Economic Issues:

- Incorporates Health Care Letter of Agreement
- Incorporates, but modifies, Job Bank Letter of Agreement
- Modifies "Fitness" assessment model
- Effective January 1, 2008 creates "Fitness for Duty" guidelines
- Effective January 1, 2008 creates "Emergency Time Off"