



Request for City Council Committee Action

Date: May 7, 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 City Supervisors Association

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 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.

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 City Supervisors Association

Expiration Date: December 31, 2007

Number of Employees in Unit: 135

Annual 2007 Base Payroll: \$ 8,593,000

*based on current demographics

Market: Internal: Competitive/Slightly Low; External: Within Market/Slightly Low

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: 36-month Agreement: January 1, 2008 through December 31, 2010

Economic Issues

Effective January 1, 2008

- Freezes current salary schedule
- Allows regular Step Progression
- Effective at beginning of pay period nearest to June 1, 2008 adds 2.0% to Top Step
- Effective at beginning of pay period nearest to June 1, 2008 adds 2.0% to Longevity
- Effective at beginning of pay period nearest to June 1, 2008 adds 2.0%to Shift Differential
- Effective 12/31/08, drops First Step; employees on Step 1 will move to on 1/1/09

Effective January 1, 2009

- Freezes current salary schedule
- Allows regular Step Progression
- Effective at beginning of pay period nearest to May 1, 2009 adds 2.0% to Top Step
- Effective at beginning of pay period nearest to May 1, 2009 adds 2.0% to Longevity
- Effective at beginning of pay period nearest to May 1, 2009 adds 2.0%to Shift Differential
- Effective 12/31/09, drops First Step; employees on Step 1 will move to on 1/1/09

Effective January 1, 2010

- Freezes current salary schedule
- Allows regular Step Progression
- Effective at beginning of pay period nearest to January 1, 2010 adds 2.0% to Top Step
- Effective at beginning of pay period nearest to January 1, 2010 adds 2.0% to Longevity
- Effective at beginning of pay period nearest to January 1, 2010 adds 2.0%to Shift Differential

NON-ECONOMIC ISSUES

- Re-defines bargaining unit in accordance with MN Statute 179A
- Enables shorter probationary period linked to completion of supervisory training
- Clarifies “on-call” status

- Establishes minimum “call back to duty” pay for non-exempt employees
- Agrees to re-visit “Supervisory” criteria under CRESAP system
- Renews Job Bank LOA
- Renews Return to Work/Job Bank LOA
- Incorporates Health Care Letter of Agreement
- Housekeeping for archaic language, - dates, titles, etc.