



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

**Date:** March 25, 2015

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

**Subject:** 911 Dispatchers Unit – Represented by Minnesota Public  
Employees Association

### **Recommendation: Ratification of Tentative Agreement**

The Executive Committee recommends approval of the Executive Summary of the collective bargaining agreement between the City and the 911 Dispatchers Unit represented by the Minnesota Public 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 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, Chief HR Officer                      Spencer Cronk, City Coordinator

Presenters in Committee: Perry Palin

### **Financial Impact** *(delete all lines not applicable to your request)*

Other financial impact – Collective Bargaining Agreement

### **Supporting Information**

See Attached Executive Summary



**EXECUTIVE SUMMARY  
TENTATIVE AGREEMENT  
BETWEEN CITY OF MINNEAPOLIS  
AND  
911 DISPATCHERS UNIT, REPRESENTED BY  
MINNESOTA PUBLIC EMPLOYEES ASSOCIATION**

**Expiration Date (of prior contract): December 31, 2013  
Number of Employees in Unit: 62  
Annual 2013 Base Payroll: \$3,446,710**

**Market:** Competitive

**Recruitment:** No Issues

**Retention:** No Issues

**Performance management impediments in the CBA:** None identified

**Issues/Concerns:** Need to modify contract to reflect compression to one class

**Tentative Agreement Components**

3-year agreement, effective January 1, 2014 through December 31, 2016

**ECONOMIC ISSUES**

January 1, 2014

- Regular step progression allowed
- No change to the wage schedule, longevity or shift differentials

May 1, 2014

- The steps on the wage schedule will be increased by 2% on the first full payroll period after May 1, 2014
- The rates on the longevity pay scale will be increased by \$.05 per hour on the first full payroll period after May 1, 2014

January 1, 2015

- Regular step progression allowed
- No change to the wage schedule, longevity or shift differentials

March 1, 2015

- The steps on the wage schedule will be increased by 2% on the first full payroll period after March 1, 2015

January 1, 2016

- Regular step progression allowed
- No change to the wage schedule, longevity or shift differentials

March 1, 2016

- The steps on the wage schedule will be increased by 2% on the first full payroll period after March 1, 2016

**(over)**

## **NON-ECONOMIC ISSUES**

- Modify seniority language to combine service in the classifications of 911 Operator and Dispatcher for classification and operational seniority, as the 911 Operator classification will no longer be used after January 1, 2017
- Modify language on Permits and Details to reflect the move to a single classification
- Allow employment of temporary employees for six months with a six month extension by mutual agreement
- Modify Sick leave Usage language so an absence of five (rather than three) or more consecutive days shall require verification by a health care provider
- Establish a Memorandum of Understanding to provide 911 Operators with an additional 80 hours of training time, at the Employer's discretion, for the classification of 911 Dispatcher. If these employees are unsuccessful in the training they will be laid off and enter the job bank.
- Renew Attachments and LOAs bargained between the City and Board of Business Agents
- Amend Sick leave language to comply with 2013 and 2014 changes in Minnesota Law