

**EXECUTIVE SUMMARY
TENTATIVE AGREEMENT
BETWEEN
CITY OF MINNEAPOLIS
AND
MINNEAPOLIS PUBLIC WORKS ENGINEERS ASSOCIATION**

**Expiration Date: December 31, 2014
Number of Employees in Unit: 44
Annual 2014 Base Payroll: \$4,109,000**

Market: Competitive, except (Graduate) Engineer

Recruitment: Difficult (Supply issues nationally)

Retention: No issues

Performance management impediments in the CBA: None identified

Issues/Concerns: None Identified

Duration: 3-year agreement, effective January 1, 2015 through December 31, 2017

ECONOMIC ISSUES

Effective March 1, 2015

- Allows regular step progression
- Increases all salary schedules by 2.25%
- Increases Longevity Pay by 2.25%

Effective March 1, 2016

- Allows regular step progression
- Increases all salary schedules except (Graduate) Engineer by 2.5%
- Increases Longevity Pay by 2.5%
- Creates new Top Step for (Graduate) Engineer – 3% above top step of Supervisor, Engineer Tech I
- Recalibrates (Graduate) Engineer salary schedule by reducing each step by 4% below top step (6-Step schedule)
- Members contribute \$50 per pay period to MSRS Health Care Savings Account
- Contributes all Sick Leave Severance and Accrued Vacation to MSRS Health Care Savings Account, except in cases of layoff

Effective January 1, 2017

- Allows regular step progression
- Increases all salary schedules by 2.5%
- Increases Longevity Pay by 2.5%
- Eliminates Hazard Pay
- Eliminates Safety Shoe Reimbursement (add \$90 to each step)
(Employees still required to wear)

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NON-ECONOMIC ISSUES

- Creates automatic promotion of (Graduate) Engineers upon licensure to Professional Engineer
- Requires layoff of (Graduate) Engineer who fail to attain licensure within eight (8) years (Job Bank provisions apply)
- Adopts jointly (Board of Business Agents) negotiated agreements (Health Care, Bereavement, Sick Leave, etc.)
- Cleans archaic language