

1ST READING:	4-7-2000
REFERRED TO (NAME OF) COMMITTEE:	
PUBLIC HEARING:	
2ND READING AND FINAL PASSAGE:	4-7-2000

AN ORDINANCE

of the

CITY OF

MINNEAPOLIS

Campbell

presents the following ordinance:

Amending Title 2, Chapter 20 of the Minneapolis Code of Ordinances relating to Administration: Personnel.

The City Council of the City of Minneapolis do ordain as follows:

20.10.01 Council Jurisdiction: The compensation of the listed classifications under City Council jurisdiction shall be provided in this Chapter.

The rates of pay herein provided shall be effective as of October 15, 1999, October 15, 2000, and October 15, 2001, except as hereinafter provided, and shall apply to all persons in the employ of the City on or after the enumerated effective date, including those who have since such date retired or have been laid off through no fault or delinquency of such employee but shall not apply to any employee heretofore separated from the service by voluntary resignation or through fault or delinquency on the part of such employee.

The rates stated herein shall be the biweekly salary rates unless stated otherwise.

Section 1. That the following classifications in Section 20.10.01 of the above entitled ordinance be amended to make the following changes effective October 15, 1999:

FIRE FIGHTERS (CFF)

Effective October 15, 1999

FLSA	OTC	CODE	CLASSIFICATION	P	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
N	3	04450C	Fire Fighter	B	1239	1332	1432	1540	1656	1781	1915
N	3	04388C	Fire Inspector I	B	1239	1332	1432	1540	1656	1781	1915
N	3	04420C	Fire Motor Operator	B	1991	2051	2113				
N	3	04389C	Fire Inspector 2	B	1991	2051	2113				
N	3	04370C	Fire Captain	B	2197	2285	2376				
N	3	04400C	Fire Investigator	B	2197	2285	2376				
N	3		Fire Inspector 3	B	2197	2285	2376				

LONGEVITY: At the beginning of the eighth (8th) year of Fire service, a twelve dollar (\$12.00) biweekly longevity payment shall be paid to each employee. An additional five dollars (\$5.00) biweekly increase for each year of Fire service above eight (8) years, commencing with the ninth (9th) year extending through the twenty-sixth (26th) year, shall be paid to each employee. Employees on record as of September 1, 1984 shall be regarded as having started at the "2nd year" step for longevity purposes.

A **selection premium** of seventy (\$.70) cents per hour for hours worked shall be added for the top step of Firefighter at the beginning of the twenty-sixth (26th) year of service. Thirty (\$.30) cents per hour for hours worked shall be added to Firefighters at the top step at the beginning of the twenty-first (21st) year through the twenty-fifth (25th) year of service. These additional payments are contingent upon the retention of the ninety-five (\$.95) cent per hour Police shift differential. If that Police shift differential is diminished or eliminated, the Firefighter selection premiums shall be correspondingly reduced.

Career Ladder Promotion Plan- Fire Inspectors: The Department has developed a *career ladder promotion plan*, which supports the administration of the pay provisions of the Agreement applicable to Fire Inspectors. The various requirements of the plan are in substantial conformance with the plan adopted by the National Fire Protection Association (Standard 1031), and the time in grade requirements of the Minneapolis Civil Service Commission for promotion to the equivalent ranks of Fire Motor Operator and Captain. The provisions of the plan shall be observed in advancing qualified employees to Fire Inspector 2 and 3 pay grades but such grades shall not be regarded as permanent civil service job classifications or titles.

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Section 2. That the following classifications in Section 20.10.01 of the above entitled ordinance be amended to make the following changes effective October 15, 2000:

FIRE FIGHTERS (CFF)

Effective October 15, 2000

FLSA	OTC	CODE	CLASSIFICATION	P	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
N	3	04450C	Fire Fighter	B	1320	1411	1510	1614	1727	1847	1975
N	3	04388C	Fire Inspector I	B	1320	1411	1510	1614	1727	1847	1975
N	3	04420C	Fire Motor Operator	B	2054	2126	2200				
N	3	04389C	Fire Inspector 2	B	2054	2126	2200				
N	3	04370C	Fire Captain	B	2299	2391	2487				
N	3	04400C	Fire Investigator	B	2299	2391	2487				
N	3		Fire Inspector 3	B	2299	2391	2487				

LONGEVITY: At the beginning of the eighth (8th) year of Fire service, a twelve dollar (\$12.00) biweekly longevity payment shall be paid to each employee. An additional five dollars (\$5.00) biweekly increase for each year of Fire service above eight (8) years, commencing with the ninth (9th) year extending through the twenty-sixth (26th) year, shall be paid to each employee. Employees on record as of September 1, 1984 shall be regarded as having started at the "2nd year" step for longevity purposes.

A **selection premium** of seventy (\$.70) cents per hour for hours worked shall be added for the top step of Firefighter at the beginning of the twenty-sixth (26th) year of service. Thirty (\$.30) cents per hour for hours worked shall be added to Firefighters at the top step at the beginning of the twenty-first (21st) year through the twenty-fifth (25th) year of service. These additional payments are contingent upon the retention of the ninety-five (\$.95) cent per hour Police shift differential. If that Police shift differential is diminished or eliminated, the Firefighter selection premiums shall be correspondingly reduced.

Career Ladder Promotion Plan- Fire Inspectors: The Department has developed a *career ladder promotion plan*, which supports the administration of the pay provisions of the Agreement applicable to Fire Inspectors. The various requirements of the plan are in substantial conformance with the plan adopted by the National Fire Protection Association (Standard 1031), and the time in grade requirements of the Minneapolis Civil Service Commission for promotion to the equivalent ranks of Fire Motor Operator and Captain. The provisions of the plan shall be observed in advancing qualified employees to Fire Inspector 2 and 3 pay grades but such grades shall not be regarded as permanent civil service job classifications or titles.

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Section 3. That the following classifications in Section 20.10.01 of the above entitled ordinance be amended to make the following changes effective October 15, 2001:

FIRE FIGHTERS (CFF)

Effective October 15, 2001:

FLSA	OTC	CODE	CLASSIFICATION	P	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
N	3	04450C	Fire Fighter	B	1361	1456	1557	1665	1781	1905	2037
N	3	04388C	Fire Inspector I	B	1361	1456	1557	1665	1781	1905	2037
N	3	04420C	Fire Motor Operator	B	2119	2204	2292				
N	3	04389C	Fire Inspector 2	B	2119	2204	2292				
N	3	04370C	Fire Captain	B	2406	2503	2603				
N	3	04400C	Fire Investigator	B	2406	2503	2603				
N	3		Fire Inspector 3	B	2406	2503	2603				

LONGEVITY: At the beginning of the eighth (8th) year of Fire service, a twelve dollar (\$12.00) biweekly longevity payment shall be paid to each employee. An additional five dollars (\$5.00) biweekly increase for each year of Fire service above eight (8) years, commencing with the ninth (9th) year extending through the twenty-sixth (26th) year, shall be paid to each employee. Employees on record as of September 1, 1984 shall be regarded as having started at the "2nd year" step for longevity purposes.

A **selection premium** of seventy (\$.70) cents per hour for hours worked shall be added for the top step of Firefighter at the beginning of the twenty-sixth (26th) year of service. Thirty (\$.30) cents per hour for hours worked shall be added to Firefighters at the top step at the beginning of the twenty-first (21st) year through the twenty-fifth (25th) year of service. These additional payments are contingent upon the retention of the ninety-five (\$.95) cent per hour Police shift differential. If that Police shift differential is diminished or eliminated, the Firefighter selection premiums shall be correspondingly reduced.

Career Ladder Promotion Plan- Fire Inspectors: The Department has developed a *career ladder promotion plan*, which supports the administration of the pay provisions of the Agreement applicable to Fire Inspectors. The various requirements of the plan are in substantial conformance with the plan adopted by the National Fire Protection Association (Standard 1031), and the time in grade requirements of the Minneapolis Civil Service Commission for promotion to the equivalent ranks of Fire Motor Operator and Captain. The provisions of the plan shall be observed in advancing qualified employees to Fire Inspector 2 and 3 pay grades but such grades shall not be regarded as permanent civil service job classifications or titles.

RECORD OF COUNCIL VOTE (X INDICATES VOTE)													
COUNCIL MEMBER	AYE	NAY	NOT VOTING	ABSENT	VOTE TO OVERRIDE	VOTE TO SUSTAIN	COUNCIL MEMBER	AYE	NAY	NOT VOTING	ABSENT	VOTE TO OVERRIDE	VOTE TO SUSTAIN
Ostrow	X						Thurber	X					
Campbell	X						McDonald	X					
Biemat	X						Mead	X					
Johnson	X						Colvin Roy	X					
Niland	X						Minn	X					
Goodman	X						President	X					
Herron	X						Cherryhomes	X					

PASSED

APR 07 2000

DATE

PRESIDENT OF COUNCIL

APPROVED - NOT APPROVED - VETOED

APR 12 2000

DATE

AYTOR

ATTEST

CITY CLERK