

1ST READING: <i>12-31-92</i>
REFERRED TO (NAME OF) COMMITTEE: _____
PUBLIC HEARING: _____
2ND READING AND FINAL PASSAGE: <i>12-31-92</i>

# AN ORDINANCE of the CITY OF MINNEAPOLIS

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Cramer

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:

Section 1. That the following classifications in Section 20.10.01 of the above entitled ordinance be amended to make the following changes effective January 1, 1993:

## 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 January 1, 1993, and July 1, 1993, 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 bi-weekly salary rates unless stated otherwise.

LABORERS: CITY EMPLOYEES LOCAL #363 (0363)  
Effective January 1, 1993

FLSA OTC CODE CLASSIFICATION		G	P	1st 6 MONTHS	1st STEP	2nd STEP	3rd STEP
=====							
N	2	Asphalt Raker/Leadworker (025), Form Setter/Const & Maint Laborer (022) 1st 522 hours - Constr. & Maint. Laborer Rate + \$ .26 per hour, 2nd 522 hours - Constr. & Maint. Laborer's Rate + \$ .52 per hour cents After 1044 hours					
		5	H		\$15.01		
N	2	301		\$8.18	9.64	\$10.24	\$13.04
N	2	306		8.45	9.97	11.56	14.13
N	2	299	H	8.18	9.64	10.24	13.04
N	2	328	H		14.51		

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Effective January 1, 1993

FLSA OTC CODE CLASSIFICATION			G	P	1st 6 MONTHS	1st STEP	2nd STEP	3rd STEP
N	2	010 Cement Finisher (1st 30 days)	6	H		14.00		
		-Next 4 months (061)		H		14.95		
		-Next 4 months (062)		H		15.47		
		-Next 4 months (063)		H		16.24		
		"Journeyman" (064)		H		17.25		
N	2	010 Construction & Maint. Laborer	3	H	8.35	9.85	11.44	14.00
N	2	413 Delivery Worker	3	H	8.18	9.64	10.24	13.04
N	2	476 Equipment Service Worker	4	H	8.45	9.97	11.56	14.13
N	2	486 Fire Equipment Maintenance Worker	5	H		15.14		
N	2	568 Janitor (Except Auditorium)	3	H	8.18	9.64	10.24	13.04
N	2	081 Leadworker (Caulker)				14.74		
N	2	086 Leadworker (Pipelayer)	4	H		14.74		
N	2	024 Light Duty Worker			8.18			
N	2	646 Parking Meter Service Worker	4	H		14.95		
N	2	086 Pipelayer (Apprentice)	3	H		14.27		
N	2	674 Plant Serv. Work.-Rider Mower Work.	3	H		14.24		
N	2	523 Sanitation Worker	4	H	8.35	9.85	14.23	
N	2	729 Sewer Maintenance Worker II	5	H		14.68		
N	2	730 Shop Repair Worker	5	H		15.14		
N	2	747 Stock Worker	5	H		14.41		
N	2	752 Street Maintenance Worker II	5	H		14.51		
N	2	809 Traffic Maintenance Worker II	5	H		14.51		
N	2	832 Water Treatment Plant Operator	5	H		15.45		
N	2	832 Water Treatment Plant Oper. (Seas.)	3	H		8.35		
N	2	832 Water Treatment Plant Operator (Hired after Feb. 9, 1992)	3	H		11.61	14.13	15.45

Provided that for Water Treatment Plant Operators hired after February 9, 1992, a Class "D" Water Treatment Operator license must be obtained within eighteen months of hire. Failure to secure such license shall result in the termination of the employee. Provided further that Water Treatment Plant Operators must attain a Class "D" license before being placed at the third pay step.

Employees shall remain at each step until they have 1,044 hours of actual work in each step according to present policies governing probationary periods and incremental increases, subject to a maximum of 80 hours per pay period. Provided further, that Water Treatment Plant Operators hired after February 9, 1992, shall remain at the first step until they have 2088 hours of actual work.

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LABORERS: CITY EMPLOYEES LOCAL #363 (0363)  
Effective January 1, 1993

FLSA OTC CODE CLASSIFICATION

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Provided that employees who held the job classification of Sanitation Satellite Route Worker on June 30, 1988, shall be paid at the hourly rate of \$14.41 when assigned the duties of Sanitation Worker.

Provided further that Construction and Maintenance Laborers who are reinstated shall be paid according to the following schedule:

Years of Service Prior To Termination	Pay Step
1 - 4 years	1
5 - 9 years	2
10 years and above	3

Provided that a Construction & Maintenance Laborer and Maintenance Worker shall be paid an additional 25 cents per hour when painting or doing patchwork in a tunnel or when operating a jackhammer or concrete saw or router or when handling material treated with carbolineum or creosote; and shall be paid 15 cents per hour additional when sandblasting or operating a chain saw, or working scaffolding or bridges, or when working as a mortar mixer, or working on a Chip Spreader, or Laborers working as Oilers.

Provided that employees shall receive the following longevity:

These payments shall be based on a maximum of 80 hours bi-weekly:

- .15 cents per hour additional at the beginning of the 10th year of service
- .21 cents per hour additional at the beginning of the 15th year of service
- .27 cents per hour additional at the beginning of the 20th year of service
- .33 cents per hour additional at the beginning of the 25th year of service

Provided that a Safety Shoe Premium of ten cents (\$ .10) per hour shall be paid to all bargaining unit employees.

Provided that all employees shall be paid a nonstandard shift differential equal to one dollar & fifteen cents (\$1.15) per hour worked on other than the employer's "normal" work shift of 8:00 a.m. to 4:30 p.m.

Provided that Construction and Maintenance Laborer, while functioning in the premium assignments as Gradesetter, Miner/Dynamiter, Bracer, or Cement Finisher and Leadworker (Pipefitter) shall be paid thirty cents (\$ .30) per hour additional when working in a tunnel or shaft.

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LABORERS: CITY EMPLOYEES LOCAL #363 (0363)  
Effective January 1, 1993

FLSA OTC CODE CLASSIFICATION

Provided that the following hourly premiums shall be associated with the Construction and Maintenance Laborer and shall be paid on a "when performed" basis:

Activity	Hourly Rate
Asphalt Shoveler	\$ .13
Asphalt Raker	\$ .99
Bracer	\$ .40
Caulker	\$ .73
Grade Setter	\$ .27
Kettle Worker	\$ .16
Miner/Dynamiter	\$1.55
Pipelayer	\$ .73

Provided that a Construction and Maintenance Laborer who is employed on a year-round basis who works in the Sewer Division shall receive seventeen cents (\$.17) per hour premium.

Provided that a Construction and Maintenance Laborer employed on a year-round basis in the Street Division be paid an additional fifteen cents (\$.15) per hour while performing the actual duties of an Oiler, Steamer, Planer, or Rider Mower Worker.

Section 2. That the following classifications in Section 20.10.01 of the above entitled ordinance be amended to make the following changes effective July 1, 1993:

LABORERS: CITY EMPLOYEES LOCAL #363 (0363)  
Effective July 1, 1993

FLSA OTC CODE CLASSIFICATION

			1st 6 MONTHS	1st STEP	2nd STEP	3rd STEP
			G	P		
N	2	Asphalt Raker/Leadworker (025), Form Setter/Const & Maint Laborer (022) 1st 522 hours - Constr. & Maint. Laborer Rate + \$ .26 per hour, 2nd 522 hours-Constr. & Maint. Laborer's Rate +\$ .52 per hour After 1044 hours	5	H	\$15.33	
N	2	301 Attendant I, Impound Lot			\$8.36	9.85 \$10.46 \$13.32
N	2	306 Attendant II, Impound Lot			8.64	10.19 11.81 14.43
N	2	299 Attendant, Garage	3	H	8.36	9.85 10.46 13.32
N	2	328 Bridge Maintenance Worker II	5	H		14.82
N	2	010 Cement Finisher (1st 30 days)	6	H		14.30
		-Next 4 months (061)		H		15.27
		-Next 4 months (052)		H		15.80
		-Next 4 months (053)		H		16.57
		"Journeyman" (064)		H		17.61

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LABORERS: CITY EMPLOYEES LOCAL #363 (0363)  
Effective July 1, 1993

FLSA OTC CODE CLASSIFICATION			G	P	1st 6 MONTHS	1st STEP	2nd STEP	3rd STEP
N	2	010 Construction & Maint. Laborer	3	H	8.54	10.07	11.69	14.30
N	2	413 Delivery Worker	3	H	8.36	9.85	10.46	13.32
N	2	476 Equipment Service Worker	4	H	8.64	10.19	11.81	14.43
N	2	486 Fire Equipment Maintenance Worker	5	H		15.46		
N	2	568 Janitor (Except Auditorium)	3	H	8.36	9.85	10.46	13.32
N	2	081 Leadworker (Caulker)				15.05		
N	2	086 Leadworker (Pipelayer)	4	H		15.05		
N	2	024 Light Duty Worker			8.36			
N	2	646 Parking Meter Service Worker	4	H		15.27		
N	2	086 Pipelayer (Apprentice)	3	H		14.57		
N	2	674 Plant Serv. Work.-Rider Mower Work.	3	H		14.54		
N	2	523 Sanitation Worker	4	H	8.54	10.07	14.53	
N	2	729 Sewer Maintenance Worker II	5	H		14.99		
N	2	730 Shop Repair Worker	5	H		15.46		
N	2	747 Stock Worker	5	H		14.72		
N	2	752 Street Maintenance Worker II	5	H		14.82		
N	2	809 Traffic Maintenance Worker II	5	H		14.82		
N	2	832 Water Treatment Plant Operator	5	H		15.78		
N	2	832 Water Treatment Plant Oper. (Seas.)	3	H		8.54		
N	2	832 Water Treatment Plant Operator (Hired after Feb. 9, 1992)	3	H		11.86	14.43	15.78

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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
Dziedzic	X						Scallon	X					
Campbell	X						Niemiec	X					
Hilary	X						Cramer	X					
Rainville	X						Schulstad	X					
Cherryhomes			X				Johnsr	X					
Niland	X						President						
Scott	X						St. Jos Bolton	X					

PASSED


DEC 31 1992

DATE

APPROVED - ~~NOT APPROVED~~ ~~VETOED~~

JAN 5 1993

DATE

  
PRESIDENT OF COUNCIL

  
MAYOR

ATTEST

  
CITY CLERK