

FOR BOARD ACTION

Agenda Item # 4

Meeting Date:

6/30/09

SUBJECT:

Memorandum of Understanding – IBEW 949

PREPARED BY:

Susan Parker, Director of Corporate Services
Linda Hillenbrand, Human Resources Director

ITEM DESCRIPTION:

After going live with the Customer Care System (CCS), RPU realigned staff within the organization to serve the organization and implement the best practices for the system. At the time the new assignments were made, management made a commitment to the staff to review the staffing alignment and the specific jobs that changed in about one year. This was done to make sure that the best practices were the right move for RPU. The commitment was reaffirmed during labor negotiations in December 2007 and January 2008. Four jobs that were impacted by the realignment were reviewed this last quarter. Some of the positions changed in scope from the original job descriptions these positions held and have warranted an adjustment. The Memorandum of Understanding provides the ability for RPU and the City to modify the labor contract and provide for the adjustments in position classifications.

FOR CAPITAL PURCHASES/BIDS/MAJOR PROJECTS:

Not Applicable

UTILITY BOARD ACTION REQUESTED:

It is recommended that the Board request the Common Council to approve the Memorandum of Understanding with the IBEW Local 949 Inside Bargaining Group per the terms, and to authorize the City Clerk and Mayor to execute the Memorandum of Understanding.



General Manager



Date

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY OF ROCHESTER, ROCHESTER PUBLIC UTILITIES
AND
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
(OFFICE AND CLERICAL EMPLOYEES)**

The City of Rochester, Minnesota, and Local 949 of the International Brotherhood of Electrical Workers, representing office and clerical employees, are parties to a Collective Bargaining Agreement effective January 1, 2008 through December 31, 2010. Both Parties have met and discussed the reclassification of the Lead Billing Technician, the Lead Customer Collections Technician and the addition of a Work Planning Technician position to the contract.

The Parties hereby agree as follows:

1. The wage rate for the Lead Billing Technician and the Lead Customer Collections Technician shall be as follows:

<u>2009 Hourly Pay Rate</u>	<u>1/14/10 Hourly Pay Rate</u>
\$26.27	27.06

2. The Work Planning Technician is a new position and shall be placed in Schedule 3 of the current contract.
3. Upon approval, the current contract (2008-2009-2010) shall be amended to reflect the hourly rate of pay for the Lead Billing Technician, Lead Customer Collections Technician and the Work Planning Technician classifications as provided herein. All other existing language pertaining to wage adjustments noted in the contract shall remain in effect and apply to these positions. Any wage adjustments for existing employees will become effective at the start of the first pay period following receipt of documentation by the Human Resource Department showing ratification by both parties of this agreement.

ROCHESTER PUBLIC UTILITIES BOARD

By: _____
Board President

IBEW, OFFICE AND CLERICAL

By: _____
Business Representative

THE CITY OF ROCHESTER

By: _____
Mayor, City of Rochester

THE CITY OF ROCHESTER

By: _____
City Clerk

Date: _____

Date: _____



RESOLUTION

BE IT RESOLVED by the Public Utility Board of the City of Rochester, Minnesota, that the Board requests the Common Council of the said City to approve the Memorandum of Understanding with the IBEW Local 949 Inside Bargaining Group per the terms, and to authorize the City Clerk and Mayor to execute the Memorandum of Understanding.

Passed by the Public Utility Board of the City of Rochester, Minnesota, this 30th day of June, 2009.

President

Secretary