


COUNCIL COMMUNICATION

	Number:	21-131	Meeting:	March 22, 2021
	Agenda Item:	33	Roll Call:	21-0485
	Submitted by:	James R. Wells, Human Resources Director		

AGENDA HEADING:

Approval of collective bargaining agreement with Des Moines Police Bargaining Unit (PBU) for the period July 1, 2021 through June 30, 2024.

SYNOPSIS:

The City has reached a voluntary agreement with the PBU. The PBU is one (1) of two (2) public safety unions with contracts expiring June 30, 2021. The Gold Braid Organization is the other. The term of the agreement is for three (3) years beginning July 1, 2021 and ending June 30, 2024. It includes numerous items from across-the-board (ATB) wage adjustments to increases in the employees' share of health insurance premiums. The PBU has ratified the agreement and staff recommends its approval.

FISCAL IMPACT:

Amount: The cost of this agreement is within the fiscal year (FY) 2022 budget approved by City Council. The costs of each item, if any, are enumerated below.

Funding Source: Salary and benefit costs are paid from the Police Department budget.

ADDITIONAL INFORMATION:

- The PBU represents nearly 285 Police Officers and Senior Police Officers. Specific items included in this voluntary agreement are:
 - Three (3) year contract term beginning July 1, 2021 and ending June 30, 2024.
 - ATB wage increase of 3.50% each year of the contract. Base wages are estimated to increase by \$843,000 in FY 2022.
 - Increases the employees' share of premiums for the two (2) health plans offered (Option 1 and HMO) from their current rate of 10% to 11% for Option 1 and 12% for the HMO effective July 1, 2021; 12% for the HMO plan effective July 1, 2022; and 13% for the HMO plan effective July 1, 2023. Additional revenue generated from increased premium contribution in FY 2022 is \$65,000.
 - Adds gender identity to the Non-Discrimination Article.
 - Identifies by position the Union's Executive Bargaining Committee and updates union steward designees. No anticipated budget impacts.

- Adds language reflecting the current duties of the Chief Union Steward coordinating off-duty jobs. No anticipated budget impacts.
- Amends language to reflect current practice of shift bidding. No anticipated budget impacts.
- Provides the Chief of Police discretion in the employee evaluation process. No anticipated budget impacts.
- Recognizes Juneteenth as a City paid holiday. The value of one (1) recognized holiday for this employee group is estimated at \$100,000 per year.
- Provides employees flexibility of when bereavement leave is used following the death of a family member. No anticipated budget impacts.
- Establishes maximum vacation leave accruals for employees hired after July 1, 2020 to three (3) times annual accrual. Future budget impact by limiting accrual balances.
- Adds “employee’s mental health and wellness” as an approved use of sick leave. No anticipated budget impacts.
- Requires that all employees receive their wages by means of direct electronic deposit. Minimal impact to budget through lower check processing costs.
- Allows the Chief of Police, at their discretion, to assign employees a City-owned cell phone. Impact to budget, if any, will not be known until a needs assessment is conducted.
- Updates language to reflect current practice of providing ½-step pay increase upon six (6) months of employment. No anticipated budget impacts.
- Increases bi-lingual pay from \$600 per year to \$800 per year. Anticipated impact to budget is \$3,000 each year.
- Adds Metro Star Team as assignment eligible for supplemental pay. Anticipated impact to budget is \$46,000 per year.
- Pays one (1) hour of on-call compensation when employee is returned to work. Impact to budget is minimal as on-call pay is generally paid in time in-lieu of cash.
- Increases shift differential pay from \$0.35 per hour to \$0.40 per hour. Impact to budget is estimated at \$12,000 each year.
- Adjusts longevity pay schedule by accelerating the years-of-service increments by one (1) year making it consistent with other City longevity schedules. Anticipated budget impact is \$48,000 in the 1st year of the contract.
- Makes employees eligible for City’s Paid Parental Leave Policy. The value of parental leave for this employee group is estimated at \$200,000 per year in personal leave time.

PREVIOUS COUNCIL ACTION(S):

Date: March 19, 2018

Roll Call Number: [18-0504](#)

Action: [Collective](#) Bargaining Agreement with the Des Moines Police Bargaining Unit (PBU) Association for July 1, 2018 through June 30, 2021. ([Council Communication No. 18-130](#)) Moved by Gatto to adopt. Motion Carried 7-0.

BOARD/COMMISSION ACTION(S): NONE

ANTICIPATED ACTIONS AND FUTURE COMMITMENTS: NONE

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