

OFFICE OF THE CITY MANAGER
DES MOINES, IOWA

CITY COUNCIL COMMUNICATION 96-318
AUGUST 5, 1996 AGENDA

SUBJECT:	TYPE:	SUBMITTED BY:
RECLASSIFICATIONS IN THE CIPEC BARGAINING UNIT	◆ RESOLUTION ORDINANCE RECEIVE/FILE	LYNN LESLIE CIVIL SERVICE/PERSONNEL ADMINISTRATOR

SYNOPSIS —

The labor agreement between the City and the Central Iowa Public Employees Council (CIPEC), for the period July 1, 1995 through June 30, 1997, provides for the City to conduct internal job studies of specified job classifications. Most of the job studies are complete, and some of the specified classifications are recommended for upgrading. The City is obligated to upgrade these positions in accordance with the terms of the labor contract.

The upgrades presented for City Council approval at this time are:

Electrician	Range 24(2) (\$37,069 - \$38,835) to Range 25A(3) (\$37,952 - \$41,595)
Electronic Technician	Range 24 (\$37,069 - \$38,835) to Range 25A(3) (\$37,952 - \$41,595)
Electrical Maintenance Chief	Range 26 (\$35,523 - \$42,479) to Range 27 (\$37,069 - \$44,467)
Pumping Station Technician	Range 18(2) (\$28,714 - \$29,942) to Range 19(2) (\$29,942 - \$31,276)
Emergency Equipment Technician (Formerly titled Radio Maintenance Worker)	Range 18 (\$25,146 - \$29,942) to Range 20 (\$27,377 - \$32,729)

FISCAL IMPACT —

The fiscal impact of these upgrades affect both general fund and non-general fund allocations and will be incorporated into the FY1996-97 revised and FY1997-98 recommended budgets for City Council approval. The total cost is estimated to be \$104,205.

RECOMMENDATION —

Approval.

BACKGROUND —

On January 23, 1995, by Roll Call No. 95-356, the City Council approved a tentative agreement between the City and the CIPEC for a two-year labor contract covering the period July 1, 1995 through June 30, 1997. The formal contract executing that tentative agreement was approved by City Council on May 22, 1995, by Roll Call No. 95-2118.

The tentative agreement (copy attached) provides in part that the City will conduct internal job studies of two groups of classifications: one group to have an effective date retroactive to June 20, 1994 for any upgrades; and another group to have upgrades effective retroactive to the start of the first pay period in July, 1995 (July 3, 1995).

Number of people affected by this change by title:

Electrician	9	Electronic Technician	6
Electrical Maintenance Chief	1	Pumping Station Technician	<u>9</u>
Emergency Equipment Technician	1	Total	26

Except as noted, the below listed job studies have been completed with the result indicated.

Job Classification

Result

Upgrades retroactive to 6/20/94:

Senior Building Equipment Operator	Remains under study
Street Sweeper Operator	No change
Airport Field Worker	Range 20 to Range 21 (11/6/95, Roll Call No. 95-4265)
Electrician	Recommend Range 24 to Range 25A
Electronic Technician	Recommend Range 24 to Range 25A
Electrical Maintenance Chief	Recommend Range 26 to Range 27

Upgrades retroactive to 7/3/95:

Building Attendant	Removed from study
Pumping Station Maintenance Worker (Now titled Pump Station Technician)	Recommend Range 18 to Range 19
Senior Plant Operator	No change
Maintenance Coordinator	Remains under study
Assistant Operator	No change
Operator Helper	No change
Public Works Crew Chief	Remains under study
Semi-Skilled Worker	Remains under study
Plant Equipment Lubricator	No change
Radio Maintenance Worker	Recommend Range 18 to Range 20 Revise job duties and change title
Plant Mechanic	No change

Attachment

Tentative Agreement between
City of Des Moines and
Central Iowa Public Employees Council

The City of Des Moines and Central Iowa Public Employees Council agree to the following tentative labor agreement for FY 1995-1996 and FY 1996-1997:

1. Across-the-board wage increase of 6.0% effective May 6, 1996
2. The City will conduct an internal job study for the following job classifications to be completed by June 30, 1995:

Senior Building Equipment Operator
Street Sweeper Operator
Airport Field Worker
Electrician
Electronic Technician
Electrical Maintenance Chief

For the above positions the City agrees that no classification will be lowered in pay and any positions that merit upgrades will be effective retroactively to June 20, 1994.

3. The City will conduct an internal job study for the following job classifications to be completed by June 30, 1996:

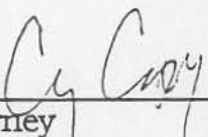
Building Attendant
Pumping Station Maintenance Worker
Senior Plant Operator
Maintenance Coordinator
Assistant Operator
Operator Helper
Public Works Crew Chief
Semi-Skilled Worker
Plant Equipment Lubricator
Radio Maintenance Worker
Plant Mechanic

For the above positions the City agrees that no classification will be lowered in pay and any positions that merit upgrades will be effective retroactively to the start of the first pay period in July, 1995.

4. Wage rates for Seven-Month Employees will be frozen at the rate in effect on June 20, 1994. No step increases will be granted to Seven-Month Employees.

5. Side letter agreement which allows bargaining unit members to participate in the alternative City health insurance plan (commonly referred to as the SPM plan), including participation in the Flexible Spending Account (FSA).
6. Extension of all other terms of the current labor agreement through June 30, 1997. Current agreement began July 1, 1994 and ends June 30, 1996 — ending date will be changed to June 30, 1997.

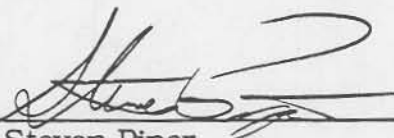
For the City of Des Moines:



Cy Carney
City Manager

1-17-95
Date

For CIPEC:



Steven Piper
Business Manager

January 17, 1995
Date