

OFFICE OF THE CITY MANAGER
DES MOINES, IOWA

ITEM 81B

CITY COUNCIL COMMUNICATION 97-079
FEBRUARY 17, 1997 AGENDA

SUBJECT:	TYPE:	SUBMITTED BY:
LABOR AGREEMENT WITH CIPEC	◆ RESOLUTION ORDINANCE RECEIVE/FILE	LYNN D. LESLIE CIVIL SERVICE/PERSONNEL ADMINISTRATOR

SYNOPSIS —

Negotiations with the Central Iowa Public Employees Council (CIPEC) have resulted in a tentative labor agreement for the period July 1, 1997 through June 30, 2000. The agreement has been ratified by the bargaining unit members.

FISCAL IMPACT —

The three-year agreement provides for a three percent (3%) across-the-board wage increase effective June 30, 1997 for-98, three percent (3%) across-the-board effective June 29, 1998 for FY1998-99 and three percent (3%) across-the-board effective June 28, 1999 for FY1999-00.

Other provisions include: tuition reimbursement will increase from \$800 per year to \$1,200 per year; safety shoe reimbursement will increase from \$50 per year to \$100 annually; and injury leave (J-time) pay will not exceed 100 percent of the employee's normal pay for the first six months of incapacity. If an employee continues off work beyond six months, J-time will be paid at 95 percent of normal pay for months seven through nine, and at 90 percent for months ten through twelve. J-time stops after an employee has been off for 12 months, although worker's compensation payments could continue beyond that period.

The additional cost of wages and associated benefits along with the additional cost of non-wage economic items for FY1997-98 is as follows:

Wages	\$531,655
Longevity	12,738
Retirement	31,303
Safety Shoes	19,000
Tuition Reimbursement	<u>4,000</u>
Total	\$598,696

The total cost of the agreement averages 3.13 percent per year for the three-year period.

In addition to the economic items enumerated above, the agreement calls for the following language changes:

Temporary upgrades will be compensated as provided in the labor agreement for hours worked beyond five consecutive work days. Subsequent assignments within the same calendar year will be compensated upon completion of five consecutive days for those five days plus any consecutive time. The current agreement provides for such compensation for hours worked beyond ten consecutive work days.

Appendix F will be modified to remove seniority as consideration for filling seven-month positions.

RECOMMENDATION —

Approval.