

OFFICE OF THE CITY MANAGER
DES MOINES, IOWA

ITEM 81D

CITY COUNCIL COMMUNICATION 97-081
FEBRUARY 17, 1997 AGENDA

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

SYNOPSIS —

Negotiations with the Municipal Employees Association (MEA) 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 FY1997-98, 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; shift employees will have Labor Day, Veterans Day and the additional Thanksgiving holiday added to the holidays which are compensated at double-time for the hours actually worked; permanent part-time employees who normally work 30 hours per week but less than 40 hours will accrue vacation at a rate equal to three-quarters of the rate earned by full-time employees; 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	\$341,373
Longevity	7,148
Retirement	20,040
Shift Premium Holidays	16,875
3/4-Time Vacation Accrual	2,025
Tuition Reimbursement	<u>5,600</u>
Total	\$393,061

The total cost of the agreement averages 3.15 percent per year for the three-year period.

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

The City agrees to furnish to the union a list of all new, permanent employees by the 15th of each month.

Recognition that the union executive board meets monthly.

Allow an employee to challenge through the grievance procedure a formal work performance evaluation which results in an unsatisfactory overall rating. Presently, the agreement allows for a below satisfactory overall rating to be challenged.

RECOMMENDATION —

Approval.