

**OFFICE OF THE CITY MANAGER
DES MOINES, IOWA**

**CITY COUNCIL COMMUNICATION 97-082
FEBRUARY 17, 1997 AGENDA**

SUBJECT:	TYPE:	SUBMITTED BY:
LABOR AGREEMENT WITH DES MOINES POLICE BARGAINING UNIT ASSOCIATION	◆ RESOLUTION ORDINANCE RECEIVE/FILE	LYNN D. LESLIE CIVIL SERVICE/PERSONNEL ADMINISTRATOR

SYNOPSIS —

Negotiations with the Des Moines Police Bargaining Unit Association 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.

Longevity pay will be increased as follows:

<u>Years of Service</u>	<u>Current Annual Payment</u>	<u>Effective 6/30/97</u>	<u>Effective 6/29/98</u>	<u>Effective 6/28/99</u>
After 5	\$ 350	\$ 389	\$ 400	\$ 412
After 10	665	713	734	756
After 14	965	1,022	1,053	1,084
After 18	1,265	1,331	1,371	1,412
After 22	1,560	1,635	1,684	1,734
After 26	1,900	1,985	2,045	2,106

Other provisions include: tuition reimbursement will increase from \$800 per year to \$1,200 per year; plain clothes allowance will increase from \$400 per year to \$560 annually; and each permanent employee who is assigned by the Chief to the bomb squad will receive additional compensation at the rate of \$250 per year.

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	\$290,644
Longevity	12,648
Retirement	51,560
Plain Clothes Allowance	12,160
Bomb Squad Pay	1,500
Tuition Reimbursement	<u>4,800</u>
Total	\$373,312

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:

A provision that the non-prevailing party will pay all expenses related to grievance arbitration proceedings excluding legal counsel, witnesses and transcripts. Presently, such expenses are shared equally between the City and the union. In the event the non-prevailing party cannot be determined, such fee and expenses shall be shared equally by the City and the union.

RECOMMENDATION —

Approval.