

**CITY COUNCIL  
COMMUNICATION:**

**ITEM \_\_\_\_\_**

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

**00-105**

**SYNOPSIS -**

**AGENDA:**

MARCH 20, 2000

The City and bargaining representatives of the Des Moines Police Bargaining Unit Association have reached agreement for a four year contract extension beyond the arbitrator's awarded one year agreement.

**SUBJECT:**

POLICE  
BARGAINING UNIT  
ASSOCIATION  
CONTRACT  
EXTENSION

**FISCAL IMPACT -**

The cost for the extended years will be reflected in future operating budgets. The additional costs can be accommodated within the operating budget with some reallocations.

**TYPE:**

**RESOLUTION**  
ORDINANCE  
RECEIVE/FILE

**RECOMMENDATION -**

**Approve and authorize the Mayor to execute an extended labor agreement with the Des Moines Police Bargaining Unit Association for a period from July 1, 2001 through June 30, 2005.**

**SUBMITTED BY:**

THOMAS G.  
TURNER  
DIRECTOR  
HUMAN  
RESOURCES

**BACKGROUND -**

At the February 28, 2000, Council meeting, Council approved and authorized the Mayor to execute newly negotiated labor agreements, as well as the labor agreement imposed by an arbitrator for the Police Bargaining Unit. Following the Council meeting, representatives of the City and the Police Bargaining Unit re-opened discussions to extend the labor agreement. As a result of these discussions, the Bargaining Unit and City agreed to an additional four years to the arbitrated contract settlement with the following general increases:

July 1, 2001	4.0%
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July 1, 2002	4.5%
July 1, 2003	5.0%
July 1, 2004	6.0%

In addition, the City agreed to commence matching deferred compensation contributions at one percent beginning July 1, 2001, and increasing this to two percent on July 1, 2002. The longevity pay schedule for police officers and senior police officers will be increased at the same rate as the general wage increases beginning July 1, 2001. Members of the bomb squad and clandestine lab team will receive an annualized special payment of \$500 beginning July 1, 2001, \$750 beginning July 1, 2002, and \$1000 beginning July 1, 2003.

The Police Bargaining Unit Association notified the City on Thursday, March 16, 2000, that the membership had ratified the agreement.

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