



Agenda Item:

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COUNCIL COMMUNICATION City Manager's Office

GENERAL INFORMATION

Agenda Date: 02/11/2005

Communication No.:

05-066

Agenda Item Type: Resolution

Roll Call

No.:

Submitted by: Thomas G. Turner, Human Resources Director

SUBJECT—

Recommendation to reject the Fact Finder Report in the matter of Fact Finding between City of Des Moines, Iowa and Des Moines Municipal Employees Association.

SYNOPSIS—

Reject the fact finder's recommendation to maintain the status quo of the labor agreement and provide a 3% general wage increase for FY06, and authorize City staff to pursue arbitration to obtain an agreement consistent with bargaining objectives for the City.

FISCAL IMPACT—

None other than the cost of the arbitration process.

RECOMMENDATION—

Approval

BACKGROUND—

The City and the Municipal Employees Association began bargaining to reach a successor contract in October 2004. The City, consistent with simultaneous bargaining with the Police and Fire unions, sought changes in the health insurance package and a contribution toward the family

premium. The MEA has rejected these changes and sought to move the process to the statutory impasse procedures of Iowa Code Chapter 20. This process has three steps: 1) Mediation; 2) Fact Finding; and 3) Arbitration. The parties were not able to obtain an agreement in mediation. The City made several proposals during this process. The Fact Finding hearing was held on January 20, 2005. The fact finder's report is attached to this Council Communication. At the time of this hearing, the recent settlement with the Fire union was not completed. The arbitrator has the authority to accept the recommendation of the fact finder, the position of the City or the position of the union for each particular issue presented. City staff is of the opinion that the recent settlement with the fire union may provide a sufficient basis for an arbitrator to take the step to award the sought relief in the health plan costs.