

Council Communication

Office of the City Manager



Date

February 20, 2006

Agenda Item No. 63
Roll Call No. 06-
Communication No. 06-077

Department: Human Resources

AGENDA HEADING:

Approval of a new two-year collective bargaining agreement between the City of Des Moines and the American Federation of State, County and Municipal Employees (AFSCME), Council 61 and its Affiliated Local 3673 (Housing Services Department).

RECOMMENDATION:

Recommend approval and authorize the Mayor to sign and the City Clerk to attest the new labor agreement effective July 1, 2006 through June 30, 2008.

FISCAL IMPACT:

Amount: \$76,000

Funding Source: Housing Services Enterprise Fund (SP350)

ADDITIONAL INFORMATION:

The City of Des Moines and AFSCME engaged in negotiations to reach a successor labor agreement beginning July 1, 2006. Bargaining has been completed and AFSCME has ratified a two-year agreement. The agreement (attached) provides:

- A 3.25% general wage increase in each year
- A contribution to family health insurance equal to 5% of the difference between the single and family premiums
- An increase in the dental insurance annual maximum benefit from \$750 to \$1000
- A contribution toward the cost of family dental coverage of \$1 per month
- An increase in the City's deferred compensation match to the 457 deferred compensation plan from 1% to 2%
- An increase in the employee office visit co-payment from \$10 per visit to \$20 per visit
- An increase in the employee co-payment for non-generic retail prescriptions from \$15 per prescription to \$20 per prescription
- An increase in the pay range assignment of three (3) bookkeepers from range 13 to range 14 (approximately \$5000/year in the aggregate)

- An increase in the pay range assignment of three (3) Senior Case Managers from range 21 to range 23 (approximately \$14,600 in aggregate)

This settlement is essentially the same as those previously reached with the two unions in the library and similar to that reached with the MEA.

PREVIOUS COUNCIL ACTION(S):

Date:

Roll Call Number:

Action:

BOARD/COMMISSION ACTION(S):

Date:

Roll Call Number:

Action:

ANTICIPATED ACTIONS AND FUTURE COMMITMENTS:

None.