

 <p style="text-align: center;">Council Communication Office of the City Manager</p>	Date: October 25, 2010
	Agenda Item No. Extra Item 1 Roll Call No. [_____] Communication No. <u>10-656</u> Submitted by: Tom Turner, Human Resources Department

AGENDA HEADING:

Two-year extension of Labor Agreement with Des Moines Association of Professional Fire Fighters (DMAPFF) Local 4.

SYNOPSIS:

Approve and authorize the Mayor to execute a Memorandum of Agreement (MOU) and formal contract document with DMAPFF Local 4 to extend their labor agreement two years.

FISCAL IMPACT:

Amount: Estimated FY12 cost is \$464,000, with an additional cost of \$414,000 in FY13.

Funding Source: General Fund, Fire Department, FY2012 and FY2013 Operating Budget

ADDITIONAL INFORMATION:

As part of the effort to achieve a two-year balanced budget City staff conducted contract discussions with all of the employee unions of the City beginning in August 2009. These discussions eventually focused on the four largest unions [Central Iowa Public Employees Council (CIPEC), Municipal Employees Association (MEA), Des Moines Association of Professional Fire Fighters (Fire) and the Des Moines Police Bargaining Unit Association (Police)]. On March 8, 2010 the MEA agreed to extend their contract for one year in exchange for certain wage considerations resulting in more than a \$440,000 savings from the projected budget model for FY12.

Since that agreement, DMAPFF President Denny Lewis has continued to discuss various options with the City. On September 23, 2010 the Fire union and the City entered into a tentative agreement for a contract extension until June 30, 2013, with annual wage adjustments of 2.0% in FY12 and 1.75% in FY13. A copy of the extension agreement is attached. This agreement results in a \$240,000 savings from the projected budget model for FY12 and \$300,000 for FY13.

PREVIOUS COUNCIL ACTION(S):

Date: March 8, 2010

Roll Call Number: 10-396

Action: [Revised](#) Memorandum of Understanding with Municipal Employees Association (MEA) extending labor agreement from June 30, 2011 to June 30, 2012. ([Council Communication No. 10-124](#)) Moved by Coleman to adopt; refer to the City Manager to send a letter of appreciation on behalf of the Mayor and Council. Motion Carried 7-0.

Date: November 20, 2006

Roll Call Number: 06-2329

Action: [Extensions](#) of Collective Bargaining Agreements for Central Iowa Public Employees Council (CIPEC), Municipal Employees Association (MEA), Des Moines Association of Professional Firefighters, Local 4 (Fire), Des Moines Police Bargaining Unit Association (Police) and American Federation of State, County and Municipal Employees, Council 61, Local 3673 (AFSCME). ([Council Communication No. 06-739](#)) Moved by Hensley to adopt. Motion Carried 6-0.

BOARD/COMMISSION ACTION(S): NONE

ANTICIPATED ACTIONS AND FUTURE COMMITMENTS: NONE

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