



Council Communication

Office of the City Manager

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| Date: | February 28, 2011 |
| Agenda Item No. | 64 |
| Roll Call No. | <u>11-0373</u> |
| Communication No. | <u>11-136</u> |
| Submitted by: | Tom Turner, Human Resources Director |

AGENDA HEADING:

New one year contract between the City of Des Moines and Des Moines Police Gold Braid Organization.

SYNOPSIS:

Approve and authorize the Mayor to execute and sign the new bargaining agreement with the Des Moines Police Gold Braid Organization.

FISCAL IMPACT:

Amount: The cost increase over FY11 salary and related retirement/benefit accounts is \$125,000. This increase will be partially off-set by the eventual elimination of FSA and PEHP by \$56,000. The impact of the settlement is included in the FY 12 recommended budget.

Funding Source: Neighborhood Based Service Delivery Program GE001, POL101100, FY2010-12 Recommended Operating Budget, page 240.

ADDITIONAL INFORMATION:

On March 1, 2010, the Iowa Public Employment Relations Board (PERB) certified the Des Moines Police Gold Braid Organization (GBO) as the exclusive bargaining representative for certain sergeants, lieutenants and captains in the Des Moines Police Department. The unit is comprised of approximately 40 positions. In general, positions in the patrol and traffic bureaus are not represented by the GBO. City staff and representative engage in bargaining to attempt to reach a contract for FY11. Because an arbitrator would not be able to render a decision before March 15, 2010 in regard to any disagreement on mandatory items of bargaining, the parties had no impasse procedure available. The parties were not successful in reaching an agreement and the City Manager made changes to compensation according to the last proposal made to the GBO. This included the provision of a one-time payment of 3.5% to covered GBO members. This was the same payment the Manager authorized for the non-represented Supervisory, Professional and Management employees.

Subsequently, the parties entered negotiations with impasse procedures as provided in Iowa Code Chapter 20. Impasse was reached in early December 2010. The parties agreed to engage in mediation with a mediator appointed by PERB. Mediation occurred on February 3, 2011. As a result, the parties reached an agreement for a contract covering the period July, 1, 2011 through June 30, 2012. GBO President Tom Heller notified the City on February 11, 2011 that the GBO covered membership had ratified the agreement.

The agreement provides a wage increase of 3.25% effective July 1, 2011. This is the same increase provided to the Des Moines Police Bargaining Unit Association and is the same increase provided for the Municipal Employees Association – a unit that also received no base salary increase in FY11 but accepted a onetime payment in lieu thereof as did the GBO. The City has agreed to continue the participation in the 401a and the 4.5% deferred compensation match these officers had as SPM employees prior to the union certification for those officers that were in the classifications of sergeant, lieutenant or captain as of December 31, 2010. Any new officers in the unit after December 31, 2010 will be eligible for a match in the 457 deferred compensation plan on the same basis as Police Department SPM employees. Currently this is 2.5%. Additionally, the sergeants, lieutenants and captains that were in these classifications on December 31, 2010 will also be eligible for the Flexible Spending Account (FSA) and Post Employment Health Plan (PEHP) contributions they had as SPM employees. The FSA and PEHP contributions cease on December 31, 2012, the same time as the City Manager is ending these contributions for SPM employees. The GBO will continue to contribute five percent of the difference between the single and family premiums for their health insurance. All other compensation and benefit items are identical to the current practices in the police department for SPM sergeants, lieutenants and captains. Critical management items such as transfer provisions continue to afford the Police Chief wide discretion to manage the department in a manner that is in City's best interests.

PREVIOUS COUNCIL ACTION(S):

Date: December 20, 2010

Roll Call Number: 10-2103

Action: [Amending](#) Section 2-453 of the Municipal Code to effectuate the compensation decision impacting Supervisory, Professional and Management (SPM) employees' continued eligibility to participate in the 401a Money Purchase Pension Plan. ([Council Communication No. 10-760](#)) **Moved by Hensley that this ordinance be considered and given first vote for passage. Motion Carried 7-0.**

Date: December 20, 2010

Roll Call Number: 10-2115

Action: [Collective](#) Bargaining Agreement with AFSCME, Council 61 and its affiliated Local 3673. ([Council Communication No. 10-762](#)) **Moved by Coleman to adopt. Motion Carried 7-0.**

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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