

 <p style="text-align: center;">Council Communication Office of the City Manager</p>	Date:	December 22, 2014
	Agenda Item No.	44A&B
	Roll Call No.	<u>14-1968</u>
	Communication No.	<u>14-599</u>
	Submitted by:	James R. Wells, Human Resources Director

AGENDA HEADING:

Approval of collective bargaining agreements with Police Bargaining Unit (PBU) and the Municipal Employees Association (MEA) both for the period July 1, 2015 through June 30, 2018.

SYNOPSIS:

The City has reached voluntary agreements with two (2) of the four (4) bargaining units with contracts expiring June 30, 2014. Negotiations with the Police Bargaining Unit and Municipal Employees Association were successful in meeting the City’s primary bargaining goals, which included: staying within the parameters of the proposed budget; increasing employee health insurance contributions; and wage adjustments consistent with comparable settlement trends.

Both agreements are for three (3) years beginning July 1, 2015 and ending June 30, 2018. Each agreement provides across-the-board wage adjustments of less than 3% per year and increases employee premium contributions each year of the three (3) year term.

The Municipal Employees Association and the Police Bargaining Unit have ratified their agreements and staff recommends approval of both contracts for the period from July 1, 2015 to June 30, 2018.

FISCAL IMPACT:

Amount: The financial impact of the agreements is consistent with the proposed budgets and no budgetary adjustments are needed in what has already been presented to City Council.

Funding Source: Salary and benefit cost are paid from the various departmental budgets that employ MEA and PBU employees.

ADDITIONAL INFORMATION:

The PBU represents approximately 280 sworn employees in the Police Department. This includes Police Officers and Senior Police Officers. Specific items included in this voluntary agreement are:

- Across-the-board wage adjustments: 2.8% effective July 1, 2015; 1.4% effective July 1, 2016; 1.5% effective January 1, 2017; 1.5% effective July 1, 2017; and 1.4% effective January 1, 2018.
- Employee health premium contribution increases for health plan options 1 and 2 (currently 2.5% single, 5.0% family): Effective July 1, 2015 - 4% single, 5% family; Effective July 1, 2016 - 5.5% single, 6% family; Effective July 1, 2017 - 7% single and family.

- Employee health premium contribution increases for the traditional HMO option (currently 6.0% single, 8.5% family): Effective July 1, 2015 - 7.5% single, 8.5% family; Effective July 1, 2016 - 9.0% single and family; and Effective July 1, 2017 - 10% single and family.
- Wellness Incentive for health screening and coaching.
- Shift differential pay increase from \$.25/hour to \$.30/hour effective July 1, 2015 and then to \$.35/hour effective July 1, 2017.
- Various language changes and additions to reflect current practice.

The MEA represents nearly 400 employees with a mixture of regular full-time, part-time, and seasonal employees. MEA jobs range from customer service reps to accountants to building inspectors. Specific items included in this voluntary agreement are:

- Across-the-board wage adjustments: 2.85% effective July 1, 2015; 2.75% effective July 1, 2016; and 2.7% effective July 1, 2017.
- Employee health premium contribution increases (currently 2.5% single, 5.0% family): Effective July 1, 2015 - 4% single, 5% family; Effective July 1, 2016 - 5.5% single, 6% family; Effective July 1, 2017 - 7% single and family.
- Wellness Incentive for health screening and coaching.
- Pay upgrades of four (4) accounting jobs and the Parking Meter Checker job.
- Safety shoe allowance increase of \$25 per year.

PREVIOUS COUNCIL ACTION(S):

Date: February 13, 2012

Roll Call Number: [12-0247](#) and [12-0249](#)

Action: Collective Bargaining Agreements for July 1, 2012 through June 30, 2015 with the following: ([Council Communication No. 12-061](#))

- (A) [Municipal](#) Employees Association (MEA). Moved by Moore to adopt; refer to the City Manager to regularly report on the City's wellness initiatives and programs. Motion Carried 7-0.
- (C) [Police](#) Bargaining Unit (PBU) Association. Moved by Moore to adopt. Motion Carried 7-0.

BOARD/COMMISSION ACTION(S): NONE

ANTICIPATED ACTIONS AND FUTURE COMMITMENTS: NONE

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