

 <div style="text-align: center;"> <h1 style="margin: 0;">Council</h1> <h1 style="margin: 0;">Communication</h1> <p style="margin: 0;">Office of the City Manager</p> </div>	Date:	January 26, 2015
	Agenda Item No.	52
	Roll Call No.	<u>15-0143</u>
	Communication No.	<u>15-023</u>
	Submitted by:	James R. Wells, Human Resources Director

AGENDA HEADING:

Approval of collective bargaining agreement with Des Moines Police Gold Braid Organization (GBO) for the period July 1, 2015 through June 30, 2018.

SYNOPSIS:

The City has reached a voluntary agreement with the GBO. This agreement with GBO is the third settlement of the four (4) bargaining units with contracts expiring June 30, 2015. Successor collective bargaining agreements with the Police Bargaining Unit and Municipal Employees Association were approved by City Council at their December 22, 2014 meeting.

Consistent with the previous two (2) bargaining units, the GBO agreement is for three (3) years beginning July 1, 2015 and ending June 30, 2018. It provides across-the-board wage adjustments of less than 3% per year and increases employee health premium contributions each year of the three (3) year term. Gold braid ranks will also receive adjustments to their pay ranges for the purpose of addressing pay compression between the sworn police ranks.

The GBO has ratified the agreement and staff recommends approval of this contract 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 costs are paid from the Police Department budget.

ADDITIONAL INFORMATION:

The GBO represents approximately one-half of the Sergeants, Lieutenants and Captains in the Police Department. Specific items included in this voluntary agreement are:

- 1) Contract term of three (3) years beginning July 1, 2015 and ending June 30, 2018.
- 2) 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.
- 3) Adjustment to each pay grade by increasing step 6 by 1% per year; adding a step 7 on July 1, 2015 that will be .25% higher than step 6 and .50% higher on July 1, 2016; adding step 8 on July 1, 2016 that will be .25% higher than step 7 and .50% higher on July 1, 2017.

- 4) 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.
- 5) Wellness incentive for health screening and coaching.
- 6) Acting officer pay for employees who perform duties in a higher classification for no less than five (5) hours in a particular shift. These employees will receive one (1) additional hour at the regular straight time rate at the employee's base rate of pay.

PREVIOUS COUNCIL ACTION(S):

Date: February 13, 2012

Roll Call Number: [12-0250](#)

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

(D) [Gold](#) Braid Organization (GBO). Moved by Moore to adopt. Motion Carried 7-0.

BOARD/COMMISSION ACTION(S): NONE

ANTICIPATED ACTIONS AND FUTURE COMMITMENTS: NONE

For more information on this and other agenda items, please call the City Clerk's Office at 515-283-4209 or visit the Clerk's Office on the first floor of City Hall, 400 Robert D. Ray Drive. Council agendas are available to the public at the City Clerk's Office on Thursday afternoon preceding Monday's Council meeting. Citizens can also request to receive meeting notices and agendas by email by calling the Clerk's Office or sending their request via email to cityclerk@dmgov.org.