

 <p style="text-align: center;">Council Communication Office of the City Manager</p>	Date:	March 9, 2015
	Agenda Item No.	Ex. 1
	Roll Call No.	<u>15-0460</u>
	Communication No.	<u>15-126</u>
	Submitted by:	James R. Wells, Human Resources Director

AGENDA HEADING:

Approval of collective bargaining agreement with the City of Des Moines and Central Iowa Public Employees Council (CIPEC) for the period July 1, 2015 through June 30, 2018.

SYNOPSIS:

The City has reached a voluntary agreement with the final bargaining unit that has a contract expiring June 30, 2015. Negotiations with CIPEC 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 and other City bargaining groups.

The agreement is for three (3) years beginning July 1, 2015 and ending June 30, 2018. It provides across-the-board wage adjustments consistent with internal and external trends and increased employee premium contributions each year of the three (3) year term.

CIPEC ratified their agreement on Friday, March 6th and staff recommends approval of the 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 cost are paid from the various departmental budgets that employ CIPEC employees.

ADDITIONAL INFORMATION:

CIPEC represents approximately 390 employees in various departments throughout the City, including Public Works, Parks and Recreation, Engineering, the Wastewater Reclamation Facility and Fleet Services. CIPEC jobs range from Refuse Collectors to Mechanics to Traffic Signal Technicians. Specific items included in this voluntary agreement are:

- 1) Across-the-board wage adjustments: 2.8% effective July 1, 2015; 1.4% effective July 1, 2016; 1.4% effective January 1, 2017; 1.5% effective July 1, 2017; and 1.5% effective January 1, 2018.

- 2) 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.
- 3) Wellness Incentive for health screening and coaching.
- 4) Shift differential pay increase from \$.25 per hour to \$.30 per hour effective July 1, 2015 and then to \$.35 per hour effective July 1, 2017.
- 5) Shift differential pay for employees who are assigned to work a shift that begins after 2:30 p.m. but before 6:00 a.m. for emergency operations, such as flood, snow and other disasters.
- 6) A side letter that addresses use of compensatory and vacation time.

PREVIOUS COUNCIL ACTION(S):

Date: February 13, 2012

Roll Call Number: [12-0248](#)

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

- (B) [Central](#) Iowa Public Employees Council (CIPEC). Moved by Moore to adopt. Motion Carried 7-0.

BOARD/COMMISSION ACTION(S): NONE

ANTICIPATED ACTIONS AND FUTURE COMMITMENTS: NONE

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