

 <p style="text-align: center;">Council Communication Office of the City Manager</p>	Date:	March 7, 2016
	Agenda Item No.	51
	Roll Call No.	<u>16-0417</u>
	Communication No.	<u>16-103</u>
	Submitted by:	James R. Wells, Human Resources Director

AGENDA HEADING:

Approval of collective bargaining agreement with American Federation of State, County and Municipal Employees (AFSCME) Council 61 and the City of Des Moines for the period July 1, 2016 through June 30, 2018.

SYNOPSIS:

AFSCME represents approximately 30 employees doing work for the Des Moines Public Housing Authority. The labor agreement with AFSCME expires June 30, 2016. Consistent with Iowa law the parties negotiated a successor agreement. Details of the agreement are:

1. Two (2) year term from July 1, 2016 to June 30, 2018.
2. Wage increase of 1.5% per year effective July 1, 2016 and July 1, 2017.
3. An increase of 1% per year in employee health insurance premium contributions. Currently 6% for single and family coverage to 7% on July 1, 2016 and 8% on July 1, 2017.
4. Addition of pharmacy management programs, including production selection penalty, utilization management, quantity limits and use of preferred vendors for high dollar specialty drugs.
5. Change in pay assignment from range 26 to 25 for Housing Inspectors hired after July 1, 2016.
6. A memorandum of understanding providing advance notice of employment termination caused by a change in governance and to include union representation in any discussions concerning the transition.

FISCAL IMPACT:

Amount: Total impact is estimated at less than \$20,000 per year.

Funding Source: Employee wage and benefit costs are funded from the Housing Department budget.

ADDITIONAL INFORMATION:

Wage adjustments will increase agency cost by \$24,000 per year, but will be partially off-set by changes in employee health insurance. The higher employee premium contributions will save the department approximately \$2,500 per year and the new pharmacy programs are expected to reduce health claims by 1%, which for the AFSCME unit is nearly \$3,000 per year.

PREVIOUS COUNCIL ACTION(S):

Date: January 28, 2013

Roll Call Number: [13-0167](#)

Action: [Collective](#) Bargaining Agreement between the City and AFSCME, Council 61 and its Affiliated Local 3673 (“AFSCME”) for the period July 1, 2013 through June 30, 2016. ([Council Communication No. 13-039](#)) Moved by Meyer to adopt. Motion Carried 7-0.

BOARD/COMMISSION ACTION(S): NONE

ANTICIPATED ACTIONS AND FUTURE COMMITMENTS: NONE

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