

 <p style="text-align: center;">Council Communication Office of the City Manager</p>	Date:	March 21, 2016
	Agenda Item No.	45
	Roll Call No.	<u>16-499</u>
	Communication No.	<u>16-138</u>
	Submitted by:	James R. Wells, Human Resources Director

AGENDA HEADING:

Approval of collective bargaining agreement with Des Moines Association of Professional Firefighters Local No. 4 (Local 4) and the City of Des Moines for period July 1, 2016 through June 30, 2019.

SYNOPSIS:

Local 4 represents approximately 265 employees in the Fire Department providing fire suppression, emergency medical services and fire inspection. The current labor agreement expires June 30, 2016. Consistent with Iowa law the parties met and negotiated a successor agreement. Details of the agreement include:

- Three (3) year term from July 1, 2016 to June 30, 2019.
- Pilot agreement for this contract only to submit suspensions, demotions and terminations to an arbitrator versus civil service commission for binding resolution.
- Provision allowing personal time set aside for last minute emergencies.
- Update emergency leave to include “step” relations.
- Increase employee health premium contributions each year with contributions in year three (3) equaling 8% for single or family coverage for the Option 1 health plan and 11% for single or family coverage for the traditional “HMO” option. Current premiums for option 1 are 3% for single coverage and 6% for family coverage and current premiums for the HMO plan are 6% for single coverage and 9.5% family coverage.
- Increase dental benefit \$200 per year to \$1,200 per year per covered person.
- Language clean-up regarding promotion and witness pay.
- Increase incentive pay by \$100 per year for employees assigned to the water rescue or technical rescue team (approximately 16 employees).
- Decrease the number of hours worked in a higher classification from 16 to 12 before temporary upgrade pay is due.
- Across-the-board wage increases of 2.75% effective July 1, 2016, 2.85% effective July 1, 2017 and 3.0% effective July 1, 2018.

FISCAL IMPACT:

Amount: Increase in cost is estimated at \$550,000 per year.

Funding Source: Employee wage and benefit costs are funded from the Fire Department Budget

ADDITIONAL INFORMATION:

Bargaining goals included wage adjustments consistent with internal and external settlement trend and higher insurance premium contributions. This voluntary agreement met both targets. Four (4) agreements with other City bargaining units were settled last year with 3-year agreements. Three (3) included wage adjustments totaling 8.6% and the other at 8.3%. Wage adjustments with Local 4 total 8.6%. Wage increases with cities comparable to Des Moines range from 2.5% to 3.0%/year with no or nominal insurance changes. In year three (3) of this agreement, premium contributions will be at least 1% higher than any of the City agreements settled last year. Local 4 has ratified the agreement.

PREVIOUS COUNCIL ACTION(S):

Date: March 11, 2013

Roll Call Number: [13-0426](#)

Action: [Collective](#) Bargaining Agreement with Des Moines Association of Professional Fire Fighters, Local No. 4 for the period July 1, 2013 through June 30, 2016. ([Council Communication No. 13-123](#)) Moved by Coleman to adopt. Motion Carried 7-0.

BOARD/COMMISSION ACTION(S): NONE

ANTICIPATED ACTIONS AND FUTURE COMMITMENTS: NONE

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