

 <p style="text-align: center;"><b>Council Communication</b> Office of the City Manager</p>	<b>Date:</b>	October 9, 2017
	<b>Agenda Item No.</b>	<b>52</b>
	<b>Roll Call No.</b>	<b><u>17-1780</u></b>
	<b>Communication No.</b>	<b><u>17-708</u></b>
	<b>Submitted by:</b>	<b>James R. Wells, Human Resources Director</b>

**AGENDA HEADING:**

Approval of collective bargaining agreements with American Federation of State County and Municipal Employees (AFSCME) and Municipal Employees Association (MEA) both for the period July 1, 2018 through June 30, 2020.

**SYNOPSIS:**

The City has reached voluntary agreements with two (2) of the five (5) bargaining units with contracts expiring June 30, 2018. Both agreements are for two (2) years beginning July 1, 2018 and ending June 30, 2020. Each agreement provides across-the-board (ATB) wage adjustments of 1.50% in year one (1) and 1.25% in year two (2) of the agreements.

The MEA and AFSCME have ratified their agreements and staff recommends approval of both contracts for the period from July 1, 2018 to June 30, 2020.

**FISCAL IMPACT:**

Amount: Both agreements are within initial budgetary forecasting.

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

**ADDITIONAL INFORMATION:**

- The MEA represents 291 employees with a mixture of regular full-time, part-time and seasonal employees. MEA jobs are found in most City departments performing work in positions ranging from customer service representatives, accountants, and Information Technology (IT) professionals to building inspectors.
- AFSCME represents 27 employees in Des Moines Housing Services working in jobs such as case managers, building and home maintenance, housing inspectors, and accounting.
- Both contracts are for two (2) years beginning July 1, 2018 and include annual ATBs of 1.50% effective July 1, 2018 and 1.25% effective July 1, 2019.

- Under newly amended Iowa Law, base wage is the only mandatory item of bargaining for non-public safety bargaining units. Certain other items previously mandated or permitted to be included in union contracts are now excluded or considered illegal from non-public safety collective bargaining agreements. These illegal items include, but are not limited to: all insurance, payroll deductions for union dues and political purposes, supplemental pay, transfer procedures, sick leave payment at separation, performance evaluations, and tuition reimbursement. All such excluded items have been removed from the MEA and AFSCME contracts.
- Other items that are not excluded (illegal) or mandatory (base wages) are considered to be permissive. These items can remain or be added to the agreement with mutual agreement by both parties; however, permissive items are not subject to interest arbitration. Most permissive items in the current MEA and AFSCME contracts will continue in these successor agreements.

**PREVIOUS COUNCIL ACTION(S):**

Date: March 7, 2016

Roll Call Number: [16-0417](#)

Action: [Collective](#) Bargaining Agreement with AFSCME Council 61 and its Affiliated Local 3673 for July 1, 2016 through June 30, 2018. ([Council Communication No. 16-103](#)) Moved by Gray to adopt. Motion Carried 7-0.

Date: December 22, 2014

Roll Call Number: [14-1969](#) and [14-1970](#)

Action: Agreements with the following: ([Council Communication No. 14-599](#))

(A) [Municipal](#) Employees Association (MEA). Moved by Gatto to adopt. Motion Carried 7-0.

(B) [Des](#) Moines Police Bargaining Unit Association. Moved by Gatto to adopt. Motion Carried 7-0.

**BOARD/COMMISSION ACTION(S): NONE**

**ANTICIPATED ACTIONS AND FUTURE COMMITMENTS: NONE**

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