

 <p style="text-align: center;">Council Communication Office of the City Manager</p>	Date:	March 19, 2018
	Agenda Item No.	60
	Roll Call No.	<u>18-0503</u>
	Communication No.	<u>18-129</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, 2018 through June 30, 2021.

SYNOPSIS:

The City has reached a voluntary agreement with the GBO. The GBO is one (1) of two (2) public safety bargaining units with contracts expiring June 30, 2018. The Police Bargaining Unit is the other. The term of the agreement is for three (3) years beginning July 1, 2018 and ending June 30, 2021. It includes across-the-board wage increases each year of the agreement as well as increases in employee health insurance premium contributions.

The GBO has ratified the agreement and staff recommends its approval for the period from July 1, 2018 to June 30, 2021.

FISCAL IMPACT:

Amount: The financial impact of the agreement 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) Three (3) year contract term beginning July 1, 2018 and ending June 30, 2021.
- 2) Across-the-board wage increases: 4.0% effective July 1, 2018; 3.5% effective July 1, 2019; and 3.5% effective July 1, 2020.
- 3) Increase in employee health insurance premium contributions from current rate of 7% for either single or family to 8% effective July 1, 2018; 9% effective July 1, 2019; and 10% effective July 1, 2020.
- 4) Elimination of one-health plan option.
- 5) Increase bilingual pay from \$600 per year to \$1,000 per year.
- 6) Increase Bomb Squad and Clandestine Lab Team pay from \$600 per year to \$1,000 per year.
- 7) Increase shift differential pay from \$.25 per hour to \$.35 per hour.

- 8) Language changes to hours of work and overtime to reflect current practice.
- 9) Deletion of union dues deductions, which is now excluded by law.

PREVIOUS COUNCIL ACTION(S):

Date: January 26, 2015

Roll Call Number: [15-0143](#)

Action: [Approving](#) agreement with the Des Moines Police Gold Braid Organization. ([Council Communication No. 15-023](#)) Moved by Gatto to adopt. Motion Carried 7-0.

BOARD/COMMISSION ACTION(S): NONE

ANTICIPATED ACTIONS AND FUTURE COMMITMENTS: NONE

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