

 <div style="text-align: center;"> <h1 style="margin: 0;">Council</h1> <h1 style="margin: 0;">Communication</h1> <p style="margin: 0;">Office of the City Manager</p> </div>	<b>Date:</b>	March 19, 2018
	<b>Agenda Item No.</b>	<b>61</b>
	<b>Roll Call No.</b>	<b><u>18-0504</u></b>
	<b>Communication No.</b>	<b><u>18-130</u></b>
	<b>Submitted by:</b>	<b>James R. Wells, Human Resources Director</b>

## AGENDA HEADING:

Approval of collective bargaining agreement with Des Moines Police Bargaining Unit (PBU) for the period July 1, 2018 through June 30, 2021.

## SYNOPSIS:

The City has reached a voluntary agreement with the PBU. The PBU is one (1) of two (2) public safety bargaining units with contracts expiring June 30, 2018. The Gold Braid Organization (GBO) 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 and an increase in the life insurance benefit.

The PBU 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 PBU represents nearly 290 Police Officers and Senior Police Officers. 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 of 4.0% on July 1, 2018; 3.5% on July 1, 2019; and 3.5% on 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 in maximum annual dental benefit from \$1,000 per year to \$1,250 per year.
- 6) Increase life insurance benefit from \$25,000 to one-time employees' annual base pay.
- 7) Enhanced premium pay for officers appearing in court on their scheduled days off.

- 8) Language changes to shift bidding, probationary period, vacation scheduling, and transfer privileges to reflect current practice.
- 9) Deletion of union dues deductions, which is now excluded by law.

**PREVIOUS COUNCIL ACTION(S):**

Date: December 22, 2014

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

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

- (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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