

 <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>	Date:	April 9, 2018
	Agenda Item No.	51
	Roll Call No.	<u>18-609</u>
	Communication No.	<u>18-155</u>
	Submitted by:	James R. Wells, Human Resources Director

AGENDA HEADING:

Approval of collective bargaining agreement with City of Des Moines and Central Iowa Public Employees Council (CIPEC) for the period July 1, 2018 through June 30, 2021.

SYNOPSIS:

The City has reached a voluntary agreement with CIPEC. CIPEC is one (1) of three (3) non-public safety bargaining units with contracts expiring June 30, 2018. The Municipal Employees Association (MEA) and American Federation of State, County and Municipal Employee (AFSCME) are the other two (2). Council approved voluntary agreements with MEA and AFSCME last fall. The term of this 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. Items that are now excluded from collective bargaining, such as insurance and supplemental pay, have been removed from the contract. Most permissive items remain in the contract but have been amended. Permissive items are items that can be bargained if both parties agree to negotiate them but cannot be advanced to arbitration. CIPEC has ratified the agreement and staff recommends its approval for the period July 1, 2018 through June 30, 2021.

FISCAL IMPACT:

Amount: CIPEC employees are assigned to numerous departments across the City, mostly in Public Works, Engineering, Wastewater Reclamation Facility, Fleet Services and Facilities. The financial impact of the agreement is consistent with departmental 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 various departmental budgets that employ CIPEC employees.

ADDITIONAL INFORMATION:

- CIPEC represents approximately 400 employees in various departments throughout the City, including Public Works, Parks and Recreation, Engineering, the Wastewater Reclamation Facility, Facilities and Fleet Services. CIPEC jobs range from Refuse Collectors to Mechanics to Traffic Signal Technicians to Equipment Operators. Some specific items involved in this voluntary agreement are:
 - 1) A duration of 3-year term.
 - 2) Across-the-board wage adjustments: 1.50% on July 1, 2018; 2.0% on July 1, 2019; and 2.0% on July 1, 2020.

- 3) Amendment to Management's Rights providing more discretion to management regarding discipline.
- 4) Amendment to hours of work to promote more flexibility in establishing weekly schedules.
- 5) Change of when overtime is due from hours paid to hours worked.
- 6) Amendment to Settlement of Disputes, whereas the decision of the City Manager, not an arbitrator, is final and binding on both parties.
- 7) Change in how certain vacancies are filled no longer requiring seniority as the criteria used for hiring positions assigned to pay grade 19R or below.
- 8) Establishment of a cap on the amount of vacation paid out at separation.
- 9) Elimination of longevity pay for employees hired on or after July 1, 2018.
- 10) Elimination of injury pay. Employees injured on the job will receive statutory benefits only.
- 11) Deletion of excluded subjects including performance appraisals, sick leave separation payout, tuition reimbursement, union dues deductions, reduction in force, and insurance. These items, except for union dues deductions, will be administered through City policy or Chapter 400 (Civil Service).

PREVIOUS COUNCIL ACTION(S):

Date: March 9, 2015

Roll Call Number: [15-0460](#)

Action: [Approval](#) of collective bargaining agreement with Central Iowa Public Employees Council (CIPEC) for the period July 1, 2015 through June 30, 2018. Sponsor: Mayor Cownie. ([Council Communication No. 15-126](#)) Moved by Gatto to adopt. Motion Carried 7-0.

BOARD/COMMISSION ACTION(S): NONE**ANTICIPATED ACTIONS AND FUTURE COMMITMENTS: NONE**

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