


COUNCIL COMMUNICATION

	Number:	19-192	Meeting:	May 6, 2019
	Agenda Item:	40	Roll Call:	19-0742
	Submitted by:	James R. Wells, Human Resources Director		

AGENDA HEADING:

Approval of a 2-year extension to the 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, 2021 through June 30, 2023.

SYNOPSIS:

The City has reached a voluntary agreement on a 2-year extension to the current agreement with Local 4. It includes a wage adjustment while all other contract language is maintained and continued into the 2-year extension period.

FISCAL IMPACT:

Amount: Adjusted base pay will be included in budget years ending 2022 and 2023.

Funding Source: Salary and benefit costs are paid from the Fire Department budget.

ADDITIONAL INFORMATION:

- Local 4 represents approximately 280 employees in the Fire Department, including all sworn ranks from Firefighter to Fire Captain and five (5) civilian Fire Equipment Mechanics. These employees serve the City by providing fire suppression, emergency medical services and fire inspection. Details of the contract extension includes:
 - 2-year extension beginning July 1, 2021 and ending June 30, 2023
 - Across-the-board wage increase of 3.50% each year
 - Increase Step 6 pay range by .50% effective July 1, 2021 and .52% effective July 1, 2022
 - Extend Article 12 (Grievance Procedure), Section D (Discipline and Discharge) pilot provision through June 30, 2023

PREVIOUS COUNCIL ACTION(S):

Date: January 28, 2019

Roll Call Number: [19-0150](#)

Action: [Agreement](#) with Des Moines Association of Professional Fire Fighters, Local No. 4 through June 30, 2021. ([Council Communication No. 19-027](#)) Moved by Boesen to adopt. Motion Carried 7-0.

BOARD/COMMISSION ACTION(S): NONE

ANTICIPATED ACTIONS AND FUTURE COMMITMENTS: NONE

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