


## COUNCIL COMMUNICATION

	Number:	[ ]	Meeting:	<b>January 28, 2019</b>
	Agenda Item:	[ ]	Roll Call:	[ ]
	Submitted by:	<b>James R. Wells, Human Resources Director</b>		

### AGENDA HEADING:

Approval of 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, 2019 through June 30, 2021.

### SYNOPSIS:

The City has reached a voluntary agreement with Local 4. The term of the agreement is for two years beginning July 1, 2019 and ending June 30, 2021. It includes wage adjustments, insurance changes and an increase in employee health insurance premium contributions.

Local 4 has ratified the agreement and staff recommends its approval for the period from July 1, 2019 to June 30, 2021.

### FISCAL IMPACT: [SELECT ONE]

Amount: The financial impact of the agreement is consistent with the recommended budget.

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 civilian Fire Equipment Mechanics. These employees serve the City by providing fire suppression, emergency medical services and fire inspection. Details of the agreement include:

- 1) Two (2) year contract term beginning July 1, 2019 and ending June 30, 2021.
- 2) Across-the-board wage increase of 3.50% each year.
- 3) Increase in employee health insurance premium contribution from the current rate of 8% for option 1 to 9% on July 1, 2019 and 10% on July 1, 2020.
- 4) Elimination of one-health plan option (option 2).
- 5) Increase dental benefit \$50 per year to \$1,250 per year per covered person.
- 6) Increase life insurance benefit from \$25,000 for employees with less than five years of service to one times annual salary for all employees regardless of years of service.
- 7) Increase step 6 pay rates by .50% each year.
- 8) Continue pilot provision for grievances and discipline through term of contract.
- 9) Deletion of payroll deductions for union dues, which is now excluded by state law.
- 10) Amendment to Non-Discrimination language for compliance with City Ordinance.

**PREVIOUS COUNCIL ACTION(S): [SELECT ONE]**

Date: March 21, 2016

Roll Call Number: [16-0499](#)

Action: Collective Bargaining Agreement with Des Moines Association of Professional Fire Fighters, Local No. 4 for a period of July 1, 2016 through June 30, 2019. [\(Council Communication No. 16-138\)](#)  
**Moved by Gatto to adopt. Motion Carried 7-0.**

Date: Click here to enter a date.

Roll Call Number:

Action:

Date: Click here to enter a date.

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**BOARD/COMMISSION ACTION(S): [SELECT ONE]**

Board: Click here to enter text.

Date: Click here to enter a date.

Resolution Number: Click here to enter text.

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**ANTICIPATED ACTIONS AND FUTURE COMMITMENTS: [SELECT ONE]**

[Click here to enter text.](#)

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