

COUNCIL COMMUNICATION

	Number:	20-043	Meeting:	February 10, 2020
	Agenda Item:	43A	Roll Call:	20-0269
	Submitted by:	James R. Wells, Human Resources Director		

AGENDA HEADING:

Approval of collective bargaining agreement with American Federation of State County and Municipal Employees (AFSCME) for the period July 1, 2020 through June 30, 2025.

SYNOPSIS:

The current agreement with AFSCME expires June 30, 2020. The City has reached a voluntary settlement for a successor agreement for a period of five (5) years.

FISCAL IMPACT:

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

Funding Source: Salary and benefit costs are paid from the Public Housing budget.

ADDITIONAL INFORMATION:

- AFSCME represents 28 full-time employees in the Des Moines Public Housing Authority working in jobs such as: Case Managers, Housing Inspectors, Housing Maintenance workers, Administrative Assistants and Accounting Analysts. Specific items in the agreement are:
 - A 5-year term.
 - Across-the-board wage adjustments of 2.25% each year for the first three (3) years of the agreement with a wage reopener in years four (4) and five (5) of the agreement pursuant to state collective bargaining law.
 - Ability to start new employees above the first step in the range.
 - Work schedule flexibility.
 - Change in overtime calculation to exclude certain forms of personal leave from weekly overtime calculation.
 - Change in vacation accrual schedule with a hard accrual cap.
 - Removal of certain items from the agreement to be administered through City policy and applicable laws.
 - Updated language regarding types of discipline and the ability to grieve them.

PREVIOUS COUNCIL ACTION(S):

Date: October 9, 2017

Roll Call Number: [17-1780](#)

Action: Collective bargaining agreements for the period July 1, 2018 through June 30, 2020 with the following: [Council Communication No. 17-708](#)

- (A) [AFSCME](#), Council 61 and its Affiliated Local 3673. Moved by Gatto to adopt. Motion Carried 7-0.
- (B) [Municipal](#) Employees Association (MEA). Moved by Gatto to adopt. Motion Carried 7-0.

BOARD/COMMISSION ACTION(S): NONE

ANTICIPATED ACTIONS AND FUTURE COMMITMENTS: NONE

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