


COUNCIL COMMUNICATION

	Number:	21-132	Meeting:	March 22, 2021
	Agenda Item:	32	Roll Call:	21-0484
	Submitted by:	James R. Wells, Human Resources Director		

AGENDA HEADING:

Approval of collective bargaining agreement with the Gold Braid Organization (GBO) for the period July 1, 2021 through June 30, 2024.

SYNOPSIS:

The City has reached a voluntary agreement with the GBO, which is one (1) of two (2) public safety unions with contracts expiring June 30, 2021. The Police Bargaining Unit is the other. The term of the agreement is for three (3) years beginning July 1, 2021 and ending June 30, 2024. It includes a limited number of items from across-the-board (ATB) wage adjustments to increases in the employees' share of health insurance premiums.

The GBO has ratified the agreement and staff recommends its approval.

FISCAL IMPACT:

Amount: The cost of this agreement is within the fiscal year (FY) 2022 budget approved by City Council. The costs of each item, if any, are enumerated below.

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

ADDITIONAL INFORMATION:

- The GBO represents approximately one-half of the Police Sergeants, Lieutenants and Captains in the Police Department. The specific items included in this voluntary agreement are:
 - Three (3) year contract term beginning July 1, 2021 and ending June 30, 2024.
 - ATB wage increase each year of the contract as follows: 3.25% for Sergeants and Captains and 3.50% for Lieutenants effective July 1, 2021; 3.50% for all ranks effective July 1, 2022; and 3.50% for all ranks effective July 1, 2023. Base wages are estimated to increase by \$128,000 in fiscal year 2022.
 - Increases steps 7 and 8 of the Lieutenant pay grade by 0.50% and 0.25% of the Captain pay grade each year of the contract. Estimated budget impact is \$5,000 in FY 2022.
 - Increases the employees' share of health care premiums from the current rate of 10% to 11%. Additional revenue generated from increased premium contribution is estimated at \$5,000 in FY 2022.
 - Adds gender identity to the non-discrimination clause. No anticipated budget impacts.

- Updates Performance Appraisal language consistent with current practice and provides for the mutual development of evaluation forms and processes between labor and management. No anticipated budget impacts.
- Recognizes Juneteenth as a City paid holiday. The value of one (1) recognized holiday for this bargaining unit is estimated at \$15,000 per year.
- Requires all employees to receive their wages by means of direct electronic deposit. No anticipated budget impact.
- Clarifies promotional pay. Minimal budget impact is anticipated.
- Makes employees eligible through administrative policy for the City's Paid Parental Leave Policy. The value of parental leave for this employee group is estimated at \$13,000 per year.

PREVIOUS COUNCIL ACTION(S):

Date: March 19, 2018

Roll Call Number: [18-0503](#)

Action: [Council](#) Bargaining Agreement with the Des Moines Police Gold Braid Organization (GBO) for July 1, 2018 through June 30, 2021. ([Council Communication No. 18-129](#)) Moved by Gatto to adopt. Motion Carried 7-0.

BOARD/COMMISSION ACTION(S): NONE

ANTICIPATED ACTIONS AND FUTURE COMMITMENTS: NONE

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