


COUNCIL COMMUNICATION

	Number:	24-154	Meeting:	April 15, 2024
	Agenda Item:	34	Roll Call:	24-0589
	Submitted by:	James R. Wells, Human Resources Director		

AGENDA HEADING:

Approval of collective bargaining agreement with Des Moines Association of Professional Firefighters (Local 4) and the City of Des Moines for period July 1, 2024 through June 30, 2027.

SYNOPSIS:

The City has reached a voluntary agreement with Local 4. The term of the agreement is for three (3) years beginning July 1, 2024 and ending June 30, 2027, and includes changes to wages, employee health insurance, supplemental pays, and time trades.

FISCAL IMPACT:

Amount: The estimated annual cost for each item, if any, is provided below.

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

ADDITIONAL INFORMATION:

- Local 4 represents approximately 300 employees in the Fire Department including ranks from Firefighter to Fire Captain and civilian Fire Equipment Mechanics. These employees serve the City by providing fire suppression, emergency medical services and fire related inspections. Details of the agreement include:
 - Three (3) year contract from July 1, 2024 through June 30, 2027.
 - Base wage increases of four percent (4%) per year (\$1.5 million).
 - Increase employee health insurance premium contributions of one percent (1%) for an employee premium contribution equaling 12% for option 1 and 14% for the HMO effective July 1, 2024 (\$-55,000).
 - Increase supplemental pay by \$200 to \$1,400/year for Specialty Teams (\$23,000); by \$200 to \$600/year for bilingual pay (\$1,400); and by providing Fire Specialist Certification Pay to Fire Engineers and Fire Medics in addition to Firefighters (\$7,500).
 - Increase the number of hours eligible to set aside for personal use and to carry over into the next calendar year from 48 to 96.

- Increase tuition reimbursement by \$350 to \$2,750/year (\$2,500).
- Add one (1) day of pay for the loss of the employee's aunt or uncle.
- Expand eligibility of ranks to trade time with one another.

PREVIOUS COUNCIL ACTION(S):

Date: April 24, 2023

Roll Call Number: [23-0601](#)

Action: [Agreement](#) with Des Moines Association of Professional Fire Fighters Local No. 4 for period July 1, 2023 through June 30, 2024. ([Council Communication No. 23-216](#)) Moved by Gatto to adopt. Second by Boesen. Motion Carried 6-1. Absent: Sheumaker

BOARD/COMMISSION ACTION(S): NONE

ANTICIPATED ACTIONS AND FUTURE COMMITMENTS: NONE

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