


## COUNCIL COMMUNICATION

	Number:	<b>25-161</b>	Meeting:	<b>April 21, 2025</b>
	Agenda Item:	<b>37</b>	Roll Call:	<b>25-0589</b>
	Submitted by:	<b>Heather Redenius, Interim Human Resources Director</b>		

### AGENDA HEADING:

Approval of collective bargaining agreement with the Des Moines Police Gold Braid Organization (GBO) for the period of July 1, 2025, through June 30, 2026.

### SYNOPSIS:

The City has reached a voluntary agreement with the GBO for a one (1)-year contract beginning July 1, 2025. It includes several items from wages to health insurance.

### FISCAL IMPACT:

Amount: The cost of this agreement is within the approved Fiscal Year (FY) 2026 budget.

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

### ADDITIONAL INFORMATION:

- The GBO represents approximately one-half (1/2) of the Police Sergeants, Lieutenants, and Captains in the Des Moines Police Department. The specific items agreed to along with their estimated cost for GBO represented positions, if any, are:
  - 1) One (1) year term from July 1, 2025, to June 30, 2026.
  - 2) Increase base wages by 3.75% across-the-board. (~\$215,000)
  - 3) Employee health insurance contributions increased from 12% to 13%. (~\$7,200 additional revenue)
  - 4) Accelerate the vacation schedule to three (3) weeks of vacation per year for the first five (5) years of employment, then four (4) weeks for the next five (5) years of employment, and five (5) weeks thereafter.
  - 5) Increase Plain Clothes Allowance by \$100 to \$900/year. (~\$1,100)
  - 6) Increase Clandestine Lab Team and Bomb Squad specialty team pays by \$100 for a total of \$1,700 per year, add Dive Team and Metro Star Crisis Negotiators specialty teams at \$1,700 per year, and provide specialty team pay for no more than two (2) teams per employee per year effective July 1, 2025. (~\$5,200)

- 7) Increase in Shift Differential by \$.15/hour for a total of \$.50/hour effective July 1, 2025, and change hours to 12:00 p.m. (noon) to 5:00 a.m. (~\$1,800)
  - 8) Language changes to various articles, such as, hours of work, settlement of disputes, leaves, and sick leave.
- The remaining Police Sergeants, Lieutenants and Captains who are not covered by the union will also receive similar alterations to allow for administrative parity between both groups.

**PREVIOUS COUNCIL ACTION(S):**

Date: February 19, 2024

Roll Call Number: [24-0261](#)

Action: [Agreement](#) with the Des Moines Police GBO for the period of July 1, 2024, through June 30, 2025. ([Council Communication No. 24-060](#)) Moved by Gatto to adopt. Second by Voss. Motion Carried 6-0.

**BOARD/COMMISSION ACTION(S): NONE**

**ANTICIPATED ACTIONS AND FUTURE COMMITMENTS: NONE**

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