


COUNCIL COMMUNICATION

	Number:	26-121	Meeting:	April 6, 2026
	Agenda Item:	24	Roll Call:	26-0442
	Submitted by:	Heather Redenius, Human Resources Director		

AGENDA HEADING:

Approval of collective bargaining agreement with the Central Iowa Public Employees Council (CIPEC) for the period July 1, 2026 through June 30, 2031.

SYNOPSIS:

The City has reached a voluntary agreement with CIPEC. The term of the agreement is for five (5) years, beginning July 1, 2026 and ending June 30, 2031. CIPEC has ratified the agreement and staff recommends its approval.

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 various City departments and divisions that employ CIPEC employees, such as Public Works, Parks, Fleet Services, Facilities, Police, Traffic and Transportation, and the WRA.

ADDITIONAL INFORMATION:

- CIPEC represents approximately 450 full-time, part-time, and seasonal employees. The specific items included in this voluntary agreement are:
 - 1) Five (5) year contract term beginning July 1, 2026 and ending June 30, 2031.
 - 2) Across-the-board wage increases of 3.00% effective July 1, 2026, 2.50% effective July 1, 2027, 2.75% effective July 1, 2028, and wage reopeners in years 4 and 5 of the agreement pursuant to state collective bargaining law. Base wages are estimated to increase by \$660,000 in fiscal year 2027.
 - 3) Transition to SPM vacation leave plan accelerating the vacation schedule to 3 weeks of vacation per year for first five years of employment, then 4 weeks for the next five years of employment, and 5 weeks thereafter.
 - 4) Increase in Shift Differential by \$.10/hour for a total of \$.45/hour effective July 1, 2026 (~\$7,500 per year)
 - 5) Pay upgrade for Electrician, Electrician-Instrument Technician, and Electrician Crew Chief.

- 6) Language changes to various articles and appendices including Overtime, Procedures for Filling Vacancies, Temporary Upgrade, Leave of Absence, and Seven-Month Employees.

PREVIOUS COUNCIL ACTION(S):

Date: March 22, 2021

Roll Call Number: [21-0486](#)

Action: [Collective](#) Bargaining Agreement with Central Iowa Public Employees Council (CIPEC) for the period July 1, 2021 through June 30, 2026. ([Council Communication No. 21-133](#)) Moved by Boesen to adopt. Motion Carried 7-0.

BOARD/COMMISSION ACTION(S): NONE

ANTICIPATED ACTIONS AND FUTURE COMMITMENTS: NONE

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