


# COUNCIL COMMUNICATION

	Number:	<b>26-135</b>	Meeting:	<b>April 20, 2026</b>
	Agenda Item:	<b>27</b>	Roll Call:	<b>26-0505</b>
	Submitted by:	<b>Heather Redenius, Human Resources Director</b>		

## AGENDA HEADING:

Approval of collective bargaining agreement with the Des Moines Police Gold Braid Organization (GBO) for the period July 1, 2026 through June 30, 2029.

## SYNOPSIS:

The City has reached a voluntary agreement with GBO. The term of the agreement is for three (3) years, beginning July 1, 2026 and ending June 30, 2029. GBO has ratified the agreement and staff recommends its approval.

## FISCAL IMPACT:

Amount: The financial impact of the agreement is consistent with the approved fiscal year 2027 budget.

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 Des Moines Police Department. The specific items included in this voluntary agreement with their estimated cost for GBO represented positions, if any, are:
  1. Three (3) year contract term beginning July 1, 2026 and ending June 30, 2029.
  2. Across-the-board wage increases of 3.75% effective July 1, 2026, 3% effective July 1, 2027, 4% effective July 1, 2028. (~\$148,000 in FY27)
  3. Employee health insurance contributions increased from 13% to 14% effective July 1 2027. (~\$6,085.53 additional revenue per year).
  4. Increase in Shift Differential by \$.15/hour for a total of \$.65/hour effective July 1, 2026 (~\$600 per year)
  5. Modification to clothing allowance to provide \$750 per year for employees assigned to a plain clothes assignment or \$100 per year for employees assigned to a uniform assignment toward the purchase of plain clothing required by bargaining unit personnel.

6. Language changes to various articles including Hours of Work, Overtime Compensation, Holidays for Shift Workers, Emergency Leave, Training, Transfer Privileges, and On-Call Compensation.

- 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: April 21, 2025

Roll Call Number: [25-0589](#)

Action: [Agreement](#) with the Des Moines Police Gold Braid Organization for the period July1, 2025 through June 30, 2026. ([Council Communication No. 25-161](#)) Moved by Gatto to adopt. Second by Voss. Motion Carried 7-0.

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

**ANTICIPATED ACTIONS AND FUTURE COMMITMENTS: NONE**

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