

Date..... October 25, 2010

**TWO YEAR EXTENSION OF LABOR AGREEMENT WITH
DES MOINES ASSOCIATION OF PROFESSIONAL FIRE FIGHTERS, LOCAL NO. 4**

WHEREAS, the collective bargaining agreement between the City and the Association of Professional Fire Fighters, Local No. 4 ("Association") expires on June 30, 2011; and

WHEREAS, the City and the Association have reached an agreement to extend the collective bargaining agreement through June 30, 2013 as described in the attached Council Communication; and

WHEREAS, the Association's membership ratified such agreement; and

WHEREAS, a contract extension summary, a copy of which is on file with the Des Moines City Clerk, has been prepared outlining the agreement of the parties and approval is recommended.

NOW THEREFORE, BE IT RESOLVED by the City Council of the City of Des Moines, Iowa:

That an extension through June 30, 2013 of the Agreement between the City of Des Moines, Iowa and Des Moines Association of Professional Fire Fighters, Local No. 4 is hereby approved.

BE IT FURTHER RESOLVED, that the Mayor is hereby authorized and directed to sign the extended collective bargaining agreement between the City of Des Moines, Iowa and Des Moines Association of Professional Fire Fighters, Local No. 4.

(Council Communication Number 10- attached)

Moved by _____ to adopt.

APPROVED AS TO FORM:



Carol J. Moser
Assistant City Attorney

SPONSOR: Mayor Cownie

COUNCIL ACTION	YEAS	NAYS	PASS	ABSENT
COWNIE				
COLEMAN				
GRIESS				
HENSLEY				
MAHAFFEY				
MEYER				
MOORE				
TOTAL				

MOTION CARRIED

APPROVED

Mayor

CERTIFICATE

I, DIANE RAUH, City Clerk of said City hereby certify that at a meeting of the City Council of said City of Des Moines, held on the above date, among other proceedings the above was adopted.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed my seal the day and year first above written.

City Clerk

Ex 1

**CONTRACT EXTENSION BETWEEN THE CITY OF DES MOINES AND
DES MOINES ASSOCIATION OF PROFESSIONAL FIRE FIGHTERS**

The parties agree to extend the labor agreement expiring June 30, 2011 for a period of two years ending June 30, 2013 with the following changes:

1. General wage increase - Effective the first full pay period paid on or after July 1, 2011 (effective June 13, 2011) a wage increase of 2% is provided.
2. General wage increase - Effective the first full pay period paid on or after July 1, 2012 (effective June 25, 2012) a wage increase of 1.75% is provided.
3. In the event the family health premium for the FY13 plan year (July 1, 2012 to June 30, 2013) for the Blue Choice health plan exceeds \$1500 per month based upon renewal estimates from the health carrier issued by November 30, 2011, either party may request the contract be opened to negotiate wages and health care only for the last year of the contract extension (July 1, 2012 to June 30, 2013). Mediation and arbitration as provide in Chapter 20 are available to resolve an impasse on these two issues should the parties fail to reach agreement voluntarily.

4. Beginning with the 2011 calendar year, the following additional leave will be available:

AL
EVENTS
9-23-2010
In a calendar year, upon written request, the Union shall be allowed to apply ten (10) work shifts (either 24-hour or 8-hour) to attend ALTS training, MDA and Burn camps, and the Union's Fire Fest. Additionally, upon written request, the Fire Chief may grant up to five (5) additional 8-hour shifts to attend these events.

5. The City agrees to permit the President of Local 4 to incur no loss of regular pay when engaged in lobbying of the state legislature or executive branch regarding issues of mutual interest of the City and the Union.

6. The parties agree to increase the "C" time accrual limit to 240 hours.

This agreement is subject to the ratification of the membership of the Des Moines Association of Professional Fire Fighters and the Des Moines City Council. The undersigned parties agree to use their best efforts to secure the required affirmative votes. Local 4 intends to put this agreement to a vote of its membership by October __, 2010. The City Council will be asked to vote on this agreement at the first regularly scheduled council meeting that occurs at least one week after notice of ratification by Local 4.

For the City of Des Moines:

9-23-2010

Thomas G. Turner
Human Resources Director

For Local 4, DMAPFF:

9-28-2010

Denny Lewis
President