

Date..... December 20, 2010

APPROVING AGREEMENT WITH AFSCME, COUNCIL 61 AND ITS AFFILIATED LOCAL 3673

WHEREAS, the collective bargaining agreement between the City and AFSCME, Council 61 and its Affiliated Local 3673 ("AFSCME") expires on June 30, 2011; and

WHEREAS, the City and AFSCME have reached an agreement for a two year term through June 30, 2013 as described in the attached Council Communication; and

WHEREAS, AFSCME's membership ratified such agreement; and

WHEREAS, approval of the agreement of the parties is recommended.

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

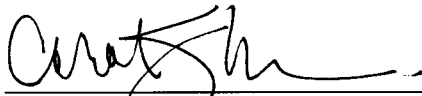
That a collective bargaining agreement between the City of Des Moines and AFSCME, Council 61 and its Affiliated Local 3673 for the period July 1, 2011 through June 30, 2013 is hereby approved.

BE IT FURTHER RESOLVED, that the Mayor is hereby authorized and directed to sign the collective bargaining agreement between the City of Des Moines, Iowa and AFSCME, Council 61 and its Affiliated Local 3673.

(Council Communication Number 10- 762 attached.)

Moved by _____ to adopt.

APPROVED AS TO FORM:



Carol J. Moser
Assistant City Attorney

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

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.

MOTION CARRIED APPROVED

Mayor

City Clerk



HUMAN
DEC 08 2010
RESOURCES

Danny Homan
President

Susan Baker
Executive Vice President

Kay Gill
Secretary-Treasurer

District 1
Vice Presidents

Stephan Hampton
Barbara Post-Althaus
Scott Knudtson
Steve Barnes

District 2
Vice Presidents

Becky Walton
Deanna Roberts
Edward Martin
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District 3
Vice Presidents

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Deb Duncan
John Kelley
Dianne McTeer

District 4
Vice Presidents

Lynne Pothast
Jerry Jones
Curt Salow
Sheryl Gwinn

District 5
Vice Presidents

Michael Fraise
Karen Wick
Wade Erickson
Tom Patterson

District 6
Vice Presidents

Curt H. Moore
Marty Hathaway
Wayne Clymer
John Stellmach

December 7, 2010

Mr. Thomas (Tom) G. Turner
Human Resource Director
City of Des Moines, Iowa
City Hall
400 East First Street
Des Moines, Iowa 50309

RE: AFSCME/Iowa Council 61, Local 3673
City of Des Moines Public Housing
Collective Bargaining Agreement

Dear Mr. Turner:

This letter is to inform you that the members of AFSCME/Iowa Council 61, Local 3673 on November 30, 2010 voted to accept the tentative Collective Bargaining Agreement between the parties for the period July 1, 2012 through June 30, 2014.

Sincerely,

Greg A. Lewis
Union Representative
AFSCME/Iowa Council 61
AFL-CIO

cc: PERB
Local 3673, President
File

**Agreement Between the City of Des Moines
and
AFSCME, Council 61 and its Affiliated Local 3673
For a new Collective Bargaining Agreement**

The parties have met and have determined to enter into a new collective bargaining agreement containing provisions existing in the collective bargaining agreement expiring June 30, 2011 with the following modifications:

1. Article VIII, Hours of Work, Section 3 is changed to read:

“Section 3. Alternate Work Hours

Alternate work hours (such as ten-hour days or variable start and ending times) may be implemented. Upon advanced approval of the Director or the Director's designee an individual employee may be permitted to arrange a work schedule that varies from the normal workday and may require less than a one hour lunch period. However, no variations will be permitted that start earlier than 6:30 a. m. nor extend beyond 6:30 p. m. without the express written authorization of the Director.”

2. Article IX, Overtime, Section 2, last paragraph is changed to read:

“Compensatory time may be taken at the discretion of the employee with the prior approval the employee's supervisor. Compensatory time shall be earned at the overtime rate. An employee may accumulate up to a maximum of eighty (80) hours of compensatory time in any given calendar year. Employees may request to be paid up to one-half of accrued compensatory time in November of each year for any compensatory time balance over twenty (20) hours. Said requests shall be subject to the Director's approval.”

3. Article XIII, Salary and Wages, Section 1, Pay Grade, Paragraph A is changed to read:

“A. Wage and Salary Compensation Plan effective June 13, 2011 is changed to reflect a 2.0% wage increase.

Wage and Salary Compensation Plan effective June 25, 2012 is changed to reflect a 1.75% wage increase.

- 4. Article XV, Insurance, Section 2B, Health Insurance Contributions is changed by adding the following sentence:

"Beginning July 1, 2012, employees electing single health coverage will contribute monthly an amount equal to 2% of the monthly health insurance premium. "

- 5. Article XXVI, Effective Date

The current language is stricken and the following language is adopted:

"This Contract shall be in full force and effect for the period July 1, 2011 through June 30, 2013.

- 6. Article XXVII Appendices is amended as follows:

Application Specialist is moved from grade 13 to grade 15

Housing Inspector is moved from grade 25 to grade 26

Housing Services Inspections Team Leader is moved from grade 26 to grade 27.

The parties agree to these changes this ___ day of November 2010, subject to the ratification of the membership of Local 3673 and acceptance by the Des Moines City Council.

For AFSCME, Council 61, Local 3673



 Greg Lewis, Union Representative

For the City of Des Moines :



 Thomas G. Turner, HR Director