CITY OF WEST DES MOINES
CITY COUNCIL MEETING COMMUNICATION

ITEM: Resolution to Approve Contract with West Des Moines Association of Professional Fire Fighter – EMT-Paramedics and EMT-Basics, Local 3586

DATE: April 6, 2015

FINANCIAL IMPACT: Emergency Medical Services Department Salaries and Benefits Line Items for FY15/16 at a cost of approximately $66,817 for the first year of the Agreement, $71,534 for the second year of the Agreement and $73,119 for the third year of the Agreement. This cost has been factored into the FY15/16 budget.

BACKGROUND: The City of West Des Moines negotiation team reached a tentative Agreement with the West Des Moines Association of Professional Fire Fighter - EMT-Paramedic and EMT-Basics, Local 3586 on March 16, 2015. The City's negotiation team was comprised of City staff and James C. Hanks of the Ahlers Law Firm. This Agreement was ratified by the union on March 24, 2015.

Detailed below is a brief overview of the financially related terms of the three year Tentative Agreement:

1. Wages — The Agreement calls for across-the-board (ATB) increases of 2.5% for all union employees for each of the three years of the Agreement.

   The Agreement stipulates an increase of $0.50/hour in Acting Officer Pay and an additional $1.00/hour for Acting Lead Medic pay.

2. Insurance — The Agreement provides a change of an additional 1% in the employee's monthly premium contribution rate of 5% for single coverage for each year of the contract. The family monthly premium contribution remains unchanged at 11%.

3. Paid Time Off — The Agreement provides for no change in vacation, casual days, holidays nor compensatory time.

OUTSTANDING ISSUES (if any):

RECOMMENDATION: City Council Adopt the Resolution approving the contract with the West Des Moines Association of Professional Fire Fighters - EMT-Paramedic and EMT-Basics for the three year period of July 1, 2015 through June 30, 2018 and directing the Mayor and City Clerk to sign the contract on behalf of the City.

Lead Staff Member: Jane Pauba Dodge, Human Resources Director JPDodge

STAFF REVIEWS

Department Director	Jane Pauba Dodge
Appropriations/Finance	RG
Legal	Ahlers Law Firm
Agenda Acceptance	RTG

PUBLICATION(S) (if applicable)

Published In	
Dates(s) Published	

SUBCOMMITTEE REVIEW (if applicable)

Committee			
Date Reviewed			
Recommendation	Yes	No	Split

RESOLUTION

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF WEST DES MOINES, IOWA APPROVING BARGAINING AGREEMENT WITH WEST DES MOINES ASSOCIATION OF PROFESSIONAL FIRE FIGHTERS - EMT-PARAMEDIC AND EMT-BASICS LOCAL 3586

WHEREAS, City staff has negotiated in good faith with members of the West Des Moines Association of Professional Fire Fighters - EMT-Paramedic and EMT-Basics Local 3586 for the purposes of finalizing a new bargaining agreement, and

WHEREAS, the City staff has reached a tentative agreement with the West Des Moines Association of Professional Fire Fighters - EMT-Paramedic and EMT-Basics Local 3586 for a three year period of July 1, 2015 through June 30, 2018

THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF WEST DES MOINES, IOWA that a bargaining agreement with the West Des Moines Association of Professional Fire Fighters - EMT-Paramedic and EMT-Basics Local 3586 for the period covering July 1, 2015 through June 30, 2018 is hereby approved, and the Mayor and City Clerk are hereby directed to sign the Agreement on behalf of the City.

PASSED AND ADOPTED this _____ day of April, 2015.

_____
Steven K. Gaer, Mayor

ATTEST:

_____
Ryan Jacobson, City Clerk