CITY OF WEST DES MOINES
CITY COUNCIL MEETING COMMUNICATION

ITEM: Resolution to Approve Contract with American Federation of State, County and Municipal Employees, Local 3861

DATE: May 2, 2016

FINANCIAL IMPACT:

Development Services, Community and Economic Development, Public Works and Parks & Recreation Department salaries and benefits line items for FY16/17, FY17/18 and FY018/19 at a cost of approximately $61,206, $62,928 and $71,023 for each respective year of the contract.

BACKGROUND:

The City of West Des Moines negotiation team has reached a tentative three year agreement with the American Federation of State, County and Municipal Employees (AFSCME) Local 3861. The City's negotiation team was comprised of City staff and James C. Hanks of the Ahlers Law Firm. The tentative agreement was ratified by AFSCME in Mid-April, 2016.

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

1. Wages.

The Agreement calls for across-the-board (ATB) increases of 2.5%/2.5%/2.75% for all union employees on July 1 for each respective year of the contract.

The Agreement now includes the 457 Plan matching for salaried union members only, which is currently given to regular, non-union, salaried employees.

The Agreement now includes a maximum C-time (comp time) of 80 hours, which is currently given to regular, non-union, hourly employees.

2. Insurance.

The Agreement provides a separate $100 single/$200 family deductible for prescription drugs before going into the tiered prescription drug payment.

3. Other

There were no changes made to any time off of work benefits (e.g. vacation, sick time, holidays, etc.).

There will be a fifty dollar yearly increase in the existing safety shoe/boot allowance, plus the addition of logoed items for Building Inspectors.

OUTSTANDING ISSUES (if any):

RECOMMENDATION:

City Council Adopt the Resolution approving the contract with American Federation of State, County and Municipal Employees (AFSCME) Local 3861 for the three year period of July 1, 2016 through June 30, 2019 and directing the Mayor and Deputy City Manager/City Clerk to sign the contract on behalf of the City.

Lead Staff Member: Jane Pauba Dodge, Human Resources Director

STAFF REVIEWS

Department Director	Jane Pauba Dodge JPDodge
Appropriations/Finance	
Legal	
Agenda Acceptance	

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 AMERICAN FEDERATION of STATE, COUNTY AND MUNICPAL EMPLOYEES (AFSCME) LOCAL 3861

WHEREAS, City staff has negotiated in good faith with members of the AFSCME Local 3861 for the purposes of finalizing a new bargaining agreement, and

WHEREAS, the City staff has reached a tentative agreement with the AFSCME Local 3861 for a three year period of July 1, 2016 through June 30, 2019

THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF WEST DES MOINES, IOWA that a bargaining agreement with the AFSCME Local 3861 for the period covering July 1, 2016 through June 30, 2019 is hereby approved, and the Mayor and Deputy City Manager/City Clerk are hereby directed to sign the agreement on behalf of the City.

PASSED AND ADOPTED this _____ day of May, 2016.

_____
Steven K. Gaer, Mayor

ATTEST:

_____
Ryan T. Jacobson, City Clerk