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: February 19, 2019

FINANCIAL IMPACT:

Community & Economic Development, Development Services, Engineering Services, Parks & Recreation and Public Services Department Salaries and Benefits Line Items for FY19/20 at a cost of approximately $73,531, FY20/21 at a cost of approximately $92,855, FY21/22 at a cost of approximately $96,372. Funding has been included in the FY19/20 budget to cover the proposed union increase.

BACKGROUND:

The City of West Des Moines negotiation team 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 members and the City was notified on February 8, 2019.

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

1. Wages. The Agreement is for three years and calls for across-the-board (ATB) increase of 2.75% - 3.00% - 3.00% for each respective year of the Agreement.

OUTSTANDING ISSUES (if any):

RECOMMENDATION:

City Council Adopt the Resolution approving the contract with the American Federation of State, County and Municipal Employees (AFSCME) Local 3861 for a three-year period of July 1, 2019 through June 30, 2022 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

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 MUNICIPAL 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 AFSCME Local 3861 for a three year period of July 1, 2019 through June 30, 2022

THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF WEST DES MOINES, IOWA that a bargaining agreement with AFSCME Local 3861 for the period covering July 1, 2019 through June 30, 2022 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 19th day of February, 2019.

_____
Steven K. Gaer, Mayor

ATTEST:

_____
Ryan Jacobson, City Clerk