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: March 21, 2022

FINANCIAL IMPACT: Emergency Medical Services Department Salaries and Benefits Line Items for FY22/23 at an additional cost of approximately $149,107, $154,359 for FY23/24, $148,350 for FY2425 and $153,171 for FY2526. Current cost has been factored into the FY21/22 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. The previous contract was negotiated until FY2425 and had a limited re-opener for base wages only. The City and the Union agreed to extend the contract by one year (until FY2526) to align all union contracts to expire at the same time. The City's negotiation team was comprised of City staff and Mike Galloway of the Ahlers Law Firm. This Agreement was ratified by the union on March 10, 2022.

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

Wages. The Agreement calls for across-the-board (ATB) increase of 3.5% on July 1, 2022 and July 1, 2023. The Agreement calls for an ATB increase of 3.25% on July 1, 2024 and July 1, 2025.

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 a one year extension to the existing union contract July 1, 2021 through June 30, 2026 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 JP Dodge
Appropriations/Finance	
Legal	Ahlers Law Firm
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 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 the Across-the-board increases for the duration of the contract and extending the existing contract by one year, 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 period covering of July 1, 2022 through June 30, 2026

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 1,2022 through June 30, 2026, 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 21st day of March 2022.

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Russ Trimble, Mayor

ATTEST:

_____
Ryan Jacobson, City Clerk