

**OFFICE OF THE CITY MANAGER
DES MOINES, IOWA**

ITEM 81C

**CITY COUNCIL COMMUNICATION 97-080
FEBRUARY 17, 1997 AGENDA**

SUBJECT:	TYPE:	SUBMITTED BY:
LABOR AGREEMENT WITH DES MOINES ASSOCIATION OF PROFESSIONAL FIRE FIGHTERS, LOCAL NO. 4	◆ RESOLUTION ORDINANCE RECEIVE/FILE	LYNN D. LESLIE CIVIL SERVICE/PERSONNEL ADMINISTRATOR

SYNOPSIS —

Negotiations with the Des Moines Association of Professional Fire Fighters, Local No. 4 have resulted in a tentative labor agreement for the period July 1, 1997 through June 30, 2000. The agreement has been ratified by the bargaining unit members.

FISCAL IMPACT —

The three-year agreement provides for a three percent (3%) across-the-board wage increase effective June 30, 1997 for FY1997-98, three percent (3%) across-the-board effective June 29, 1998 for FY1998-99 and three percent (3%) across-the-board effective June 28, 1999 for FY1999-00.

Other provisions include: tuition reimbursement will increase from \$800 per year to \$925 per year; hazardous materials assignment pay will increase from \$875 per year to \$1,150 annually; Fire Specialist certification incentive pay of \$500 per year will be awarded to those employees in the rank of Fire Fighter who obtain Fire Specialist Certification and who have been employed four or more years; personal property replacement maximum payment will increase from \$50 to \$100; employees assigned in a temporary duty assignment will receive a pay differential of five percent above the employee's regular pay grade for any full or partial month of such assignment; and employees compelled to testify out of town on his/her day off will be compensated at time and one-half for up to eight hours for each day of required attendance as well as actual travel time and unreimbursed reasonable meal and lodging expenses.

The additional cost of wages and associated benefits along with the additional cost of non-wage economic items for FY1997-98 is as follows:

Wages	\$279,822
Longevity	6,299
Retirement	48,641
Fire Specialist Pay	7,500
Haz-Mat Pay	12,375
Tuition Reimbursement	1,250
Total	\$355,887

The total cost of the agreement averages 3.14 percent per year for the three-year period.

In addition to the economic items enumerated above, language changes include:

A maximum of three (3) employees in any one year shall be granted a maximum of three (3) 24-hour duty days (if required for travel) or five (5) eight-hour duty days leave of absence per employee with pay to attend the Redmond Symposium (Safety Conference).

Language related to trading time, particularly the job classifications between which trades may be accomplished and the affect of time trades on temporary upgrade pay.

A provision that the non-prevailing party will pay all expenses related to grievance arbitration proceedings excluding legal counsel, witnesses and transcripts. Presently such expenses are shared equally between the City and the union.

Recognition of union stewards and their duties and activities.

Employees may designate and reserve 24 hours of holiday time to use for personal time off during the calendar year provided that time off is taken in increments of six hours.

Language that has been changed in some instances to incorporate current terminology or entities or present practices. Also language that will ease administration of the contract.

RECOMMENDATION —

Approval.