


# COUNCIL COMMUNICATION

 CITY OF DES MOINES OFFICE OF THE CITY MANAGER	Number: <b>23-216</b>	Meeting: <b>April 24, 2023</b>
	Agenda Item: <b>41</b>	Roll Call: [ <input type="text"/> ]
	Submitted by: <b>James R. Wells, Human Resources Director</b>	

## AGENDA HEADING:

Approval of collective bargaining agreement with Des Moines Association of Professional Firefighters Local No. 4 (Local 4) and the City of Des Moines for period July 1, 2023 through June 30, 2024.

## SYNOPSIS:

The City has reached a voluntary agreement with Local 4. The term of the agreement is for one (1) year beginning July 1, 2023 and ending June 30, 2024. It includes wage and supplemental pay adjustments, increase in employee health insurance premium contributions, increase in life insurance benefit, and amendments reflecting current practices.

Local 4 has ratified the agreement and staff recommends its approval for the period from July 1, 2023 to June 30, 2024.

## FISCAL IMPACT:

Amount: The financial impact of the agreement is consistent with the recommended budget.

Funding Source: Salary and benefit costs are paid from the Fire Department budget.

## ADDITIONAL INFORMATION:

- Local 4 represents approximately 300 employees in the Fire Department including all sworn ranks from Firefighter to Fire Captain and five (5) civilian Fire Equipment Mechanics. These employees serve the City by providing fire suppression, emergency medical services and fire inspection. Details of the agreement include:
  - 1) One (1) year contract term beginning July 1, 2023 and ending June 30, 2024.
  - 2) Across-the-board wage increase of 4.50% effective July 1, 2023, and 0.50% effective January 1, 2024.
  - 3) Increase annual supplemental pay and allowances, including clothing and safety boot allowances, hazardous material pay, specialty team pay, and additional pay for bilingual employees.
  - 4) Increase in employee health insurance premium contribution from 10% to 11% for the option 1 plan and 11% to 13% for the HMO option.
  - 5) Increase life insurance benefit from one (1) to two (2) times annual salary.

- 6) Continue pilot provision to grieve discipline through the grievance procedure.
- 7) Update various provisions consistent with practice.

**PREVIOUS COUNCIL ACTION(S):**

Date: January 28, 2019

Roll Call Number: [19-0150](#)

Action: [Agreement](#) with Des Moines Association of Professional Fire Fighters, Local No. 4 through June 30, 2021. ([Council Communication 19-027](#)). Moved by Boesen to adopt. Motion Carried 7-0.

**BOARD/COMMISSION ACTION(S): NONE**

**ANTICIPATED ACTIONS AND FUTURE COMMITMENTS: NONE**

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