


COUNCIL COMMUNICATION

	Number:	24-060	Meeting:	February 19, 2024
	Agenda Item:	36	Roll Call:	24-0261
	Submitted by:	James R. Wells, Human Resources Director		

AGENDA HEADING:

Approval of collective bargaining agreement with the Des Moines Police Gold Braid Organization (GBO) for the period of July 1, 2024 through June 30, 2025.

SYNOPSIS:

The City has reached a voluntary agreement with the GBO for a one (1)-year contract beginning July 1, 2024. It includes several items from wages to health insurance to a new Sick Leave Insurance Program.

FISCAL IMPACT:

Amount: The cost of this agreement is within the proposed Fiscal Year (FY) FY2025 budget.

Funding Source: Salary and benefit cost are paid from the Police Department budget.

ADDITIONAL INFORMATION:

The GBO represents approximately one-half (1/2) of the Police Sergeants, Lieutenants and Captains in the Police Department. The specific items agreed to along with their estimated cost, if any, are:

- 1) One (1) year term from July 1, 2024 to June 30, 2025.
- 2) Four percent (4%) across-the-board increase to base wages (\$220,000)
- 3) Sick leave hours eligible for payout at separation increased from a maximum of 50% of 1,500 hours to 50% of 2,000 hours (\$70,000).
- 4) Sick Leave Insurance Plan using sick leave payouts to pay for retiree health insurance.
- 5) Employee health insurance contributions increased from 11% to 12% (\$7,000).
- 6) Annual tuition reimbursement increased by \$350 to \$2,750/ year (\$1,750).
- 7) Replacement cost for personal items damaged in the line of duty increased by \$200 to \$400.
- 8) Clothing allowance increased by \$200 to \$800/year (\$2,000).
- 9) Language changes to various articles, such as, union representation, overtime, holidays, and sick leave to reflect current practice in the administration of these items.

PREVIOUS COUNCIL ACTION(S):

Date: March 22, 2021

Roll Call Number: [21-0484](#)

Action: [Collective](#) Bargaining Agreement with the Des Moines Police GBO for July 1, 2021 through June 30, 2024. ([Council Communication No. 21-132](#)). Moved by Gatto to adopt. Motion Carried 7-0.

Date: March 19, 2018

Roll Call Number: [18-0503](#)

Action: [Collective](#) Bargaining Agreement with the Des Moines Police GBO for July 1, 2018 through June 30, 2021. ([Council Communication No. 18-129](#)). Moved by Gatto to adopt. Motion Carried 7-0.

BOARD/COMMISSION ACTION(S): NONE

ANTICIPATED ACTIONS AND FUTURE COMMITMENTS: NONE

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