


COUNCIL COMMUNICATION

	Number:	24-084	Meeting:	March 4, 2024
	Agenda Item:	39	Roll Call:	24-0348
	Submitted by:	James R. Wells, Human Resources Director		

AGENDA HEADING:

Approval of agreement with Des Moines Police Bargaining Unit for the period July 1, 2024 through June 30, 2027.

SYNOPSIS:

The City has reached a voluntary agreement with the Des Moines Police Bargaining Unit (PBU). The term of the agreement is for three (3) years beginning July 1, 2024 through June 30, 2027, and includes changes to base wages, vacation accruals, employee health insurance, specialty team pay, bereavement leave, and other agreed upon items. The PBU has ratified the agreement and staff recommends approval.

FISCAL IMPACT:

The cost of this agreement is within the Fiscal Year (FY) 2025 budget calculations. The estimated increase in cost for each item, if any, is provided below. Salary and benefit costs are paid from the Police Department budget.

ADDITIONAL INFORMATION:

- The PBU represents approximately 285 Police Officers and Senior Police Officers. The specific items negotiated are:
 - Three (3) year contract from July 1, 2024 to June 30, 2027.
 - Base wage increases of 4% in year 1, 3.75% in year 2, and 3.75% in year 3 (~\$1.4 million per year).
 - Increase in employee health insurance premium contributions of one percent (1%) in Year 1 and another one percent (1%) in Year 3 for a total employee premium contribution of 13% for the Option 1 plan and 15% for the HMO option as of July 1, 2026 (~\$50,000).
 - Accelerate the vacation schedule to three (3) weeks of vacation per year for first five (5) years of employment, then four (4) weeks for the next five (5) years of employment, and five (5) weeks thereafter.
 - Increase in Specialty Teams pay by \$100 for a total of \$1,700 per year and providing specialty team pay for no more than two (2) teams per employee effective July 1, 2024 (\$10,000).

- Increase in the Plain Clothes Allowance by \$200 effective July 1, 2024, another \$100 effective July 1, 2025, and another \$100 effective July 1, 2026, for a total allowance of \$1,000 per year as of July 1, 2026 (\$8,000).
- Increase in Bilingual Pay by \$200 for a total of \$1,000 per year effective July 1, 2024 (\$3,600).
- Increase in Shift Differential by \$.10/hour for a total of \$.50/hour effective July 1, 2024 (\$3,650).
- Addition of one (1) day of pay for the loss of an employee's aunt, uncle, niece, or nephew.
- Updates to various contract provisions to reflect current practices, such as, Union Representation, Hours of Work, Overtime, Holidays, and Transfer Privileges.

PREVIOUS COUNCIL ACTION(S):

Date: March 22, 2021

Roll Call Number: [21-0485](#)

Action: [Collective](#) Bargaining Agreement with the Des Moines PBU for July 1, 2021 through June 30, 2024. ([Council Communication: 21-131](#)) Moved by Gatto to adopt. Motion Carried 7-0.

BOARD/COMMISSION ACTION(S): NONE

ANTICIPATED ACTIONS AND FUTURE COMMITMENTS: NONE

For more information on this and other agenda items, please call the City Clerk's Office at 515-283-4209 or visit the Clerk's Office on the first floor of City Hall, 400 Robert D Ray Drive. Council agendas are available to the public at the City Clerk's Office on Thursday afternoon preceding Monday's Council meeting. Citizens can also request to receive meeting notices and agendas by email by calling the Clerk's Office or sending their request via email to cityclerk@dmgov.org.