RESOLUTION NO. 13-304

A RESOLUTION APPROVING WAGE AND BENEFIT ADJUSTMENTS FOR POLICE SUPERVISORY EMPLOYEES FOR THE PERIOD OF JULY 1, 2014 THROUGH JUNE 30, 2017

WHEREAS, there are employees of the City of Council Bluffs, Iowa, who do not bargain collectively with the City regarding wage and benefits; and,

WHEREAS, It has been determined that it is in the City's best interest to establish wage and benefit changes for Non-union police supervisory staff in the ranks of Police Sergeant, Police Lieutenant, and Police Captain taking into account the wage and benefit settlements agreed or awarded to subordinates employees in the police union;

WHEREAS, approval of the attached wage and benefit adjustments is considered to be consistent with the best interest of the City,

NOW, THEREFORE, BE IT RESOLVED

BY THE CITY COUNCIL

OF THE

CITY OF COUNCIL BLUFFS, IOWA:

That the wages and benefits for the period of July 1, 2014 through June 30, 2017 as recommended in the attached staff report be adopted and approved in the classifications of Police Captain, Police Lieutenant, and Police Sergeant.

AND BE IT FURTHER RESOLVED THAT

That the Human Resources Director is hereby directed to make modifications to the Personnel Polices as may be needed to implement these changes.

Adopted
And
Approved December 2, 2013

Thomas P. Hanafan, Mayor

ATTEST:

Marcia L. Worden, City Clerk

Council Communication

Department: Cindy Lynch, Human Resources Case/Project No. Applicant.	Ordinance No. Resolution No. 13-304	First Reading Second Reading Third Reading _____

Subject/Title

Approval of Wage and Benefit Adjustments for Police Supervisory Employees for the period of July 1, 2014 through June 30, 2017

Background/Discussion

With the approval of a three year labor contract with the Council Bluffs Fraternal Order of Police, it is important that similar adjustments to the Police Supervisory pay and benefits be made. This maintains the current rank differential which is both fair and necessary to attract the best employees to these positions. The recommended changes will apply to the Police Captains, Police Lieutenants, and Police Sergeants. The Police Chief is not included in this group.

The contract terms call for a 2.5% increase 7-1-14 (2.0% across the board plus a 2% for employees with 18 years' service); a 2.5% increase 7-1-15; and a 2.5% increase on 7-1-16. Other economic changes contained in the newly approved Police contract would also be applied to supervisory staff. This includes increasing the maximum out-of-pocket specified in our health plan to $1,250 for an individual and $2,500 for a family; and (2) reducing the accrual limits on vacation and the hours that can be paid out upon termination.

Recommendation

Approval of these wage and benefit changes is recommended. I have prepared a resolution that will effectuate these changes