RESOLUTION NO. 11-19

A RESOLUTION APPROVING A THREE YEAR LABOR CONTRACT BETWEEN THE CITY OF COUNCIL BLUFFS AND THE FRATERNAL ORDER OF POLICE, LODGE #1.

WHEREAS, the City of Council Bluffs, Iowa is a Public Employer, as defined by the Iowa Public Employment Relations Act; and

WHEREAS, the Fraternal Order of Police, Lodge #1 is an employee organization certified by the Iowa Public Employment Relations Board as the exclusive bargaining representative of a bargaining unit consisting of certain public employees employed by the City of Council Bluffs, Iowa; and

WHEREAS, the respective authorized representatives of the City of Council Bluffs and the Fraternal Order of Police Lodge #1 have in good faith reached agreement on a proposed collective bargaining agreement concerning wages and other terms and conditions of employment; and

WHEREAS, after study and consideration, and being fully advised in the matter, this City Council deems the approval, acceptance, and ratification of the proposed collective bargaining agreement to be in the best interests of the City of Council Bluffs, Iowa:

NOW, THEREFORE, BE IT RESOLVED

BY THE CITY COUNCIL

OF THE

CITY OF COUNCIL BLUFFS, IOWA:

That the terms and conditions of the proposed collective bargaining agreement for FY 2011 - 2012 and FY 2012 – 2013 and FY 2013 - 2014, between the City of Council Bluffs, Iowa and the Fraternal Order of Police, Lodge #1, be and the same is hereby approved and ratified and the Director of Human Resources, as Authorized Bargaining Representative for the City of Council Bluffs, Iowa, is hereby authorized, empowered and directed to execute the agreement.

ADOPTED
AND
APPROVED January 24, 2011

Thomas P. Hanafan, Mayor

ATTEST:

Marcia L. Worden, City Clerk

Council Communication

Department: Human Resources Case/Project No. Applicant.	Ordinance No. Resolution No. 11-19	Council Action: 1/24/2011

Subject/Title

Approval of Three Year Contract between the City of Council Bluffs and the Fraternal Order of Police, Lodge #1

Background/Discussion

The City has reached tentative agreement with the Fraternal Order of Police on a three year contract covering the time period of July 1, 2011 through June 30, 2014. The contract affects 88 full time employees. The major economic changes in the proposed contract are described below:

The contract terms call for a 2.5% increase 7-1-11; a 2.5% increase 7-1-12; and a 2.5% increase on 7-1-13. The first year wage cost is projected to be $129,432. In fiscal years 2013 and 2014 the increased wage costs are projected to be $134,030 and $139,000 respectively.

The City also benefits from this contract because the union has agreed to phase in increases to employee contributions for health insurance. By the third year of the contract employees will pay 10% of the health premium for single or family. The savings from this change is equivalent to .7% of employee wages and is equivalent to previously negotiated contracts with CWA and AFSCME.

Increases to employee longevity pay, Post Employment Health Plan and Uniform maintenance allowance are made in exchange for phasing out the college incentive benefit and cost saving modifications to the pay for being a Field Training Officer.

Recommendation

Approval of this three year contract is recommended. I have prepared a resolution that will effectuate these changes

Cindy Lynch, Director of Human Resources

Thomas P. Hanafan, Mayor