RESOLUTION NO. 13-60

A RESOLUTION APPROVING A LABOR CONTRACT WITH AFSCME
EFFECTIVE 7-1-13 THROUGH JUNE 30, 2016

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

WHEREAS, the American Federation of City and County Employees, Local 2844, 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 bargaining representatives of the City of Council Bluffs, Iowa and the American Federation of City and County Employees, Local 2844, 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 the period beginning July 1, 2013 and ending June 30, 2016 between the City of Council Bluffs, Iowa, and the American Federation of City and County Employees, Local 2844 , be and the same is hereby approved and ratified and the Director of Human Resources as the authorized bargaining representative for the City of Council Bluffs, Iowa, is hereby authorized, empowered and directed to execute the agreement.

ADOPTED
AND
APPROVED February 25, 2013

Thomas P. Hanafan, Mayor

ATTEST:

Marcia L. Worden, City Clerk

Council Communication

Department: Case/Project No. Applicant.	Ordinance No. Resolution No. 13-60	Council Action: 2/25/2013

Subject/Title

APPROVAL OF LABOR CONTRACT WITH AFSCME
EFFECTIVE JULY 1, 2013 THROUGH JUNE 30, 2016

Background/Discussion

The Human Resources Department has reached a tentative agreement with the American Federation of State, County and Municipal Employees (AFSCME) for a 3 year labor contract beginning July 1, 2013.

Wages
The agreement includes a wage increase effective July 1, 2013 of 2.25% which is the amount included in the budget for next year. Wages would increase by 2.25% the second year of the contract (July 1, 2014) and 2.5% in the third year (July 1, 2015).

Insurance
AFSCME has agreed to increase the out-of pocket maximum for medical coverage by $250 for the employee and $500 for the family effective 7-1-14. The estimated savings of this change if implemented City wide is 1% of premium.

Vacation
AFSCME has agreed to reduce the amount of vacation that can be accrued and paid upon termination in a similar fashion to what was done with CWA and non-union employees. This reduces the accrual/cash in benefit for employees by up to 3 weeks at the top accumulation rate. Employees will be given until 7-1-15 to bring their vacation accruals to the lower limit. A small number of employees who are nearing retirement will be "grandfathered" with the prior benefit of twice their annual accumulation.

Sick Leave
The parties resolved a long standing issue which will put the AFSCME employees on a system where sick leave is accumulated 8 hours per month. Current employees will be credited with sick leave ranging from 832 hours to 1040 based on their prior service.

Performance Evaluation
The parties have negotiated a procedure for employees to receive an annual performance evaluation.

Recommendation

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

Department Head Signature

Mayor Signature