RESOLUTION 17-37
APPROVING LABOR CONTRACT BETWEEN THE CITY OF COUNCIL BLUFFS
AND FRATERNAL ORDER OF POLICE, LODGE #1
FOR THE PERIOD OF JULY 1, 2017 THROUGH JUNE 30, 2020

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 the period of July 1, 2017 through June 30, 2020, 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 February 13, 2017

Matthew J. Walsh, Mayor

ATTEST: Marcy Warden
Marcy Warden, City Clerk

Council Communication

Department: Human Resources Case/Project No. Applicant: Jon Finnegan	Ordinance No. Resolution No. 17-37	First Reading Second Reading Third Reading _____

Subject/Title

APPROVAL OF FRATERNAL ORDER OF POLICE, LODGE #1 CONTRACT FOR THE PERIOD OF JULY 1, 2017 THROUGH JUNE 30, 2020.

Background/Discussion

The City has reached tentative agreement with the Fraternal Order of Police, Lodge #1 for a three year contract covering the time period of July 1, 2017 through June 30, 2020. This contract directly impacts 85 full time employees.

Through negotiations, we were able to accomplish the goals we identified; a wage increase of no more than 2.5%, additional costs of up to another 0.5%, and removing severance pay for employees that choose a bona fide City retirement. We also added an Article in the contract to increase participation in the Police Department's Wellness Program. The material changes in the proposed contract are described below:

Wages

Effective July 1, 2017 employees will receive a 2.5% increase which is the amount included in the budget for next year. On July 1, 2018, and on July 1, 2019, the across the board increase will also be 2.5%.

Severance

Under the new agreement, any new employees hired after June 30, 2017, will not be eligible for severance in the event that they choose a bona fide City retirement. This change goes into effect on July 1, 2017.

Wellness

All sworn employees hired on or after July 1, 2017, are required to participate in the Wellness Program. All other sworn employees are encouraged to participate.

Longevity

To recognize the value of our seasoned officers, we will increase the stipend for employees who have been on the force for 22 or more years by $83 per month.

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

Mayor Signature