RESOLUTION NO. 13-303

A RESOLUTION APPROVING LABOR CONTRACT BETWEEN THE CITY OF COUNCIL BLUFFS AND FRATERNAL ORDER OF POLICE, LODGE #1 FOR THE PERIOD OF JULY 1, 2014 THROUGH JUNE 30, 2017

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, 2014 through June 30, 2017, 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 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. 13-303	First Reading Second Reading Third Reading _____

Subject/Title

Approval of Labor Contract between the
City of Council Bluffs and the Fraternal Order of Police, Lodge #1
for the period of July 1, 2014 through June 30, 2017

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, 2014 through June 30, 2017. 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 7-1-14 (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. The first year wage cost is projected to be $136,507. In fiscal years 2016 and 2017 the increased wage costs are projected to be $143,116 and $148,881 respectively.

The City was able to achieve its goals of (1) 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 this three year contract is recommended. I have prepared a resolution that will effectuate these changes