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HUMAN RESOURCES

To: Gregg Mandsager, City Administrator
From: Stephanie Romagnoli, Human Resources Manager
Date: May 22, 2014
Re: Approval of Contracts for Police, Fire, and BW Bargaining units

The City has reached a tentative agreement with the Chauffeurs, Teamsters, and Helpers Local #238 covering the Blue/White Collar Bargaining Unit, Chauffeurs, Teamsters, and Helpers Local #238 covering the Police Bargaining Unit, and Muscatine Association of Firefighter's Local #608.

Each of these contracts is a five (5) year agreement. The pay increases in each year are 2.25%, 2.5%, 2.75%, 2.90%, and 3.0%. This is an across the board adjustment for Police and Fire. In the BW unit, the effective increase is the same, but some adjustments based on market comparisons have been made. The BW unit's increase also reflects the addition of a long term disability plan for this group of employees.

In addition to these wage adjustments, all three bargaining units agreed to changes in their contribution toward health insurance. In years two (2) of the agreement there will be an increase in the deductible and out-of-pocket maximum to \$600/\$1,200 and \$1,200/\$2,400. In year's three (3) through five (5), there will be a 1% increase each year in the premium contribution an employee makes.

Each of the bargaining units have ratified their contracts. If any additional information is needed, please let me know. At this time, I am requesting approval for the contracts from the City Council. Please let me know if any additional information is required.