Agreement

Between

City of West Des Moines, Iowa

And

American Federation of State, County and Municipal Employees Iowa/ Council 61 and Local 3861

July 1, 2026 through June 30, 2030

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ARTICLE 1
RECOGNITION

The law governing this contract shall be the Iowa Public Employment Relations Act, hereinafter referred to as the "Act" and such provisions of local laws of the City of West Des Moines, Iowa, which are not inconsistent with the Act.

Pursuant to and in accordance with all applicable provisions of the Act and in recognition of the Board's certification of the Union, the City does hereby recognize the Union during the term of this Agreement, as the sole and exclusive representative for all employees of the City included in the bargaining unit as set forth in the Order of Certification in PERB Case No. 8688.

ARTICLE 2
WAGES

Section 1. Wage Rates

The base wage rate for each job classification is set out in Appendix A which is attached to and made a part of this Agreement.

Section 2. Pay Period

The pay period for all employees will be a bi-weekly period which will begin at 12:01 a.m. on Monday and end at 12:00 P.M. on Sunday fourteen (14) consecutive days thereafter.

Section 3. Paydays

Employees shall be paid every other week within five (5) calendar days after the end of the pay period. All employees shall be paid by direct deposit to a financial institution of their choice.

ARTICLE 3
EMPLOYEE BENEFITS

Section 1. Eligibility

Eligibility for employee benefits for employees covered by this Agreement shall be determined by the City, including any distinctions among employees or classifications of employees, and shall be as set forth in the City's Handbook, Policy and Procedures Manuals, and Benefit Guide, unless otherwise expressly addressed in this Agreement.

ARTICLE 4
DURATION AND SIGNATURE CLAUSE

Section 1. Duration.

This Agreement shall be in effect for a period of four (4) years beginning July 1, 2026, and ending June 30, 2030.

Section 2. Signature Clause.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by their duly authorized representatives on the dates indicated below.

CITY OF WEST DES MOINES

Russ Trimble, Mayor

Ryan Jacobson
City Clerk

AFSCME/IOWA COUNCIL #61

Adam Swihart, Agent

Dave McClelland, Steward

Robert Gordon, Steward

APPENDIX A
BASE WAGE RATES

Pay Grade	Job	Range Minimum FY26/27	Range Minimum FY27/28
1	Administrative Specialist	$57,983	$59,142
2	Building Inspector I	$69,804	$71,200
3	Building Inspector II Engineer I Senior Engineering Tech	$78,527	$80,097
4	Economic Development Specialist Engineer II Housing Planner Planner	$82,823	$84,479

1. The base wage rates for each job classification listed above shall increase 2% effective July 1, 2027 and July 1, 2028. The pay rates of all employees in the bargaining unit will be increased by three and one half percent (3.5%) effective July 1, 2026 and, by three and one quarter percent (3.25%) effective July 1, 2027.

2. The Department Head has the discretion to determine the initial wage rate of all newly hired employees and may establish the initiate wage rate at any amount from and including the base wage for the job classification to and including the maximum wage for the job classification.

3. The City retains the right to determine within-grade increases outside of the contractual language.