



CITY OF IOWA CITY COUNCIL ACTION REPORT

December 12, 2023

Resolution modifying Article 21 (Pay Plan) of the agreement between the City of Iowa City and the Iowa City Library Board of Trustees and the American Federation of State, County, and Municipal Employees, Local #183, AFL-CIO.

Prepared By: Geoff Fruin, City Manager

Reviewed By: Eric Goers, City Attorney

Fiscal Impact: In combination with the similar adjustment to the Administrative, Confidential and Executive pay plan, the adjustment will increase FY 2025 expenditures by an estimated \$600,000.

Staff Recommendation: No recommendation

Commission Recommendations: N/A

Attachments: [AFSCME \(Mixed and Transit\) Memorandum of Agreement - FY25 ATB signed](#)
[AFSCME FY25 ATB Resolution](#)
[AFSCME FY25 PayPlan](#)

Executive Summary:

This action will increase the FY 2025 pay plan for AFSCME employees by 1.25% over the previously approved 2.25% increase for a total FY 2025 adjustment of 3.5%. This enhancement is intended to provide further support of employees in light of recent economic conditions and bolster recruitment and retention efforts. The new 3.5% FY 2025 adjustment will be equivalent to employees covered by the City's collective bargaining agreement with the Police Labor Relations Organization of Iowa City.