



CITY OF IOWA CITY COUNCIL ACTION REPORT

December 12, 2023

Resolution authorizing a fiscal year 2024 one-time worker retention incentive bonus to AFSCME, Administrative, Confidential, and Executive employees.

Prepared By:	Geoff Fruin, City Manager
Reviewed By:	Eric Goers, City Attorney
Fiscal Impact:	The one-time worker retention incentive will be funded with not to exceed \$1.2 million in federal ARPA funds
Staff Recommendation:	No recommendation
Commission Recommendations:	N/A
Attachments:	AFSCME (Mixed and Transit) Memorandum of Agreement - FY 2024 retention incentive signed FY24 retention resolution

Executive Summary:

The American Rescue Plan Act (ARPA) State and Local Fiscal Recovery funds provide for public sector capacity and workforce uses. This action utilizes not to exceed \$1.2 million in federal ARPA dollars to provide equal worker retention incentive bonuses to employees in the AFSCME and Administrative, Confidential and Executive employee groups. The total amount of retention incentives will equal 2.75% of budgeted wages for for these employee groups in FY 2024. 2.75% represents the approximate difference between annual pay plan adjustments between these employee groups and those covered under public safety bargaining agreements over the last three fiscal years.

Background / Analysis:

The one-time worker retention incentives will be calculated by taking 2.75% of the FY 2024 budgeted wages for AFSCME and Administrative, Confidential and Executive employees and dividing that amount by the full-time equivalent number of employees in those work groups actively employed as of December 15, 2023. Retention incentives will be equal to all employees and will be prorated for part-time employees based on their budgeted full-time equivalent status. The one-time retention incentives are expected to be paid on a December 22, 2023 payroll. Individual retention incentives are expected to be approximately \$1600 post withholdings for full-time equivalent employees.