

# Iowa City Public Library Board of Trustees Meeting Agenda

December 14, 2023  
2<sup>nd</sup> Floor - Boardroom  
Special Meeting - 5:00 PM

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|---------------------------|-------------------|----------------|
| Tom Rocklin - President   | Lucy Santos Green | Robin Paetzold |
| DJ Johnk – Vice President | Joseph Massa      | John Raeburn   |
| Hannah Shultz-Secretary   | Claire Matthews   | Dan Stevenson  |

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## **1. Call Meeting to Order.**

## **2. Approval of December 14, 2023 Board Meeting Agenda.**

## **3. Public Discussion.**

## **4. Items to be Discussed.**

- A. Review and Consider Adoption of the FY 2024 ARPA Worker Retention Incentive.  
Comment: Board action required.
- B. Review and Consider Adoption of the FY 2025 Administrative, Confidential and Executive Pay Plan.  
Comment: Board action required.
- C. Review and Consider Adoption of the FY 2025 AFSCME Pay Plan.  
Comment: Board action required.

## **5. Adjournment.**

# AFSCME & Administrative, Confidential, and Executive Wage Adjustment Consideration

Prepared for the December 14, 2023  
Meeting of the Library Board of Trustees  
Elsworth Carman, Library Director

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Three adjustments to the City of Iowa City's wages and pay plans have been proposed to City Council and will be discussed at the 12/12/2023 Council meeting.

Traditionally, the Library Board approves changes to the AFSCME contract (including the addition of new side letters) and to the library's operating budget before they are implemented at the library.

The three adjustments to be discussed are described in the City Council packet as follows.

## **FY 2024 ARPA Worker Retention Incentive**

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

*Comment: 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 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.*

## **FY 2025 Administrative, Confidential and Executive Pay Plan**

*Resolution modifying classification/compensation plans for Administrative, Confidential, and Executive employees for fiscal year 2025.*

*Comment: This action will increase the FY 2025 pay plan for the Administrative, Confidential, and Executive 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.*

## **FY 2025 AFSCME Pay Plan**

*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.*

*Comment: 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.*

The Fiscal Year 2024 ARPA Worker Retention Incentive Letter of Agreement has been signed by City of Iowa City and AFSCME leadership (you will see the document includes “pending City Council and Library Board of Trustees approval”). The letter of agreement and the associated resolution are included in this packet.

The resolution for the Fiscal Year 2025 Administrative, Confidential, and Executive employee classification and compensation plan modification is similarly included for your review along with a copy of the relevant pay plan.

The Fiscal Year 2025 Across the Board Increase Letter of Agreement has been signed by City of Iowa City and AFSCME leadership (again, including a reference to City Council and Library Board approval and included in this packet with the resolution document). The AFSCME pay plan is also included.

**Letter of Agreement**

City of Iowa City  
and  
AFSCME (Mixed and Transit) Local #183

November 29, 2023

**Fiscal Year 2024 One-time Retention Incentive Bonus**

Pending City Council and Library Board of Trustees approval, the parties hereby agree that a one-time retention incentive bonus of equal amount will be paid to all AFSCME employees. The bonus will be calculated by taking 2.75% of budgeted wages for AFSCME and Administrative, Confidential, and Executive (ACE) employees for fiscal year 2024 and dividing that by the total FTE of AFSCME and ACE employees on December 15, 2023. Part-time AFSCME and ACE employees will receive a pro-rated bonus based on their FTE (example: a .5 FTE employee will receive ½ the bonus received by a full-time employee).

The retention incentive bonus will be paid to AFSCME and ACE employees actively employed as of December 15, 2023 through a special payroll December 22, 2023.

*It should be noted, that both parties acknowledge that this process of modification, amendment, and/or change to the labor agreement between the City of Iowa City and the American Federation of State, County, and Municipal Employees (Local #183, AFL-CIO) is not precedent-setting and that further modifications should be pursued through collective bargaining.*

For the City

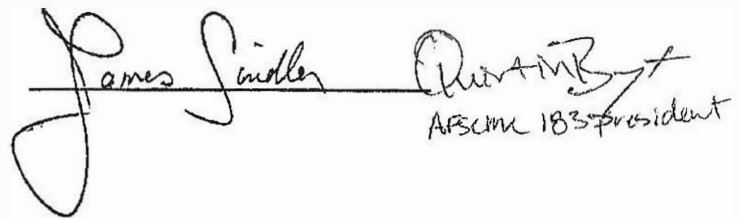


Geoff Fruin  
City Manager

12/4/23

Date

For AFSCME



11/30/2023

Date

12/01/2023

Prepared by: Geoff Fruin, City Manager, 410 E. Washington St., Iowa City, IA 52240 (319) 356-5013

Resolution no. \_\_\_\_\_

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

Whereas, The City Council has determined that unexpected economic hardships directly related to the pandemic have negatively and disproportionately impacted American Federation of State, County and Municipal Employees (AFSCME) and Administrative, Confidential, and Executive employees (ACE) and that a one-time worker retention incentive bonus is necessary to adequately retain staff in these employee groups; and

Whereas, Throughout the pandemic and into the post-pandemic recovery period, the City has experienced an increase in turnover rates and shrinking applicant pools for many critical positions; and

Whereas, the U.S. Department of Treasury allocated the City funds through the State and Local Fiscal Recovery Fund ("SLFRF") as part of the American Rescue Plan Act (aka, ARPA) to meet local needs; and

Whereas, expenses to support public sector capacity and workforce are an enumerated use of SLFRF funds under 31 CFR 35.6(b)(3)(ii)(E); and

Whereas, the ARPA SLFRF Final Rule allows for worker retention incentives that are designed to persuade employees to remain with the employer and that incentives of less than ten percent of the rate of base pay for employee groups are presumed to be reasonably proportional to the need to retain employees; and

Whereas, the City of Iowa City and American Federation of State County and Municipal Employees (AFSCME) have entered into a Letter of Agreement establishing a one-time worker retention incentive bonus of equal amount for AFSCME employees, which will also be extended to Administrative, Confidential, and Executive (ACE) employees; and

Whereas, the City desires to allocate an amount not to exceed \$1,200,000 of SLFRF funds to provide an equivalent bonus to AFSCME and ACE employees; and

Whereas, the total one-time worker retention incentive bonus amount paid will be based on 2.75% of fiscal year 2024 budgeted wages for AFSCME and ACE employees; and

Whereas, the total one-time worker retention incentive bonus amount will be divided by the full-time equivalent number AFSCME and ACE employees actively employed on December 15, 2023 and paid out on a December 22, 2023 payroll; and

Whereas, the one-time worker retention incentive bonus will be pro-rated for part time employees based on their budgeted full-time equivalent (FTE) status.

Now, therefore, be it resolved by the City Council of the City of Iowa City, Iowa that a one-time worker retention incentive bonus of equal amount, pro-rated for part-time employees, be paid utilizing American Rescue Plan Act State and Local Recovery Funds to AFSCME, Administrative, Confidential, and Executive employees based on 2.75% of fiscal year 2024 wages for all AFSCME and ACE employees.

Passed and approved this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_\_.

\_\_\_\_\_  
Mayor

Approved by

Attest: \_\_\_\_\_  
City Clerk

\_\_\_\_\_  
City Attorney's Office

It was moved by \_\_\_\_\_ and seconded by \_\_\_\_\_ the Resolution be adopted, and upon roll call there were:

Ayes:

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Nays:

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Absent :

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\_\_\_\_\_  
\_\_\_\_\_ Alter  
Bergus  
Harmsen  
Salih  
Taylor  
Teague  
Thomas

Prepared by: Geoff Fruin, City Manager, 410 E. Washington St., Iowa City, IA 52240 (319) 356-5013

Resolution no. \_\_\_\_\_

## Resolution modifying classification/compensation plans for Administrative, Confidential, and Executive employees for fiscal year 2025.

Whereas, Resolution 21-112 approved by City Council on May 4, 2021, established a classification and compensation plan for Administrative, Confidential, and Executive employees for fiscal year 2025; and

Whereas, the City Council has determined that unexpected economic hardships stemming from the pandemic have negatively impacted Administrative, Confidential, and Executive employees and that a 1.25% additional adjustment in the fiscal year 2025 classification and compensation plan is necessary to adequately recruit and retain staff.

Now, therefore, be it resolved by the City Council of the City of Iowa City, Iowa that:

The Administrative, Confidential, and Executive Classification and Compensation plan for fiscal year 2025 approved by Resolution 21-112 be updated and replaced as attached.

Passed and approved this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_\_.

\_\_\_\_\_  
Mayor

\_\_\_\_\_  
Approved by

Attest: \_\_\_\_\_  
City Clerk

\_\_\_\_\_  
City Attorney's Office

It was moved by \_\_\_\_\_ and seconded by \_\_\_\_\_ the Resolution be adopted, and upon roll call there were:

Ayes:

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Nays:

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Absent:

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Alter  
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Bergus  
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Harmsen  
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Salih  
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Taylor  
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Teague  
\_\_\_\_\_  
Thomas

## ADMINISTRATIVE/CONFIDENTIAL PAY PLAN - FY25 (July 7, 2024)

3.5% ATB

### PAYGRADE:

|  | STEP 1       | STEP 2<br>6 mo. | STEP 3<br>12 mo. | STEP 4<br>18 mo. | STEP 5<br>2.5 yrs | STEP 6<br>3.5 yrs | STEP 7<br>4.5 yrs | STEP 8<br>5.5 yrs | STEP 9<br>6.5 yrs | STEP 10<br>7.5 yrs | MAX.         |
|--|--------------|-----------------|------------------|------------------|-------------------|-------------------|-------------------|-------------------|-------------------|--------------------|--------------|
| <b>23</b>                                  |              |                 |                  |                  |                   |                   |                   |                   |                   |                    |              |
| License Specialist                         | \$ 23.57     | \$ 26.42        |                  | \$ 27.30         | \$ 28.28          | \$ 29.25          | \$ 30.29          | \$ 31.33          | \$ 32.45          | \$ 33.60           | \$ 33.74     |
|  | \$ 1,885.60  | \$ 2,113.60     |                  | \$ 2,184.00      | \$ 2,262.40       | \$ 2,340.00       | \$ 2,423.20       | \$ 2,506.40       | \$ 2,596.00       | \$ 2,688.00        | \$ 2,699.20  |
|  | \$ 49,025.60 | \$ 54,953.60    |                  | \$ 56,784.00     | \$ 58,822.40      | \$ 60,840.00      | \$ 63,003.20      | \$ 65,166.40      | \$ 67,496.00      | \$ 69,888.00       | \$ 70,179.20 |
| <b>24</b>                                  |              |                 |                  |                  |                   |                   |                   |                   |                   |                    |              |
| Administrative Secretary                   | \$ 25.47     | \$ 28.57        |                  | \$ 29.58         | \$ 30.57          | \$ 31.65          | \$ 32.75          | \$ 33.93          | \$ 35.14          | \$ 36.38           | \$ 36.94     |
| Operations Clerk - ITS                     | \$ 2,037.60  | \$ 2,285.60     |                  | \$ 2,366.40      | \$ 2,445.60       | \$ 2,532.00       | \$ 2,620.00       | \$ 2,714.40       | \$ 2,811.20       | \$ 2,910.40        | \$ 2,955.20  |
| Digital Communications Specialist          | \$ 52,977.60 | \$ 59,425.60    |                  | \$ 61,526.40     | \$ 63,585.60      | \$ 65,832.00      | \$ 68,120.00      | \$ 70,574.40      | \$ 73,091.20      | \$ 75,670.40       | \$ 76,835.20 |
| Police Administrative Coordinator          |              |                 |                  |                  |                   |                   |                   |                   |                   |                    |              |
| Admin Coordinator - Parks & Rec            |              |                 |                  |                  |                   |                   |                   |                   |                   |                    |              |
| Civilian Accreditation Manager             |              |                 |                  |                  |                   |                   |                   |                   |                   |                    |              |
| <b>25</b>                                  |              |                 |                  |                  |                   |                   |                   |                   |                   |                    |              |
| Human Resources Assistant                  | \$ 27.56     | \$ 30.89        |                  | \$ 32.02         | \$ 33.12          | \$ 34.26          | \$ 35.47          | \$ 36.71          | \$ 38.01          | \$ 39.38           | \$ 40.43     |
| PC Technician                              | \$ 2,204.80  | \$ 2,471.20     |                  | \$ 2,561.60      | \$ 2,649.60       | \$ 2,740.80       | \$ 2,837.60       | \$ 2,936.80       | \$ 3,040.80       | \$ 3,150.40        | \$ 3,234.40  |
| Deputy City Clerk                          | \$ 57,324.80 | \$ 64,251.20    |                  | \$ 66,601.60     | \$ 68,889.60      | \$ 71,260.80      | \$ 73,777.60      | \$ 76,356.80      | \$ 79,060.80      | \$ 81,910.40       | \$ 84,094.40 |
| Risk & Finance Assistant                   |              |                 |                  |                  |                   |                   |                   |                   |                   |                    |              |
| <b>26</b>                                  |              |                 |                  |                  |                   |                   |                   |                   |                   |                    |              |
| Legal Assistant                            | \$ 29.86     | \$ 33.49        |                  | \$ 34.64         | \$ 35.88          | \$ 37.09          | \$ 38.40          | \$ 39.69          | \$ 41.17          | \$ 42.56 *         | \$ 44.19     |
| Occupational Safety & Training Specialist  | \$ 2,388.80  | \$ 2,679.20     |                  | \$ 2,771.20      | \$ 2,870.40       | \$ 2,967.20       | \$ 3,072.00       | \$ 3,175.20       | \$ 3,293.60       | \$ 3,404.80        | \$ 3,535.20  |
| Human Resources Generalist                 | \$ 62,108.80 | \$ 69,659.20    |                  | \$ 72,051.20     | \$ 74,630.40      | \$ 77,147.20      | \$ 79,872.00      | \$ 82,555.20      | \$ 85,633.60      | \$ 88,524.80       | \$ 91,915.20 |
| Housing Choice Voucher Program Coordinator |              |                 |                  |                  |                   |                   |                   |                   |                   |                    |              |
| Public Housing Coordinator                 |              |                 |                  |                  |                   |                   |                   |                   |                   |                    |              |
| Media Production Services Coordinator      |              |                 |                  |                  |                   |                   |                   |                   |                   |                    |              |
| Application Specialist                     |              |                 |                  |                  |                   |                   |                   |                   |                   |                    |              |
| Budget Management Specialist               |              |                 |                  |                  |                   |                   |                   |                   |                   |                    |              |
| Support Services Supervisor                |              |                 |                  |                  |                   |                   |                   |                   |                   |                    |              |
| Information Security Analyst               |              |                 |                  |                  |                   |                   |                   |                   |                   |                    |              |
| Grant Management Specialist                |              |                 |                  |                  |                   |                   |                   |                   |                   |                    |              |
| Program Assistant - PW                     |              |                 |                  |                  |                   |                   |                   |                   |                   |                    |              |

\*After Step 10, employees are eligible for a 2% increase per year until they reach maximum pay.



## ADMINISTRATIVE/CONFIDENTIAL PAY PLAN - FY25 (July 7, 2024)

### PAYGRADE:

|   | STEP 1       | STEP 2<br>6 mo. | STEP 3<br>12 mo. | STEP 4<br>18 mo. | STEP 5<br>2.5 yrs | STEP 6<br>3.5yrs | STEP 7<br>4.5 yrs | STEP 8<br>5.5yrs | STEP 9<br>6.5 yrs | STEP 10<br>7.5yrs | MAX.          |
|---|--------------|-----------------|------------------|------------------|-------------------|------------------|-------------------|------------------|-------------------|-------------------|---------------|
| <b>27</b>                                       |              |                 |                  |                  |                   |                  |                   |                  |                   |                   |               |
| Assistant Superintendent - Wastewater           | \$ 32.32     | \$ 34.14        | \$ 36.00         | \$ 37.96         | \$ 39.37          | \$ 40.72         | \$ 42.15          | \$ 43.63         | \$ 45.14          | \$ 46.73 *        | \$ 48.36      |
| Assistant Superintendent - Water                | \$ 2,585.60  | \$ 2,731.20     | \$ 2,880.00      | \$ 3,036.80      | \$ 3,149.60       | \$ 3,257.60      | \$ 3,372.00       | \$ 3,490.40      | \$ 3,611.20       | \$ 3,738.40       | \$ 3,868.80   |
| Assistant Superintendent - Streets              | \$ 67,225.60 | \$ 71,011.20    | \$ 74,880.00     | \$ 78,956.80     | \$ 81,889.60      | \$ 84,697.60     | \$ 87,672.00      | \$ 90,750.40     | \$ 93,891.20      | \$ 97,198.40      | \$ 100,588.80 |
| Library Coordinator - Development               |              |                 |                  |                  |                   |                  |                   |                  |                   |                   |               |
| Operations Supervisor - Transportation Services |              |                 |                  |                  |                   |                  |                   |                  |                   |                   |               |
| Assistant Superintendent - Landfill             |              |                 |                  |                  |                   |                  |                   |                  |                   |                   |               |
| Computer System Analyst - Police                |              |                 |                  |                  |                   |                  |                   |                  |                   |                   |               |
| Cemetery Supervisor                             |              |                 |                  |                  |                   |                  |                   |                  |                   |                   |               |
| Assistant Superintendent - Equipment            |              |                 |                  |                  |                   |                  |                   |                  |                   |                   |               |
| Accounting Coordinator                          |              |                 |                  |                  |                   |                  |                   |                  |                   |                   |               |
| Library Administrative Coordinator              |              |                 |                  |                  |                   |                  |                   |                  |                   |                   |               |
| Library Building Manager                        |              |                 |                  |                  |                   |                  |                   |                  |                   |                   |               |
| Communications Coordinator                      |              |                 |                  |                  |                   |                  |                   |                  |                   |                   |               |
| Supervising Librarian                           |              |                 |                  |                  |                   |                  |                   |                  |                   |                   |               |
| Assistant Superintendent - Refuse               |              |                 |                  |                  |                   |                  |                   |                  |                   |                   |               |
| Senior Associate Planner                        |              |                 |                  |                  |                   |                  |                   |                  |                   |                   |               |
| GIS Coordinator                                 |              |                 |                  |                  |                   |                  |                   |                  |                   |                   |               |
| Assistant Superintendent - Parks                |              |                 |                  |                  |                   |                  |                   |                  |                   |                   |               |
| Assistant Recreation Superintendent             |              |                 |                  |                  |                   |                  |                   |                  |                   |                   |               |
| Assistant Facilities Manager                    |              |                 |                  |                  |                   |                  |                   |                  |                   |                   |               |
| Procurement Coordinator                         |              |                 |                  |                  |                   |                  |                   |                  |                   |                   |               |
| Management Analyst - Transportation             |              |                 |                  |                  |                   |                  |                   |                  |                   |                   |               |
| Airport Manager                                 |              |                 |                  |                  |                   |                  |                   |                  |                   |                   |               |
| <b>28</b>                                       |              |                 |                  |                  |                   |                  |                   |                  |                   |                   |               |
| Revenue & Risk Manager                          | \$ 34.96     | \$ 36.92        | \$ 38.92         | \$ 41.06         | \$ 42.51          | \$ 44.01         | \$ 45.54          | \$ 47.14         | \$ 48.77          | \$ 50.49 *        | \$ 52.94      |
| Systems Engineer                                | \$ 2,796.80  | \$ 2,953.60     | \$ 3,113.60      | \$ 3,284.80      | \$ 3,400.80       | \$ 3,520.80      | \$ 3,643.20       | \$ 3,771.20      | \$ 3,901.60       | \$ 4,039.20       | \$ 4,235.20   |
| Solutions Architect                             | \$ 72,716.80 | \$ 76,793.60    | \$ 80,953.60     | \$ 85,404.80     | \$ 88,420.80      | \$ 91,540.80     | \$ 94,723.20      | \$ 98,051.20     | \$ 101,441.60     | \$ 105,019.20     | \$ 110,115.20 |
| Climate Action Coordinator                      |              |                 |                  |                  |                   |                  |                   |                  |                   |                   |               |
| <b>29</b>                                       |              |                 |                  |                  |                   |                  |                   |                  |                   |                   |               |
| Police Sergeant                                 | \$ 37.88     | \$ 40.02        | \$ 42.23         | \$ 44.56         | \$ 46.02          | \$ 47.78         | \$ 49.36          | \$ 51.14         | \$ 52.97          | \$ 54.76 *        | \$ 57.88      |
| Senior Building Inspector                       | \$ 3,030.40  | \$ 3,201.60     | \$ 3,378.40      | \$ 3,564.80      | \$ 3,681.60       | \$ 3,822.40      | \$ 3,948.80       | \$ 4,091.20      | \$ 4,237.60       | \$ 4,380.80       | \$ 4,630.40   |
| Senior Engineer                                 | \$ 78,790.40 | \$ 83,241.60    | \$ 87,838.40     | \$ 92,684.80     | \$ 95,721.60      | \$ 99,382.40     | \$ 102,668.80     | \$ 106,371.20    | \$ 110,177.60     | \$ 113,900.80     | \$ 120,390.40 |
| Senior Housing Inspector                        |              |                 |                  |                  |                   |                  |                   |                  |                   |                   |               |
| Special Projects Administrator                  |              |                 |                  |                  |                   |                  |                   |                  |                   |                   |               |
| Assistant City Attorney                         |              |                 |                  |                  |                   |                  |                   |                  |                   |                   |               |
| Human Rights Coordinator/Equity Director        |              |                 |                  |                  |                   |                  |                   |                  |                   |                   |               |
| Facilities Manager                              |              |                 |                  |                  |                   |                  |                   |                  |                   |                   |               |
| Animal Services Coordinator                     |              |                 |                  |                  |                   |                  |                   |                  |                   |                   |               |
| Sr Facilities Design & Const Manager            |              |                 |                  |                  |                   |                  |                   |                  |                   |                   |               |

\*After Step 10, employees are eligible for a 2% increase per year until they reach maximum pay.

ADMINISTRATIVE/CONFIDENTIAL PAY PLAN - FY25 (July 7, 2024)

PAYGRADE:

|  | STEP 1       | STEP 2<br>6 mo. | STEP 3<br>12 mo. | STEP 4<br>18 mo. | STEP 5<br>2.5 yrs | STEP 6<br>3.5 yrs | STEP 7<br>4.5 yrs | STEP 8<br>5.5 yrs | STEP 9<br>6.5 yrs | STEP 10<br>7.5 yrs | MAX.          |
|--|--------------|-----------------|------------------|------------------|-------------------|-------------------|-------------------|-------------------|-------------------|--------------------|---------------|
| <b>30</b>                                    |              |                 |                  |                  |                   |                   |                   |                   |                   |                    |               |
| Battalion Chief                              | \$ 41.00     | \$ 43.30        | \$ 45.62         | \$ 48.18         | \$ 49.92          | \$ 51.68          | \$ 53.38          | \$ 55.29          | \$ 57.21          | \$ 59.22 *         | \$ 63.22      |
| Library Coordinator                          | \$ 3,280.00  | \$ 3,464.00     | \$ 3,649.60      | \$ 3,854.40      | \$ 3,993.60       | \$ 4,134.40       | \$ 4,270.40       | \$ 4,423.20       | \$ 4,576.80       | \$ 4,737.60        | \$ 5,057.60   |
| Police Lieutenant                            | \$ 85,280.00 | \$ 90,064.00    | \$ 94,889.60     | \$ 100,214.40    | \$ 103,833.60     | \$ 107,494.40     | \$ 111,030.40     | \$ 115,003.20     | \$ 118,996.80     | \$ 123,177.60      | \$ 131,497.60 |
| Wastewater Superintendent                    |              |                 |                  |                  |                   |                   |                   |                   |                   |                    |               |
| Senior Center Coordinator                    | BC-24hr      |                 |                  |                  |                   |                   |                   |                   |                   |                    |               |
| Senior Planner                               | \$ 29.2857   | \$ 30.9286      | \$ 32.5857       | \$ 34.4143       | \$ 35.6571        | \$ 36.9143        | \$ 38.1286        | \$ 39.4929        | \$ 40.8643        | \$ 42.3000 *       | \$ 45.1571    |
| Superintendent of Parks & Forestry           | \$ 3,280.00  | \$ 3,464.00     | \$ 3,649.60      | \$ 3,854.40      | \$ 3,993.60       | \$ 4,134.40       | \$ 4,270.40       | \$ 4,423.20       | \$ 4,576.80       | \$ 4,737.60        | \$ 5,057.60   |
| Superintendent of Streets                    | \$ 85,280.00 | \$ 90,064.00    | \$ 94,889.60     | \$ 100,214.40    | \$ 103,833.60     | \$ 107,494.40     | \$ 111,030.40     | \$ 115,003.20     | \$ 118,996.80     | \$ 123,177.60      | \$ 131,497.60 |
| Water Superintendent                         |              |                 |                  |                  |                   |                   |                   |                   |                   |                    |               |
| Housing Administrator                        |              |                 |                  |                  |                   |                   |                   |                   |                   |                    |               |
| Equipment Superintendent                     |              |                 |                  |                  |                   |                   |                   |                   |                   |                    |               |
| Economic Development Coordinator             |              |                 |                  |                  |                   |                   |                   |                   |                   |                    |               |
| Resource Management Superintendent           |              |                 |                  |                  |                   |                   |                   |                   |                   |                    |               |
| Recreation Superintendent                    |              |                 |                  |                  |                   |                   |                   |                   |                   |                    |               |
| Assistant City Engineer                      |              |                 |                  |                  |                   |                   |                   |                   |                   |                    |               |
| Support Services Manager                     |              |                 |                  |                  |                   |                   |                   |                   |                   |                    |               |
| Assistant City Manager                       |              |                 |                  |                  |                   |                   |                   |                   |                   |                    |               |
| <b>31</b>                                    |              |                 |                  |                  |                   |                   |                   |                   |                   |                    |               |
| MPOJC Director                               | \$ 44.46     | \$ 46.85        | \$ 49.42         | \$ 52.21         | \$ 54.03          | \$ 55.90          | \$ 57.89          | \$ 59.85          | \$ 61.86          | \$ 64.14 *         | \$ 69.09      |
| Human Resources Administrator                | \$ 3,556.80  | \$ 3,748.00     | \$ 3,953.60      | \$ 4,176.80      | \$ 4,322.40       | \$ 4,472.00       | \$ 4,631.20       | \$ 4,788.00       | \$ 4,948.80       | \$ 5,131.20        | \$ 5,527.20   |
| Police Captain                               | \$ 92,476.80 | \$ 97,448.00    | \$ 102,793.60    | \$ 108,596.80    | \$ 112,382.40     | \$ 116,272.00     | \$ 120,411.20     | \$ 124,488.00     | \$ 128,668.80     | \$ 133,411.20      | \$ 143,707.20 |
| ITS Coordinator                              |              |                 |                  |                  |                   |                   |                   |                   |                   |                    |               |
| Deputy Fire Chief                            |              |                 |                  |                  |                   |                   |                   |                   |                   |                    |               |
| First Assistant City Attorney                |              |                 |                  |                  |                   |                   |                   |                   |                   |                    |               |
| Associate Director - Transportation Services |              |                 |                  |                  |                   |                   |                   |                   |                   |                    |               |
| Neighborhood Services Coordinator            |              |                 |                  |                  |                   |                   |                   |                   |                   |                    |               |
| Development Services Coordinator             |              |                 |                  |                  |                   |                   |                   |                   |                   |                    |               |
| Assistant Finance Director                   |              |                 |                  |                  |                   |                   |                   |                   |                   |                    |               |
| <b>32</b>                                    |              |                 |                  |                  |                   |                   |                   |                   |                   |                    |               |
| City Engineer                                | \$ 48.04     | \$ 50.74        | \$ 53.54         | \$ 56.45         | \$ 58.49          | \$ 60.51          | \$ 62.64          | \$ 64.79          | \$ 67.01          | \$ 69.40 *         | \$ 75.44      |
|  | \$ 3,843.20  | \$ 4,059.20     | \$ 4,283.20      | \$ 4,516.00      | \$ 4,679.20       | \$ 4,840.80       | \$ 5,011.20       | \$ 5,183.20       | \$ 5,360.80       | \$ 5,552.00        | \$ 6,035.20   |
|  | \$ 99,923.20 | \$ 105,539.20   | \$ 111,363.20    | \$ 117,416.00    | \$ 121,659.20     | \$ 125,860.80     | \$ 130,291.20     | \$ 134,763.20     | \$ 139,380.80     | \$ 144,352.00      | \$ 156,915.20 |

\*After Step 10, employees are eligible for a 2% increase per year until they reach maximum pay.

EXECUTIVE PAY PLAN - FY25 (July 7, 2024)

PAYGRADE:

|  | MINIMUM       | MAXIMUM       |
|--|---------------|---------------|
| <b>33</b>                                      |               |               |
| Fire Chief                                     | \$ 52.04      | \$ 82.47      |
| Library Director                               | \$ 4,163.20   | \$ 6,597.60   |
| Parks & Recreation Director                    | \$ 108,243.20 | \$ 171,537.60 |
| Transportation Services Director               |               |               |
| <b>34</b>                                      |               |               |
| Finance Director                               | \$ 56.36      | \$ 90.19      |
| Police Chief                                   | \$ 4,508.80   | \$ 7,215.20   |
| Public Works Director                          | \$ 117,228.80 | \$ 187,595.20 |
| Deputy City Manager                            |               |               |
| Neighborhood and Development Services Director |               |               |

**Letter of Agreement**

City of Iowa City  
and  
AFSCME (Mixed and Transit) Local #183

November 29, 2023

**Fiscal Year 2025 Across the Board Increase**

Pending City Council and Library Board of Trustees approval, the parties hereby agree that Article 21 Pay Plan will be modified as follows:

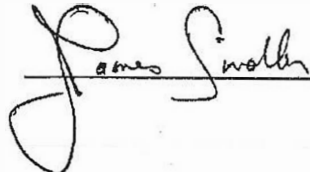
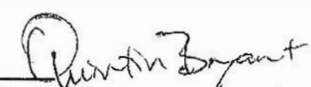
Section 1. Classification Plan. The classification plan for bargaining unit employees is attached to this Agreement (see Appendix C). The pay plan in effect on June 28, 2020 shall be adjusted upward by two and one-half percent (2.5%) effective June 27, 2021. The pay plan in effect on June 27, 2021 shall be adjusted upward by two and one-quarter percent (2.25%) effective June 26, 2022. The pay plan in effect on June 26, 2022, shall be adjusted upward by two (2.0%) effective June 25, 2023. The pay plan in effect on June 25, 2023 shall be adjusted upward by ~~two and one-quarter percent (2.25%)~~ **three and one-half percent (3.5%)** on July 7, 2024. There will be a re-opener for wages for Fiscal Year 2026. The effective date of compensation adjustments and benefit adjustments applicable to any fiscal year will be the first day of the pay period which begins between the dates of June 24 and July 7, inclusive.

*It should be noted, that both parties acknowledge that this process of modification, amendment, and/or change to the labor agreement between the City of Iowa City and the American Federation of State, County, and Municipal Employees (Local #183, AFL-CIO) is not precedent-setting and that further modifications should be pursued through collective bargaining.*

For the City

For AFSCME

  
\_\_\_\_\_  
Geoff Fruin  
City Manager

   
\_\_\_\_\_  
AFSCME 183 President

12/4/23  
\_\_\_\_\_  
Date

11/30/2023 12/01/2023  
\_\_\_\_\_  
Date

Prepared by: Geoff Fruin, City Manager, 410 E. Washington St., Iowa City, IA 52240 (319) 356-5013

Resolution no. \_\_\_\_\_

**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.**

Whereas, Resolution 21-111 approved by City Council on May 4, 2021, approved a collective bargaining agreement (hereinafter the "Agreement") between the City of Iowa City, the Iowa City Library Board of Trustees, and the American Federation of State County and Municipal Employees Local #183, AFL-CIO, (hereinafter "the Union") to be effective July 1, 2021 through June 30, 2026; and

Whereas, Article 21, Section 1 of the Agreement established an adjustment to the AFSCME pay plan for fiscal year 2025; and

Whereas, the City Council has determined that unexpected economic hardships stemming from the pandemic have negatively impacted American Federation of State, County and Municipal Employees and that a 1.25% additional adjustment in the fiscal year 2025 classification and compensation plan is necessary to adequately recruit and retain staff; and

Whereas, the City of Iowa City and the Union have entered into a Letter of Agreement modifying Article 21 of the Agreement to increase the fiscal year 2025 pay plan adjustment to 3.5% pending City Council approval.

Now, therefore, be it resolved by the City Council of the City of Iowa City, Iowa that:

Article 21 of the Agreement approved by Resolution 21-111 be modified to reflect a 3.5% pay plan adjustment for fiscal year 2025 and that the fiscal year 2025 pay plan (Appendix C-4) be replaced as attached.

Passed and approved this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_\_.

\_\_\_\_\_  
Mayor

\_\_\_\_\_  
Approved by

Attest: \_\_\_\_\_  
City Clerk

\_\_\_\_\_  
City Attorney's Office

It was moved by \_\_\_\_\_ and seconded by \_\_\_\_\_ the Resolution be adopted, and upon roll call there were:

Ayes:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Nays:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Absent:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_ Alter  
Bergus  
Harmsen  
Salih  
Taylor  
Teague  
Thomas

AFSCME PAY PLAN FY25 (July 7, 2024)  
3.5% ATB

APPENDIX C-4

Page 1

| PAYGRADE:                            | STEP 1       | STEP 2       | STEP 3       | STEP 4       | STEP 5       | STEP 6       |
|--------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|
| <b>1</b>                             |              |              |              |              |              |              |
| Custodian - Government Buildings     | \$ 20.17     | \$ 22.63     | \$ 23.32     | \$ 24.17     | \$ 24.90     | \$ 25.78     |
| Custodian - Library                  | \$ 1,613.60  | \$ 1,810.40  | \$ 1,865.60  | \$ 1,933.60  | \$ 1,992.00  | \$ 2,062.40  |
|                                      | \$ 41,953.60 | \$ 47,070.40 | \$ 48,505.60 | \$ 50,273.60 | \$ 51,792.00 | \$ 53,622.40 |
| <b>2</b>                             |              |              |              |              |              |              |
| Cashier - Parking                    | \$ 20.78     | \$ 23.32     | \$ 24.17     | \$ 24.90     | \$ 25.78     | \$ 26.64     |
| MW I - Parking                       | \$ 1,662.40  | \$ 1,865.60  | \$ 1,933.60  | \$ 1,992.00  | \$ 2,062.40  | \$ 2,131.20  |
| MW I - Transit                       | \$ 43,222.40 | \$ 48,505.60 | \$ 50,273.60 | \$ 51,792.00 | \$ 53,622.40 | \$ 55,411.20 |
| MW I - Library                       |              |              |              |              |              |              |
| Animal Center Assistant              |              |              |              |              |              |              |
| Receptionist - Senior Center         |              |              |              |              |              |              |
| MW I - Pools                         |              |              |              |              |              |              |
| Communications Aide                  |              |              |              |              |              |              |
| Public Works Aide                    |              |              |              |              |              |              |
| Housing Receptionist                 |              |              |              |              |              |              |
| <b>3</b>                             |              |              |              |              |              |              |
| Cashier - Revenue                    | \$ 21.50     | \$ 24.17     | \$ 24.90     | \$ 25.78     | \$ 26.64     | \$ 27.56     |
| MW I - Water Customer Service        | \$ 1,720.00  | \$ 1,933.60  | \$ 1,992.00  | \$ 2,062.40  | \$ 2,131.20  | \$ 2,204.80  |
| Parking Enforcement Attendant        | \$ 44,720.00 | \$ 50,273.60 | \$ 51,792.00 | \$ 53,622.40 | \$ 55,411.20 | \$ 57,324.80 |
| Scalehouse Operator                  |              |              |              |              |              |              |
| Water Services Clerk                 |              |              |              |              |              |              |
| MW I - Water Plant                   |              |              |              |              |              |              |
| MWI - Landfill                       |              |              |              |              |              |              |
| <b>4</b>                             |              |              |              |              |              |              |
| MW I - Refuse                        | \$ 22.23     | \$ 24.90     | \$ 25.78     | \$ 26.64     | \$ 27.56     | \$ 28.62     |
| MW I - Streets                       | \$ 1,778.40  | \$ 1,992.00  | \$ 2,062.40  | \$ 2,131.20  | \$ 2,204.80  | \$ 2,289.60  |
| MW II - Cemetery                     | \$ 46,238.40 | \$ 51,792.00 | \$ 53,622.40 | \$ 55,411.20 | \$ 57,324.80 | \$ 59,529.60 |
| Library Clerk                        |              |              |              |              |              |              |
| Animal Care Technician               |              |              |              |              |              |              |
| MW I - Wastewater Treatment          |              |              |              |              |              |              |
| MW I - Athletic Fields               |              |              |              |              |              |              |
| MW I - Parks                         |              |              |              |              |              |              |
| MW I - Forestry                      |              |              |              |              |              |              |
| Communications Creative Assistant    |              |              |              |              |              |              |
| Recreation Assistant                 |              |              |              |              |              |              |
| Development Services Assistant       |              |              |              |              |              |              |
| Animal Center Assistant II           |              |              |              |              |              |              |
| Purchasing Assistant                 |              |              |              |              |              |              |
| Volunteer Program Asst - Animal Serv |              |              |              |              |              |              |
| <b>5</b>                             |              |              |              |              |              |              |
| MW II - Parks                        | \$ 23.07     | \$ 25.76     | \$ 26.50     | \$ 27.38     | \$ 28.37     | \$ 29.28     |
| MW II - Transportation Services      | \$ 1,845.60  | \$ 2,060.80  | \$ 2,120.00  | \$ 2,190.40  | \$ 2,269.60  | \$ 2,342.40  |
| MW II - Transit                      | \$ 47,985.60 | \$ 53,580.80 | \$ 55,120.00 | \$ 56,950.40 | \$ 59,009.60 | \$ 60,902.40 |
| MW II - CBD                          |              |              |              |              |              |              |
| MW II - Forestry                     |              |              |              |              |              |              |
| MW II - Library                      |              |              |              |              |              |              |
| MW II - Horticulture                 |              |              |              |              |              |              |
| MW II - Pools                        |              |              |              |              |              |              |

| PAYGRADE:   | STEP 1       | STEP 2       | STEP 3       | STEP 4       | STEP 5       | STEP 6       |
|---|--------------|--------------|--------------|--------------|--------------|--------------|
| <b>6</b>  |              |              |              |              |              |              |
| Buyer I - Equipment   | \$ 23.79     | \$ 26.64     | \$ 27.56     | \$ 28.62     | \$ 29.58     | \$ 30.61     |
| Community Service Officer   | \$ 1,903.20  | \$ 2,131.20  | \$ 2,204.80  | \$ 2,289.60  | \$ 2,366.40  | \$ 2,448.80  |
| Library Assistant I   | \$ 49,483.20 | \$ 55,411.20 | \$ 57,324.80 | \$ 59,529.60 | \$ 61,526.40 | \$ 63,668.80 |
| Mass Transit Operator   |              |              |              |              |              |              |
| Buyer I - Purchasing  |              |              |              |              |              |              |
| Police Records Technician   |              |              |              |              |              |              |
| CSO - Station Master  |              |              |              |              |              |              |
| Community Outreach Assistant  |              |              |              |              |              |              |
| CSO - Support Services Assistant  |              |              |              |              |              |              |
| <b>7</b>  |              |              |              |              |              |              |
| Library Assistant II  | \$ 24.63     | \$ 27.56     | \$ 28.62     | \$ 29.58     | \$ 30.61     | \$ 31.71     |
| MW II - Refuse  | \$ 1,970.40  | \$ 2,204.80  | \$ 2,289.60  | \$ 2,366.40  | \$ 2,448.80  | \$ 2,536.80  |
| MW II - Wastewater Treatment  | \$ 51,230.40 | \$ 57,324.80 | \$ 59,529.60 | \$ 61,526.40 | \$ 63,668.80 | \$ 65,956.80 |
| Parts/Data Entry Clerk - Transit  |              |              |              |              |              |              |
| Program Assistant - Community Development                                     |              |              |              |              |              |              |
| Operations Assistant - Senior Center  |              |              |              |              |              |              |
| Senior Clerk/Typist - Wastewater  |              |              |              |              |              |              |
| Housing Assistant   |              |              |              |              |              |              |
| MW II - Water Distribution  |              |              |              |              |              |              |
| Animal Services Officer   |              |              |              |              |              |              |
| CSO - Evidence  |              |              |              |              |              |              |
| Signs & Pavement Markings Technician  |              |              |              |              |              |              |
| MW II - Water Service   |              |              |              |              |              |              |
| Customer Service Representative - Revenue                                     |              |              |              |              |              |              |
| Customer Service Representative - Transportation Services/Resource Management |              |              |              |              |              |              |
| MW II - Eastside Recycling Center   |              |              |              |              |              |              |
| Senior Clerk/Typist - Streets   |              |              |              |              |              |              |
| <b>8</b>  |              |              |              |              |              |              |
| Laboratory Technician - Wastewater  | \$ 25.39     | \$ 28.62     | \$ 29.58     | \$ 30.61     | \$ 31.71     | \$ 32.88     |
| Library Assistant III   | \$ 2,031.20  | \$ 2,289.60  | \$ 2,366.40  | \$ 2,448.80  | \$ 2,536.80  | \$ 2,630.40  |
| MW II I- Forestry   | \$ 52,811.20 | \$ 59,529.60 | \$ 61,526.40 | \$ 63,668.80 | \$ 65,956.80 | \$ 68,390.40 |
| MW II - Streets   |              |              |              |              |              |              |
| MW III - Cemetery   |              |              |              |              |              |              |
| MW II I- Parks  |              |              |              |              |              |              |
| Senior Accounts Clerk - Accounting  |              |              |              |              |              |              |
| MW III - Refuse   |              |              |              |              |              |              |
| Housing Inspector Assistant   |              |              |              |              |              |              |
| MW III - Water Service  |              |              |              |              |              |              |
| Parts/Inventory Clerk - Equipment   |              |              |              |              |              |              |
| Laboratory Technician - Water   |              |              |              |              |              |              |
| Media Production Assistant  |              |              |              |              |              |              |
| MW III - Government Buildings   |              |              |              |              |              |              |
| <b>9</b>  |              |              |              |              |              |              |
| Buyer II  | \$ 26.21     | \$ 29.28     | \$ 30.32     | \$ 31.37     | \$ 32.45     | \$ 33.63     |
| Mechanic I - Equipment  | \$ 2,096.80  | \$ 2,342.40  | \$ 2,425.60  | \$ 2,509.60  | \$ 2,596.00  | \$ 2,690.40  |
| Senior Engineering Technician   | \$ 54,516.80 | \$ 60,902.40 | \$ 63,065.60 | \$ 65,249.60 | \$ 67,496.00 | \$ 69,950.40 |
| Senior Library Assistant  |              |              |              |              |              |              |
| Housing Program Assistant   |              |              |              |              |              |              |
| Communications Technician - Cable TV  |              |              |              |              |              |              |
| Landfill Operator   |              |              |              |              |              |              |
| Landfill Operator - Heavy Equipment   |              |              |              |              |              |              |
| Construction Inspector I  |              |              |              |              |              |              |



| PAYGRADE:  | STEP 1       | STEP 2       | STEP 3       | STEP 4       | STEP 5       | STEP 6       |
|--|--------------|--------------|--------------|--------------|--------------|--------------|
| <b>10</b>  |              |              |              |              |              |              |
| Housing Office Manager                           | \$ 26.94     | \$ 30.14     | \$ 31.14     | \$ 32.18     | \$ 33.32     | \$ 34.47     |
| Maintenance Operator - Wastewater                | \$ 2,155.20  | \$ 2,411.20  | \$ 2,491.20  | \$ 2,574.40  | \$ 2,665.60  | \$ 2,757.60  |
| TPO - Wastewater Treatment                       | \$ 56,035.20 | \$ 62,691.20 | \$ 64,771.20 | \$ 66,934.40 | \$ 69,305.60 | \$ 71,697.60 |
| TPO - Water                                      |              |              |              |              |              |              |
| Maintenance Operator - Water                     |              |              |              |              |              |              |
| Utility Billing Coordinator                      |              |              |              |              |              |              |
| <b>11</b>  |              |              |              |              |              |              |
| MW III - Streets                                 | \$ 28.71     | \$ 31.71     | \$ 32.88     | \$ 34.22     | \$ 35.43     | \$ 36.76     |
| MW III - Wastewater Collection                   | \$ 2,296.80  | \$ 2,536.80  | \$ 2,630.40  | \$ 2,737.60  | \$ 2,834.40  | \$ 2,940.80  |
| Mechanic II - Equipment                          | \$ 59,716.80 | \$ 65,956.80 | \$ 68,390.40 | \$ 71,177.60 | \$ 73,694.40 | \$ 76,460.80 |
| IT Support Specialist - Library                  |              |              |              |              |              |              |
| Special Projects Inspector                       |              |              |              |              |              |              |
| Mechanic II - Transit                            |              |              |              |              |              |              |
| MW III - Lead Sweeper Operator                   |              |              |              |              |              |              |
| Electrician - Traffic Engineering                |              |              |              |              |              |              |
| MW III - Water Distribution                      |              |              |              |              |              |              |
| Electrician - Wastewater                         |              |              |              |              |              |              |
| Library Public Relations Specialist              |              |              |              |              |              |              |
| Electronics Technician - Transportation Services |              |              |              |              |              |              |
| Victim Services Coordinator                      |              |              |              |              |              |              |
| <b>12</b>  |              |              |              |              |              |              |
| Construction Inspector II                        | \$ 30.08     | \$ 32.85     | \$ 33.99     | \$ 35.24     | \$ 36.54     | \$ 37.72     |
| Electronics Technician - Wastewater              | \$ 2,406.40  | \$ 2,628.00  | \$ 2,719.20  | \$ 2,819.20  | \$ 2,923.20  | \$ 3,017.60  |
| Librarian I                                      | \$ 62,566.40 | \$ 68,328.00 | \$ 70,699.20 | \$ 73,299.20 | \$ 76,003.20 | \$ 78,457.60 |
| Senior MW - Forestry                             |              |              |              |              |              |              |
| Senior MW - Parks                                |              |              |              |              |              |              |
| Senior MW - Turfgrass Specialist                 |              |              |              |              |              |              |
| Building Inspector                               |              |              |              |              |              |              |
| Recycling Coordinator                            |              |              |              |              |              |              |
| Right-of-Way Technician                          |              |              |              |              |              |              |
| Development Services Specialist                  |              |              |              |              |              |              |
| Senior MW - Horticulture Specialist              |              |              |              |              |              |              |
| Water GIS Technician                             |              |              |              |              |              |              |
| Storm Water Specialist                           |              |              |              |              |              |              |
| Climate Action Engagement Specialist             |              |              |              |              |              |              |
| Senior Landfill Operator - Heavy Equipment       |              |              |              |              |              |              |
| Climate Action Analyst                           |              |              |              |              |              |              |
| Outreach and Engagement Specialist               |              |              |              |              |              |              |
| Public Housing Technician                        |              |              |              |              |              |              |
| <b>13</b>  |              |              |              |              |              |              |
| Chemist  | \$ 31.05     | \$ 34.22     | \$ 35.43     | \$ 36.76     | \$ 38.18     | \$ 39.59     |
| Electronics Technician - Traffic Engineering     | \$ 2,484.00  | \$ 2,737.60  | \$ 2,834.40  | \$ 2,940.80  | \$ 3,054.40  | \$ 3,167.20  |
| Family Self-Sufficiency Program Coordinator      | \$ 64,584.00 | \$ 71,177.60 | \$ 73,694.40 | \$ 76,460.80 | \$ 79,414.40 | \$ 82,347.20 |
| Librarian II                                     |              |              |              |              |              |              |
| Mechanic III - Equipment (DAY)                   |              |              |              |              |              |              |
| Mechanic III - Equipment (EVE)                   |              |              |              |              |              |              |
| Senior Accountant - Accounting                   |              |              |              |              |              |              |
| Senior Accountant - Revenue                      |              |              |              |              |              |              |
| Survey Party Chief                               |              |              |              |              |              |              |
| Mechanic III - Transit                           |              |              |              |              |              |              |
| Senior Accountant - Payroll                      |              |              |              |              |              |              |

AFSCME PAY PLAN FY25 (July 7, 2024)

APPENDIX C-4

Page 4

| PAYGRADE:                                     | STEP 1       | STEP 2       | STEP 3       | STEP 4       | STEP 5       | STEP 6       |
|---|--------------|--------------|--------------|--------------|--------------|--------------|
| <b>14</b>                                     |              |              |              |              |              |              |
| Program Specialist - Senior Center            | \$ 32.20     | \$ 35.43     | \$ 36.76     | \$ 38.18     | \$ 39.59     | \$ 40.85     |
| Recreation Program Supervisor                 | \$ 2,576.00  | \$ 2,834.40  | \$ 2,940.80  | \$ 3,054.40  | \$ 3,167.20  | \$ 3,268.00  |
| Senior Construction Inspector                 | \$ 66,976.00 | \$ 73,694.40 | \$ 76,460.80 | \$ 79,414.40 | \$ 82,347.20 | \$ 84,968.00 |
| Senior MW - Streets                           |              |              |              |              |              |              |
| Senior MW - Wastewater Plant                  |              |              |              |              |              |              |
| Senior MW - Water Distribution                |              |              |              |              |              |              |
| Senior TPO - Wastewater                       |              |              |              |              |              |              |
| Community Outreach Specialist - Senior Center |              |              |              |              |              |              |
| Senior TPO - Water                            |              |              |              |              |              |              |
| Network Database Specialist - Library         |              |              |              |              |              |              |
| Senior MW - Water Plant                       |              |              |              |              |              |              |
| Customer Service Coordinator                  |              |              |              |              |              |              |
| Senior MW - Parking & Transit                 |              |              |              |              |              |              |
| Senior MW - Wastewater Collection             |              |              |              |              |              |              |
| Library Web Specialist                        |              |              |              |              |              |              |
| Development Specialist - Senior Center        |              |              |              |              |              |              |
| Building Inspector II                         |              |              |              |              |              |              |
| Media Production Specialist                   |              |              |              |              |              |              |
| Public Safety Information Officer             |              |              |              |              |              |              |
| <b>15</b>                                     |              |              |              |              |              |              |
| Associate Planner                             | \$ 33.63     | \$ 36.79     | \$ 38.22     | \$ 39.66     | \$ 40.92     | \$ 42.32     |
| Civil Engineer                                | \$ 2,690.40  | \$ 2,943.20  | \$ 3,057.60  | \$ 3,172.80  | \$ 3,273.60  | \$ 3,385.60  |
| Human Rights Investigator                     | \$ 69,950.40 | \$ 76,523.20 | \$ 79,497.60 | \$ 82,492.80 | \$ 85,113.60 | \$ 88,025.60 |
| Senior Librarian                              |              |              |              |              |              |              |
| Historic Preservation Planner                 |              |              |              |              |              |              |