

RESOLUTION NO. 25-03-057

**A RESOLUTION APPROVING THE AFSCME COUNCIL 61 IA, LOCAL 2932,
WAGE SCHEDULE**

WHEREAS, the labor agreement negotiated with AFSCME Council 61 IA Local 2932 provides work rules to establish orderly operations and promote harmonious relationships between the employer and its employees; and

WHEREAS, the labor agreement negotiated with the AFSCME Council 61 IA Local 2932, effective July 1, 2023 through June 30, 2026, provides for a wage only reopener to establish a cost of living adjustment for the last year of the agreement; and

NOW, THEREFORE, BE IT RESOLVED that the attached Wage Schedule, Exhibit A, for AFSCME employees become effective July 1, 2025 through June 30, 2026.

PASSED AND APPROVED by the City Council of the City of Fort Dodge, Iowa, this 24th day of March 2025.

Ayes: Nelson, Secor, McCaleb, Alstott, Crimmins and Schuur

Nays: None

Other: Absent: Flattery

City of Fort Dodge, Iowa



Matt Bemrich, Mayor

Attest:



Dawn Siebken, City Clerk

City of Fort Dodge Initial Proposal to AFSCME Council 61 – Local 2932
Wage Reopener
TENTATIVE AGREEMENT - March 10, 2025

Per Article 21, Section B., Agreement Reopener, the parties agree to reopen the collective bargaining agreement for base wages only, under Exhibit A, for year three (FY 2026) of the agreement.

1) Wages – Across the board cost-of-living increase as follows for FY26.

- 3.0% July 1, 2025
- 0.0% January 1, 2026

2) Salary scale for July 1, 2025, will be updated accordingly.


Chris Tague
AFSCME Council 61 Representative


Jamie N. Anderson
City Chairperson/Chief Negotiator

Date: 3 - 10 - 2025

AFSCME Union representatives:

Chris Tague, AFSCME Council 61 Representative, Mark Strait, Randy Tjarks, Chad Scott

City designated representatives:

Jamie Anderson, HR Director; City Manager David Fierke; Assistant City Manager Ryan Maehl;
Brett Daniel, Public Works Director

80 hours per pay period
3% increase

NON-PUBLIC SAFETY (AFSCME)
SALARY SCHEDULE

EXHIBIT A
7/1/2025

Bi-Weekly calculations based on a 80 hour pay period
Annual calculations based on 2080 hours/year

GRADE		A	B	C	D	E	F	G	H	I	J	K	L	M	N
1	Annual	\$28,974.40	\$29,681.60	\$30,430.40	\$31,200.00	\$31,948.80	\$32,760.00	\$33,571.20	\$34,424.00	\$35,256.00	\$36,150.40	\$37,065.60	\$37,980.80	\$38,958.40	\$39,915.20
	Bi-Weekly	\$1,114.40	\$1,141.60	\$1,170.40	\$1,200.00	\$1,228.80	\$1,260.00	\$1,291.20	\$1,324.00	\$1,356.00	\$1,390.40	\$1,425.60	\$1,460.80	\$1,498.40	\$1,535.20
	Hourly	\$13.93	\$14.27	\$14.63	\$15.00	\$15.36	\$15.75	\$16.14	\$16.55	\$16.95	\$17.38	\$17.82	\$18.26	\$18.73	\$19.19
2	Annual	\$30,430.40	\$31,200.00	\$31,948.80	\$32,760.00	\$33,571.20	\$34,424.00	\$35,256.00	\$36,150.40	\$37,065.60	\$37,980.80	\$38,958.40	\$39,915.20	\$40,892.80	\$41,932.80
	Bi-Weekly	\$1,170.40	\$1,200.00	\$1,228.80	\$1,260.00	\$1,291.20	\$1,324.00	\$1,356.00	\$1,390.40	\$1,425.60	\$1,460.80	\$1,498.40	\$1,535.20	\$1,572.80	\$1,612.80
	Hourly	\$14.63	\$15.00	\$15.36	\$15.75	\$16.14	\$16.55	\$16.95	\$17.38	\$17.82	\$18.26	\$18.73	\$19.19	\$19.66	\$20.16
3	Annual	\$31,948.80	\$32,760.00	\$33,571.20	\$34,424.00	\$35,256.00	\$36,150.40	\$37,065.60	\$37,980.80	\$38,958.40	\$39,915.20	\$40,892.80	\$41,932.80	\$42,972.80	\$44,054.40
	Bi-Weekly	\$1,228.80	\$1,260.00	\$1,291.20	\$1,324.00	\$1,356.00	\$1,390.40	\$1,425.60	\$1,460.80	\$1,498.40	\$1,535.20	\$1,572.80	\$1,612.80	\$1,652.80	\$1,694.40
	Hourly	\$15.36	\$15.75	\$16.14	\$16.55	\$16.95	\$17.38	\$17.82	\$18.26	\$18.73	\$19.19	\$19.66	\$20.16	\$20.66	\$21.18
4	Annual	\$33,571.20	\$34,424.00	\$35,256.00	\$36,150.40	\$37,065.60	\$37,980.80	\$38,958.40	\$39,915.20	\$40,892.80	\$41,932.80	\$42,972.80	\$44,054.40	\$45,136.00	\$46,280.00
	Bi-Weekly	\$1,291.20	\$1,324.00	\$1,356.00	\$1,390.40	\$1,425.60	\$1,460.80	\$1,498.40	\$1,535.20	\$1,572.80	\$1,612.80	\$1,652.80	\$1,694.40	\$1,736.00	\$1,780.00
	Hourly	\$16.14	\$16.55	\$16.95	\$17.38	\$17.82	\$18.26	\$18.73	\$19.19	\$19.66	\$20.16	\$20.66	\$21.18	\$21.70	\$22.25
5	Annual	\$35,256.00	\$36,150.40	\$37,065.60	\$37,980.80	\$38,958.40	\$39,915.20	\$40,892.80	\$41,932.80	\$42,972.80	\$44,054.40	\$45,136.00	\$46,280.00	\$47,424.00	\$48,630.40
	Bi-Weekly	\$1,356.00	\$1,390.40	\$1,425.60	\$1,460.80	\$1,498.40	\$1,535.20	\$1,572.80	\$1,612.80	\$1,652.80	\$1,694.40	\$1,736.00	\$1,780.00	\$1,824.00	\$1,870.40
	Hourly	\$16.95	\$17.38	\$17.82	\$18.26	\$18.73	\$19.19	\$19.66	\$20.16	\$20.66	\$21.18	\$21.70	\$22.25	\$22.80	\$23.38
6	Annual	\$37,065.60	\$37,980.80	\$38,958.40	\$39,915.20	\$40,892.80	\$41,932.80	\$42,972.80	\$44,054.40	\$45,136.00	\$46,280.00	\$47,424.00	\$48,630.40	\$49,857.60	\$51,105.60
	Bi-Weekly	\$1,425.60	\$1,460.80	\$1,498.40	\$1,535.20	\$1,572.80	\$1,612.80	\$1,652.80	\$1,694.40	\$1,736.00	\$1,780.00	\$1,824.00	\$1,870.40	\$1,917.60	\$1,965.60
	Hourly	\$17.82	\$18.26	\$18.73	\$19.19	\$19.66	\$20.16	\$20.66	\$21.18	\$21.70	\$22.25	\$22.80	\$23.38	\$23.97	\$24.57
7	Annual	\$38,958.40	\$39,915.20	\$40,892.80	\$41,932.80	\$42,972.80	\$44,054.40	\$45,136.00	\$46,280.00	\$47,424.00	\$48,630.40	\$49,857.60	\$51,105.60	\$52,353.60	\$53,664.00
	Bi-Weekly	\$1,498.40	\$1,535.20	\$1,572.80	\$1,612.80	\$1,652.80	\$1,694.40	\$1,736.00	\$1,780.00	\$1,824.00	\$1,870.40	\$1,917.60	\$1,965.60	\$2,013.60	\$2,064.00
	Hourly	\$18.73	\$19.19	\$19.66	\$20.16	\$20.66	\$21.18	\$21.70	\$22.25	\$22.80	\$23.38	\$23.97	\$24.57	\$25.17	\$25.80
8	Annual	\$40,892.80	\$41,932.80	\$42,972.80	\$44,054.40	\$45,136.00	\$46,280.00	\$47,424.00	\$48,630.40	\$49,857.60	\$51,105.60	\$52,353.60	\$53,664.00	\$54,995.20	\$56,388.80
	Bi-Weekly	\$1,572.80	\$1,612.80	\$1,652.80	\$1,694.40	\$1,736.00	\$1,780.00	\$1,824.00	\$1,870.40	\$1,917.60	\$1,965.60	\$2,013.60	\$2,064.00	\$2,115.20	\$2,168.80
	Hourly	\$19.66	\$20.16	\$20.66	\$21.18	\$21.70	\$22.25	\$22.80	\$23.38	\$23.97	\$24.57	\$25.17	\$25.80	\$26.44	\$27.11
9	Annual	\$42,972.80	\$44,054.40	\$45,136.00	\$46,280.00	\$47,424.00	\$48,630.40	\$49,857.60	\$51,105.60	\$52,353.60	\$53,664.00	\$54,995.20	\$56,388.80	\$57,803.20	\$59,238.40
	Bi-Weekly	\$1,652.80	\$1,694.40	\$1,736.00	\$1,780.00	\$1,824.00	\$1,870.40	\$1,917.60	\$1,965.60	\$2,013.60	\$2,064.00	\$2,115.20	\$2,168.80	\$2,223.20	\$2,278.40
	Hourly	\$20.66	\$21.18	\$21.70	\$22.25	\$22.80	\$23.38	\$23.97	\$24.57	\$25.17	\$25.80	\$26.44	\$27.11	\$27.79	\$28.48
10	Annual	\$45,136.00	\$46,280.00	\$47,424.00	\$48,630.40	\$49,857.60	\$51,105.60	\$52,353.60	\$53,664.00	\$54,995.20	\$56,388.80	\$57,803.20	\$59,238.40	\$60,736.00	\$62,233.60
	Bi-Weekly	\$1,736.00	\$1,780.00	\$1,824.00	\$1,870.40	\$1,917.60	\$1,965.60	\$2,013.60	\$2,064.00	\$2,115.20	\$2,168.80	\$2,223.20	\$2,278.40	\$2,336.00	\$2,393.60
	Hourly	\$21.70	\$22.25	\$22.80	\$23.38	\$23.97	\$24.57	\$25.17	\$25.80	\$26.44	\$27.11	\$27.79	\$28.48	\$29.20	\$29.92
11	Annual	\$47,424.00	\$48,630.40	\$49,857.60	\$51,105.60	\$52,353.60	\$53,664.00	\$54,995.20	\$56,388.80	\$57,803.20	\$59,238.40	\$60,736.00	\$62,233.60	\$63,772.80	\$65,395.20
	Bi-Weekly	\$1,824.00	\$1,870.40	\$1,917.60	\$1,965.60	\$2,013.60	\$2,064.00	\$2,115.20	\$2,168.80	\$2,223.20	\$2,278.40	\$2,336.00	\$2,393.60	\$2,452.80	\$2,515.20
	Hourly	\$22.80	\$23.38	\$23.97	\$24.57	\$25.17	\$25.80	\$26.44	\$27.11	\$27.79	\$28.48	\$29.20	\$29.92	\$30.66	\$31.44

12	Annual	\$49,857.60	\$51,105.60	\$52,353.60	\$53,664.00	\$54,995.20	\$56,388.80	\$57,803.20	\$59,238.40	\$60,736.00	\$62,233.60	\$63,772.80	\$65,395.20	\$67,017.60	\$68,702.40
	Bi-Weekly	\$1,917.60	\$1,965.60	\$2,013.60	\$2,064.00	\$2,115.20	\$2,168.80	\$2,223.20	\$2,278.40	\$2,336.00	\$2,393.60	\$2,452.80	\$2,515.20	\$2,577.60	\$2,642.40
	Hourly	\$23.97	\$24.57	\$25.17	\$25.80	\$26.44	\$27.11	\$27.79	\$28.48	\$29.20	\$29.92	\$30.66	\$31.44	\$32.22	\$33.03
13	Annual	\$52,353.60	\$53,664.00	\$54,995.20	\$56,388.80	\$57,803.20	\$59,238.40	\$60,736.00	\$62,233.60	\$63,772.80	\$65,395.20	\$67,017.60	\$68,702.40	\$70,408.00	\$72,176.00
	Bi-Weekly	\$2,013.60	\$2,064.00	\$2,115.20	\$2,168.80	\$2,223.20	\$2,278.40	\$2,336.00	\$2,393.60	\$2,452.80	\$2,515.20	\$2,577.60	\$2,642.40	\$2,708.00	\$2,776.00
	Hourly	\$25.17	\$25.80	\$26.44	\$27.11	\$27.79	\$28.48	\$29.20	\$29.92	\$30.66	\$31.44	\$32.22	\$33.03	\$33.85	\$34.70
14	Annual	\$54,995.20	\$56,388.80	\$57,803.20	\$59,238.40	\$60,736.00	\$62,233.60	\$63,772.80	\$65,395.20	\$67,017.60	\$68,702.40	\$70,408.00	\$72,176.00	\$74,006.40	\$75,816.00
	Bi-Weekly	\$2,115.20	\$2,168.80	\$2,223.20	\$2,278.40	\$2,336.00	\$2,393.60	\$2,452.80	\$2,515.20	\$2,577.60	\$2,642.40	\$2,708.00	\$2,776.00	\$2,846.40	\$2,916.00
	Hourly	\$26.44	\$27.11	\$27.79	\$28.48	\$29.20	\$29.92	\$30.66	\$31.44	\$32.22	\$33.03	\$33.85	\$34.70	\$35.58	\$36.45
15	Annual	\$57,803.20	\$59,238.40	\$60,736.00	\$62,233.60	\$63,772.80	\$65,395.20	\$67,017.60	\$68,702.40	\$70,408.00	\$72,176.00	\$74,006.40	\$75,816.00	\$77,729.60	\$79,684.80
	Bi-Weekly	\$2,223.20	\$2,278.40	\$2,336.00	\$2,393.60	\$2,452.80	\$2,515.20	\$2,577.60	\$2,642.40	\$2,708.00	\$2,776.00	\$2,846.40	\$2,916.00	\$2,989.60	\$3,064.80
	Hourly	\$27.79	\$28.48	\$29.20	\$29.92	\$30.66	\$31.44	\$32.22	\$33.03	\$33.85	\$34.70	\$35.58	\$36.45	\$37.37	\$38.31
16	Annual	\$60,736.00	\$62,233.60	\$63,772.80	\$65,395.20	\$67,017.60	\$68,702.40	\$70,408.00	\$72,176.00	\$74,006.40	\$75,816.00	\$77,729.60	\$79,684.80	\$81,660.80	\$83,699.20
	Bi-Weekly	\$2,336.00	\$2,393.60	\$2,452.80	\$2,515.20	\$2,577.60	\$2,642.40	\$2,708.00	\$2,776.00	\$2,846.40	\$2,916.00	\$2,989.60	\$3,064.80	\$3,140.80	\$3,219.20
	Hourly	\$29.20	\$29.92	\$30.66	\$31.44	\$32.22	\$33.03	\$33.85	\$34.70	\$35.58	\$36.45	\$37.37	\$38.31	\$39.26	\$40.24
17	Annual	\$63,772.80	\$65,395.20	\$67,017.60	\$68,702.40	\$70,408.00	\$72,176.00	\$74,006.40	\$75,816.00	\$77,729.60	\$79,684.80	\$81,660.80	\$83,699.20	\$85,800.00	\$87,921.60
	Bi-Weekly	\$2,452.80	\$2,515.20	\$2,577.60	\$2,642.40	\$2,708.00	\$2,776.00	\$2,846.40	\$2,916.00	\$2,989.60	\$3,064.80	\$3,140.80	\$3,219.20	\$3,300.00	\$3,381.60
	Hourly	\$30.66	\$31.44	\$32.22	\$33.03	\$33.85	\$34.70	\$35.58	\$36.45	\$37.37	\$38.31	\$39.26	\$40.24	\$41.25	\$42.27
18	Annual	\$67,017.60	\$68,702.40	\$70,408.00	\$72,176.00	\$74,006.40	\$75,816.00	\$77,729.60	\$79,684.80	\$81,660.80	\$83,699.20	\$85,800.00	\$87,921.60	\$90,147.20	\$92,393.60
	Bi-Weekly	\$2,577.60	\$2,642.40	\$2,708.00	\$2,776.00	\$2,846.40	\$2,916.00	\$2,989.60	\$3,064.80	\$3,140.80	\$3,219.20	\$3,300.00	\$3,381.60	\$3,467.20	\$3,553.60
	Hourly	\$32.22	\$33.03	\$33.85	\$34.70	\$35.58	\$36.45	\$37.37	\$38.31	\$39.26	\$40.24	\$41.25	\$42.27	\$43.34	\$44.42
19	Annual	\$70,408.00	\$72,176.00	\$74,006.40	\$75,816.00	\$77,729.60	\$79,684.80	\$81,660.80	\$83,699.20	\$85,800.00	\$87,921.60	\$90,147.20	\$92,393.60	\$94,723.20	\$97,073.60
	Bi-Weekly	\$2,708.00	\$2,776.00	\$2,846.40	\$2,916.00	\$2,989.60	\$3,064.80	\$3,140.80	\$3,219.20	\$3,300.00	\$3,381.60	\$3,467.20	\$3,553.60	\$3,643.20	\$3,733.60
	Hourly	\$33.85	\$34.70	\$35.58	\$36.45	\$37.37	\$38.31	\$39.26	\$40.24	\$41.25	\$42.27	\$43.34	\$44.42	\$45.54	\$46.67

Every effort has been made to accurately represent the applicable rates in each of the grades and steps above as they appear in the payroll system. However, please note that errors do occasionally occur. In the event of a discrepancy, the information in the City's payroll system shall prevail.