

AGREEMENT

Between

THE BETTENDORF PUBLIC LIBRARY

and

THE AMERICAN FEDERATION OF STATE, COUNTY, AND
MUNICIPAL EMPLOYEES, COUNCIL 61

July 1, 2024

to

June 30, 2028

**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 Bettendorf, Iowa, which are not inconsistent with the Act.

This Agreement is entered into by and between the Bettendorf Library Board of Trustees, Bettendorf, Iowa (hereinafter called the "Employer") and AFSCME/Iowa Council 61, representing the City of Bettendorf employees, certified in PERB Case #3845 (hereinafter referred to as the "Union"), and applies only to said parties.

**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. Paydays

Employees shall be paid no later than 2:00 p.m. on alternating Fridays.

**ARTICLE 3
DURATION**

Section 1. Duration

This Agreement shall be in effect for a period of four (4) years beginning July 1, 2024, and ending June 30, 2028.

**ARTICLE 4
MISCELLANEOUS**

Section 1. Savings

Should any provision of this Agreement be found to be inoperative, void or invalid by a Court of competent jurisdiction, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement, it being the intention of the parties that no portion of this Agreement or provision herein shall become inoperative or fail by reason of the invalidity of any other portion or provision. Should any provision become inoperative as a result of court or other action, the parties agree to negotiate a substitute provision

immediately. This Agreement may be reopened upon the City's written request relating to FY 26/27 and/or FY 27/28 in the event of changes in Iowa law affecting the City's ability to receive property tax, sales tax, or other tax revenue in a manner comparable to the method in place upon execution of this Agreement, including changes in tax rollback percentages.

Section 2. Exclusiveness of Agreements

This Agreement shall contain all of the covenants, stipulations and provisions agreed upon by the parties. Therefore, for the life of this Agreement, neither party shall be compelled to bargain with the other concerning any mandatory bargaining issues, whether specifically bargained about prior to the execution of this Agreement or which may have been omitted in the bargaining which led up to the execution of this Agreement, except by mutual agreement of the parties.

Section 3. Binding Effect

This Agreement, or any part of it, may be terminated or renegotiated at any time by mutual consent by both parties.

This Agreement shall be effective as of July 1, 2024, and shall be binding upon the Employer and the Union and its members and shall remain in full force and effect through June 30, 2028.

This Agreement shall remain in full force and effect during the period of negotiations.

[Signature page follows]

ARTICLE 5
Period of Agreement

This Agreement shall be effective as of the 1st day of July, 2024, and shall remain in full force and effect until the 30th day of June, 2028. It shall be automatically renewed from year to year thereafter, unless terminated or modified. Negotiations on a successor contract shall occur at such times as are mutually agreeable in accordance with procedures under the Iowa Public Employment Relations Act.

THIS AGREEMENT is executed as of 02/01/2024 to become effective as of the day and year first above written by the duly authorized representative of the parties."

AMERICAN FEDERATION
OF STATE, COUNTY AND
MUNICIPAL EMPLOYEES, COUNCIL 61
BETTENDORF PUBLIC LIBRARY

By Mary Brubaker
By James Sinder
By _____

BOARD OF TRUSTEES

By Douglas Lindstrom
By _____

APPENDIX A
BASE WAGE RATES

City of Bettendorf AFSCME Library Union Pay Scale

Full Time

| Classification | Grade |
|--|-------|
| Library Clerk | 111 |
| Lead Library Clerk | 112 |
| Library Assistant | 113 |
| Lead Library Assistant | 114 |
| Librarian | 117 |
| Library Technical Services Coordinator | 118 |

City of Bettendorf AFSCME Library Union Pay Scale

FY 24/25, 4.00%

| | 110 | 111 | 112 | 113 | 114 | 115 | 117 | 118 |
|------|---------|---------|---------|---------|---------|---------|---------|---------|
| BASE | 15.8415 | 19.5614 | 22.8157 | 26.0723 | 27.0621 | 28.0963 | 31.1544 | 32.0891 |

Part Time

| Classification | Grade | Level I | Level II | Level III | |
|----------------|---------|---------|----------|-----------|---------|
| Page, adult | Level I | BASE | 11.7574 | 13.7171 | 15.0888 |

City of Bettendorf AFSCME Library Union Pay Scale

FY 25/26, 3.50%

| | 110 | 111 | 112 | 113 | 114 | 115 | 117 | 118 |
|------|---------|---------|---------|---------|---------|---------|---------|---------|
| BASE | 16.3959 | 20.2460 | 23.6142 | 26.9849 | 28.0093 | 29.0796 | 32.2448 | 33.2122 |

Part Time

| Classification | Grade | Level I | Level II | Level III | |
|----------------|---------|---------|----------|-----------|---------|
| Page, adult | Level I | BASE | 12.1690 | 14.1972 | 15.6170 |

City of Bettendorf AFSCME Library Union Pay Scale

FY 26/27, 3.00%

| | 110 | 111 | 112 | 113 | 114 | 115 | 117 | 118 |
|------|---------|---------|---------|---------|---------|---------|---------|---------|
| BASE | 16.8878 | 20.8534 | 24.3226 | 27.7944 | 28.8495 | 29.9520 | 33.2121 | 34.2086 |

Part Time

| Classification | Grade | Level I | Level II | Level III | |
|----------------|---------|---------|----------|-----------|---------|
| Page, adult | Level I | BASE | 12.5340 | 14.6231 | 16.0855 |

City of Bettendorf AFSCME Library Union Pay Scale

FY 27/28, 3.00%

| | 110 | 111 | 112 | 113 | 114 | 115 | 117 | 118 |
|------|---------|---------|---------|---------|---------|---------|---------|---------|
| BASE | 17.3944 | 21.4790 | 25.0523 | 28.6283 | 29.7150 | 30.8506 | 34.2085 | 35.2349 |

Part Time

| Classification | Grade | Level I | Level II | Level III | |
|----------------|---------|---------|----------|-----------|---------|
| Page, adult | Level I | BASE | 12.9100 | 15.0618 | 16.5680 |

As described above, base wage rates for each job classification and the pay rates of all the employees in the bargaining unit will be increased by four percent (4.00%) effective July 1, 2024, by three and a half percent (3.50%) effective July 1, 2025, by three percent (3.00%) effective July 1, 2026, and by three percent (3.00%) effective July 1, 2027.