

November 13, 2025

To: Mayor and Members of City Council

From: Sheryl M.M. Long, City Manager

202501970

**Subject: Emergency Ordinance: Authorizing the Implementation of the
AFSCME Municipal Workers Labor Management Agreement**

Attached is an Emergency Ordinance captioned:

AUTHORIZING the City Manager to execute and implement the labor management agreement between the City and the American Federation of State, County and Municipal Employees, Municipal Workers Local 250, the updated terms of which are reflected in the attached summary.

This agreement provides the employees with a 5.0% wage increase (effective August 3, 2025), a 4.0% wage increase (effective August 2, 2026), and a 3.0% wage increase (effective August 1, 2027). Additionally, the agreement authorizes a \$750 lump sum payment in Years 1 and 2 of the contract. The agreement incorporates gains to the City's management rights and ensures parity with similar bargaining units. A summary of the tentative agreement is attached hereto.

The Administration recommends passage of this Emergency Ordinance.

cc: Latisha Hazell, Human Resources Director