

## **RESOLUTION**

**RESOLUTION APPROVING THE GENERAL NON-REPRESENTED PAY PLAN ESTABLISHED FOR FULL-TIME REGULAR (BUDGETED) EMPLOYEES EXCLUDED FROM COVERAGE BY THE AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES (AFSCME) CONTRACT; AND PROVIDING PAY STEPS, PAY RATES, BENEFITS, AND HEALTH AND WELFARE BENEFITS CONSISTENT WITH THAT APPROVED FOR POSITIONS COVERED BY THE AFSCME CONTRACT, EFFECTIVE JULY 1, 2024.**

**WHEREAS**, the City of Oklahoma City maintains a compensation plan and provides benefits of employment for all occupational groups within the municipal service; and

**WHEREAS**, it is the City Manager's duty to make recommendations to the City Council for changes to the compensation plan and employee benefits provided to employees in the municipal service; and

**WHEREAS**, in 2001, a pay plan was established for full-time employees holding regular (budgeted) positions who are not eligible for representation under the AFSCME contract; and

**WHEREAS**, it is the City Manager's recommendation that the full-time general employees holding regular (budgeted) positions, not eligible for representation under the AFSCME contract receive the same pay steps and rates of pay reflected in the AFSCME contract and the same health and welfare benefits as those approved for positions covered by the AFSCME contract; and

**WHEREAS**, on July 30, 2024, the City Council approved a collective bargaining agreement for employees covered by the AFSCME collective bargaining agreement, effective July

1, 2024, that included, among other things, the following:

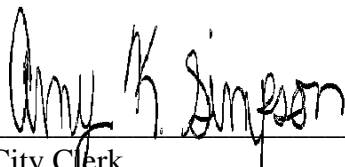
- 1) Pay Plan adjustment of 3.62% across the board, effective July 1, 2024 (see Attachment 1); and
- 2) Insurance premium rates and pharmaceutical co-pay rates.

**NOW, THEREFORE, BE IT RESOLVED** by the Mayor and Council of the **Oklahoma City** that the full-time general employees holding regular (budgeted) positions not eligible for representation under the AFSCME contract receive the same pay steps, pay rates, benefits, and health and welfare benefits as those afforded to employees covered by the AFSCME collective bargaining agreement approved by the City Council on July 30, 2024 and effective July 1, 2024.

ADOPTED by Council and **SIGNED** by the Mayor of the City of Oklahoma City

this 30th day of July, 2024.

ATTEST: [Seal]

  
City Clerk



  
VICE- MAYOR

**REVIEWED** for form and legality

  
Assistant Municipal Counselor

FY '24-'25

## GENERAL NON-REPRESENTED PAY PLAN

RANGE	A/1	B/2	C/3	D/4	E/5	F/6	G/7	H/8	I/9	J/10	K/11	L/12	M/13
306													
Hourly	15.80	16.30	16.97	17.64	18.27	18.94	19.68	20.43	21.15	21.95	22.70	23.54	24.41
Bi-weekly	1264.00	1304.00	1357.60	1411.20	1461.60	1515.20	1574.40	1634.40	1692.00	1756.00	1816.00	1883.20	1952.80
Monthly	2749.20	2836.20	2952.78	3069.36	3178.98	3295.56	3424.32	3554.82	3680.10	3819.30	3949.80	4095.96	4247.34
Annual	32990.40	34034.40	35433.36	36832.32	38147.76	39546.72	41091.84	42657.84	44161.20	45831.60	47397.60	49151.52	50968.08
307													
Hourly	16.49	17.11	17.76	18.40	19.08	19.84	20.56	21.31	22.09	22.89	23.73	24.59	25.48
Bi-weekly	1319.20	1368.80	1420.80	1472.00	1526.40	1587.20	1644.80	1704.80	1767.20	1831.20	1898.40	1967.20	2038.40
Monthly	2869.26	2977.14	3090.24	3201.60	3319.92	3452.16	3577.44	3707.94	3843.66	3982.86	4129.02	4278.66	4433.52
Annual	34431.12	35725.68	37082.88	38419.20	39839.04	41425.92	42929.28	44495.28	46123.92	47794.32	49548.24	51343.92	53202.24
308													
Hourly	17.22	17.83	18.55	19.28	19.95	20.73	21.47	22.30	23.17	23.97	24.87	25.79	26.77
Bi-weekly	1377.60	1426.40	1484.00	1542.40	1596.00	1658.40	1717.60	1784.00	1853.60	1917.60	1989.60	2063.20	2141.60
Monthly	2996.28	3102.42	3227.70	3354.72	3471.30	3607.02	3735.78	3880.20	4031.58	4170.78	4327.38	4487.46	4657.98
Annual	35955.36	37229.04	38732.40	40256.64	41655.60	43284.24	44829.36	46562.40	48378.96	50049.36	51928.56	53849.52	55895.76
309													
Hourly	18.01	18.65	19.37	20.05	20.84	21.65	22.44	23.30	24.20	25.06	25.98	26.90	27.92
Bi-weekly	1440.80	1492.00	1549.60	1604.00	1667.20	1732.00	1795.20	1864.00	1936.00	2004.80	2078.40	2152.00	2233.60
Monthly	3133.74	3245.10	3370.38	3488.70	3626.16	3767.10	3904.56	4054.20	4210.80	4360.44	4520.52	4680.60	4858.08
Annual	37604.88	38941.20	40444.56	41864.40	43513.92	45205.20	46854.72	48650.40	50529.60	52325.28	54246.24	56167.20	58296.96
310													
Hourly	18.77	19.48	20.20	20.99	21.76	22.61	23.43	24.34	25.23	26.15	27.11	28.08	29.08
Bi-weekly	1501.60	1558.40	1616.00	1679.20	1740.80	1808.80	1874.40	1947.20	2018.40	2092.00	2168.80	2246.40	2326.40
Monthly	3265.98	3389.52	3514.80	3652.26	3786.24	3934.14	4076.82	4235.16	4390.02	4550.10	4717.14	4885.92	5059.92
Annual	39191.76	40674.24	42177.60	43827.12	45434.88	47209.68	48921.84	50821.92	52680.24	54601.20	56605.68	58631.04	60719.04

311													
Hourly	<b>19.67</b>	<b>20.41</b>	<b>21.14</b>	<b>21.97</b>	<b>22.74</b>	<b>23.61</b>	<b>24.48</b>	<b>25.40</b>	<b>26.36</b>	<b>27.33</b>	<b>28.33</b>	<b>29.39</b>	<b>30.42</b>
Bi-weekly	1573.60	1632.80	1691.20	1757.60	1819.20	1888.80	1958.40	2032.00	2108.80	2186.40	2266.40	2351.20	2433.60
Monthly	3422.58	3551.34	3678.36	3822.78	3956.76	4108.14	4259.52	4419.60	4586.64	4755.42	4929.42	5113.86	5293.08
Annual	41070.96	42616.08	44140.32	45873.36	47481.12	49297.68	51114.24	53035.20	55039.68	57065.04	59153.04	61366.32	63516.96
312													
Hourly	<b>20.55</b>	<b>21.30</b>	<b>22.05</b>	<b>22.89</b>	<b>23.79</b>	<b>24.69</b>	<b>25.56</b>	<b>26.56</b>	<b>27.54</b>	<b>28.55</b>	<b>29.58</b>	<b>30.66</b>	<b>31.77</b>
Bi-weekly	1644.00	1704.00	1764.00	1831.20	1903.20	1975.20	2044.80	2124.80	2203.20	2284.00	2366.40	2452.80	2541.60
Monthly	3575.70	3706.20	3836.70	3982.86	4139.46	4296.06	4447.44	4621.44	4791.96	4967.70	5146.92	5334.84	5527.98
Annual	42908.40	44474.40	46040.40	47794.32	49673.52	51552.72	53369.28	55457.28	57503.52	59612.40	61763.04	64018.08	66335.76
313													
Hourly	<b>21.45</b>	<b>22.29</b>	<b>23.11</b>	<b>23.94</b>	<b>24.85</b>	<b>25.81</b>	<b>26.78</b>	<b>27.74</b>	<b>28.83</b>	<b>29.89</b>	<b>30.96</b>	<b>32.08</b>	<b>33.29</b>
Bi-weekly	1716.00	1783.20	1848.80	1915.20	1988.00	2064.80	2142.40	2219.20	2306.40	2391.20	2476.80	2566.40	2663.20
Monthly	3732.30	3878.46	4021.14	4165.56	4323.90	4490.94	4659.72	4826.76	5016.42	5200.86	5387.04	5581.92	5792.46
Annual	44787.60	46541.52	48253.68	49986.72	51886.80	53891.28	55916.64	57921.12	60197.04	62410.32	64644.48	66983.04	69509.52
314													
Hourly	<b>22.43</b>	<b>23.29</b>	<b>24.12</b>	<b>25.02</b>	<b>25.93</b>	<b>26.96</b>	<b>27.95</b>	<b>29.00</b>	<b>30.06</b>	<b>31.18</b>	<b>32.31</b>	<b>33.45</b>	<b>34.71</b>
Bi-weekly	1794.40	1863.20	1929.60	2001.60	2074.40	2156.80	2236.00	2320.00	2404.80	2494.40	2584.80	2676.00	2776.80
Monthly	3902.82	4052.46	4196.88	4353.48	4511.82	4691.04	4863.30	5046.00	5230.44	5425.32	5621.94	5820.30	6039.54
Annual	46833.84	48629.52	50362.56	52241.76	54141.84	56292.48	58359.60	60552.00	62765.28	65103.84	67463.28	69843.60	72474.48
315													
Hourly	<b>23.43</b>	<b>24.34</b>	<b>25.23</b>	<b>26.20</b>	<b>27.16</b>	<b>28.18</b>	<b>29.23</b>	<b>30.33</b>	<b>31.42</b>	<b>32.60</b>	<b>33.79</b>	<b>34.98</b>	<b>36.26</b>
Bi-weekly	1874.40	1947.20	2018.40	2096.00	2172.80	2254.40	2338.40	2426.40	2513.60	2608.00	2703.20	2798.40	2900.80
Monthly	4076.82	4235.16	4390.02	4558.80	4725.84	4903.32	5086.02	5277.42	5467.08	5672.40	5879.46	6086.52	6309.24
Annual	48921.84	50821.92	52680.24	54705.60	56710.08	58839.84	61032.24	63329.04	65604.96	68068.80	70553.52	73038.24	75710.88
316													
Hourly	<b>24.46</b>	<b>25.39</b>	<b>26.33</b>	<b>27.38</b>	<b>28.33</b>	<b>29.43</b>	<b>30.53</b>	<b>31.69</b>	<b>32.88</b>	<b>34.10</b>	<b>35.37</b>	<b>36.62</b>	<b>37.97</b>
Bi-weekly	1956.80	2031.20	2106.40	2190.40	2266.40	2354.40	2442.40	2535.20	2630.40	2728.00	2829.60	2929.60	3037.60
Monthly	4256.04	4417.86	4581.42	4764.12	4929.42	5120.82	5312.22	5514.06	5721.12	5933.40	6154.38	6371.88	6606.78
Annual	51072.48	53014.32	54977.04	57169.44	59153.04	61449.84	63746.64	66168.72	68653.44	71200.80	73852.56	76462.56	79281.36

317													
Hourly	<b>25.55</b>	<b>26.52</b>	<b>27.52</b>	<b>28.59</b>	<b>29.61</b>	<b>30.79</b>	<b>31.95</b>	<b>33.07</b>	<b>34.30</b>	<b>35.57</b>	<b>36.87</b>	<b>38.18</b>	<b>39.61</b>
Bi-weekly	2044.00	2121.60	2201.60	2287.20	2368.80	2463.20	2556.00	2645.60	2744.00	2845.60	2949.60	3054.40	3168.80
Monthly	4445.70	4614.48	4788.48	4974.66	5152.14	5357.46	5559.30	5754.18	5968.20	6189.18	6415.38	6643.32	6892.14
Annual	53348.40	55373.76	57461.76	59695.92	61825.68	64289.52	66711.60	69050.16	71618.40	74270.16	76984.56	79719.84	82705.68
318													
Hourly	<b>26.75</b>	<b>27.72</b>	<b>28.81</b>	<b>29.88</b>	<b>30.97</b>	<b>32.11</b>	<b>33.36</b>	<b>34.63</b>	<b>35.90</b>	<b>37.22</b>	<b>38.56</b>	<b>39.99</b>	<b>41.46</b>
Bi-weekly	2140.00	2217.60	2304.80	2390.40	2477.60	2568.80	2668.80	2770.40	2872.00	2977.60	3084.80	3199.20	3316.80
Monthly	4654.50	4823.28	5012.94	5199.12	5388.78	5587.14	5804.64	6025.62	6246.60	6476.28	6709.44	6958.26	7214.04
Annual	55854.00	57879.36	60155.28	62389.44	64665.36	67045.68	69655.68	72307.44	74959.20	77715.36	80513.28	83499.12	86568.48
319													
Hourly	<b>27.95</b>	<b>28.98</b>	<b>30.05</b>	<b>31.24</b>	<b>32.37</b>	<b>33.57</b>	<b>34.86</b>	<b>36.15</b>	<b>37.54</b>	<b>38.90</b>	<b>40.30</b>	<b>41.77</b>	<b>43.27</b>
Bi-weekly	2236.00	2318.40	2404.00	2499.20	2589.60	2685.60	2788.80	2892.00	3003.20	3112.00	3224.00	3341.60	3461.60
Monthly	4863.30	5042.52	5228.70	5435.76	5632.38	5841.18	6065.64	6290.10	6531.96	6768.60	7012.20	7267.98	7528.98
Annual	58359.60	60510.24	62744.40	65229.12	67588.56	70094.16	72787.68	75481.20	78383.52	81223.20	84146.40	87215.76	90347.76
320													
Hourly	<b>29.18</b>	<b>30.29</b>	<b>31.40</b>	<b>32.61</b>	<b>33.86</b>	<b>35.09</b>	<b>36.39</b>	<b>37.77</b>	<b>39.19</b>	<b>40.62</b>	<b>42.08</b>	<b>43.62</b>	<b>45.21</b>
Bi-weekly	2334.40	2423.20	2512.00	2608.80	2708.80	2807.20	2911.20	3021.60	3135.20	3249.60	3366.40	3489.60	3616.80
Monthly	5077.32	5270.46	5463.60	5674.14	5891.64	6105.66	6331.86	6571.98	6819.06	7067.88	7321.92	7589.88	7866.54
Annual	60927.84	63245.52	65563.20	68089.68	70699.68	73267.92	75982.32	78863.76	81828.72	84814.56	87863.04	91078.56	94398.48

Effective: July 1, 2024