



MEMORANDUM

Council Agenda
Item No. XI. AB
7/30/2024

The City of OKLAHOMA CITY

TO: Mayor and City Council

FROM: Craig Freeman, City Manager

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 contract; and providing pay steps, pay rates, benefits, and health and welfare benefits consistent with that approved for positions covered by the American Federation of State, County, and Municipal Employees contract; retroactive to July 1, 2024 through June 30, 2025.

Background:

Historically, full-time general employees holding regular (budgeted) positions in certain departments have been excluded from coverage by the AFSCME contract; yet the employees' pay and benefits have been tied to the AFSCME contract.

As a result of recommendations from an outside consultant hired to review the City's classification, compensation, and benefits programs, in 2001, the City Council approved a separate pay plan for full-time regular (budgeted) employees not eligible for representation under the AFSCME contract.

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 includes, among other things, the following:

- 1) Pay Plan adjustment of 3.62% across the board, effective July 1, 2024; and
- 2) Insurance premium rates.

The attached resolution provides for the same pay steps, pay rates, and benefits for full-time general employees holding regular (budgeted) positions not eligible for representation under the AFSCME contract as are provided to AFSCME covered employees.

Estimated Cost:

The amount for Salary with FICA and Retirement represents an increase of \$58,115 over FY24 adopted budget.

Cost:

\$2,221,750

Review:

Human Resources Department

Recommendation: Resolution be adopted.