



MEMORANDUM

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

The City of OKLAHOMA CITY

TO: Mayor and City Council

FROM: Craig Freeman, City Manager

1. Collective Bargaining Agreement with the American Federation of State, County and Municipal Employees, Local 2406 retroactive to July 1, 2024 through June 30, 2025;
- AND/OR
2. Enter into executive session to discuss collective bargaining negotiations for fiscal year 2024-2025 with the American Federation of State, County and Municipal Employees, Local 2406, as authorized by 25 O.S. (2023 Supp.) §307(B)(2).

Background:

The City of Oklahoma City and the American Federation of State, County, and Municipal Employees, Local 2406 (AFSCME) have been involved in negotiations since on or around March 27, 2024. City representatives and AFSCME, Local 2406, reached a tentative agreement to resolve negotiations for FY 2024-2025. The membership of AFSCME, Local 2406 ratified the agreement on or about July 18, 2024.

The resulting agreement shall be effective July 1, 2024 and shall remain in full force and effect through June 30, 2025.

The tentative agreement consists of the following:

- 1) Pay Plan adjustment of 3.62% across the board, effective July 1, 2024 (Article 22 and Addendum B);
- 2) Increased 2nd, 3rd, 4th shift differential pay by \$0.25 (Article 22);
- 3) Classification changes as reflected in Addendum A to the contract;
- 4) Deleted unused pay ranges 401, 402, 403, 404, and 405;
- 5) Insurance premium rates (Article 17 and Addendum D); and
- 6) Various date changes throughout the contract.

Estimated Cost:

The amount for Salary with FICA and Retirement represents an increase of \$3,169,391 over FY24 costs.

Cost:

\$112,463,163

Source of Funds:

Various funds and departments

Review:

Human Resources Department

Recommendation: Agreement to be approved and/or executive session be held.