

**City Council Action  
Financial Impact Report**

**Title of Item:** Approve Collective Bargaining Agreement between the City of Oklahoma City and the American Federation of State, County, and Municipal Employees, Local 2406 (AFSCME) for fiscal year 2023-2024.

**Originating Department:** Human Resources Department

**Description of Impact**

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 February 21, 2023. City representatives and AFSCME, Local 2406, reached a tentative agreement to resolve negotiations for FY 2023-2024. The membership of AFSCME, Local 2406 ratified the agreement on or about August 24, 2023.

The resulting agreement shall be effective July 1, 2023 and shall remain in full force and effect through June 30, 2024.

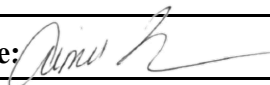
The tentative agreement consists of the following:

- 1) Pay Plan adjustment of 6.02% across the board, effective July 1, 2023 (Article 22 and Addendum B);
- 2) Increased 911 Dispatcher I and 911 Call Taker trainer incentive pay from \$1 per hour to \$3 per hour when selected and assigned to 911 Dispatcher Trainee trainer status by Management (Article 14);
- 3) Classification changes as reflected in Addendum A to the contract;
- 4) Addition of an Exclusive Provider Organization (EPO) Insurance plan with agreed intention to eliminate the current Health Maintenance organization (HMO) in favor of the comparable EPO (Article 17);
- 5) Insurance premium and pharmaceutical co-pay rates (Article 17);
- 6) New provision to allow AFSCME unit members to voluntarily contribute via payroll deduction to the Political Action Committee (PAC) designated by AFSCME (Article 5);
- 7) New provision providing a deadline extension for Union grievance responses under certain circumstances when the Union President is on approved leave (Article 8), and
- 8) Various date changes, gender changes, and staff title changes throughout the contract.

The total estimated cost of the line items impacted by contract changes for FY 2023-2024 is shown below.

Salary with FICA and Retirement*	\$83,925,836
Insurance*	\$23,355,472
Total	<u>\$107,281,308</u>

\* The amount for Salary with FICA and Retirement represents an increase of \$4,852,161 over FY23 costs. Of that total, \$733,459 is for merit increases included within the current plan. The insurance amount represents a decrease of \$382,537 based on health insurance renewal rates received lower than estimated.

<b>Summary of Impact</b>	
<b>a. Cost to City Organization:</b> \$107,281,308	
<b>b. Cost to Residents:</b> none	
<b>c. Cost to Business Community:</b> none	
<b>d. Revenue Produced:</b> none	
<b>Source of Funds</b>	
<b>Fund Name:</b> Various	<b>Agency Name:</b> Various
<b>Department Head Signature:</b>  8/17/2023	
<b>OMB Review Completed by:</b> <i>Latisha Thompson</i> 08/17/2023	