

RESOLUTION

RESOLUTION APPROVING THE GENERAL NON-REPRESENTED PAY PLAN ESTABLISHED FOR FULL-TIME REGULAR (BUDGETED) EMPLOYEES EXCLUDED FROM COVERAGE BY THE AFSCME CONTRACT; AND PROVIDING THE SAME PAY STEPS, PAY RATES, BENEFITS, AND HEALTH AND WELFARE BENEFITS CONSISTENT WITH THAT APPROVED FOR POSITIONS COVERED BY THE AFSCME CONTRACT, EFFECTIVE JULY 1, 2023.

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 August 29, 2023, the City Council approved a collective bargaining agreement for employees covered by the AFSCME collective bargaining

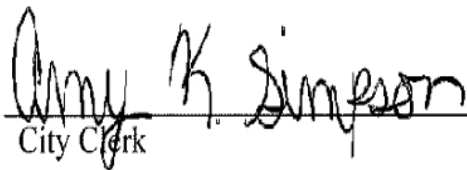
agreement, effective July 1, 2023, that included, among other things, the following:

- 1) Pay Plan adjustment of 6.02% across the board, effective July 1, 2023 (see Attachment 1); and
- 2) Insurance premium 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 August 29, 2023 and effective July 1, 2023.

ADOPTED by Council and **SIGNED** by the Mayor of the City of Oklahoma City this 29TH day of AUGUST 2023.

ATTEST:


City Clerk




Mayor

REVIEWED for form and legality



Assistant Municipal Counselor

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
301													
Hourly	12.22	12.67	13.09	13.66	14.19	14.69	15.26	15.79	16.42	17.02	17.64	18.28	18.97
Bi-weekly	977.60	1013.60	1047.20	1092.80	1135.20	1175.20	1220.80	1263.20	1313.60	1361.60	1411.20	1462.40	1517.60
Monthly	2126.28	2204.58	2277.66	2376.84	2469.06	2556.06	2655.24	2747.46	2857.08	2961.48	3069.36	3180.72	3300.78
Annual	25515.36	26454.96	27331.92	28522.08	29628.72	30672.72	31862.88	32969.52	34284.96	35537.76	36832.32	38168.64	39609.36
302													
Hourly	12.74	13.25	13.75	14.24	14.78	15.32	15.91	16.51	17.14	17.76	18.41	19.07	19.77
Bi-weekly	1019.20	1060.00	1100.00	1139.20	1182.40	1225.60	1272.80	1320.80	1371.20	1420.80	1472.80	1525.60	1581.60
Monthly	2216.76	2305.50	2392.50	2477.76	2571.72	2665.68	2768.34	2872.74	2982.36	3090.24	3203.34	3318.18	3439.98
Annual	26601.12	27666.00	28710.00	29733.12	30860.64	31988.16	33220.08	34472.88	35788.32	37082.88	38440.08	39818.16	41279.76
303													
Hourly	13.35	13.83	14.36	14.92	15.42	16.02	16.62	17.21	17.90	18.56	19.22	19.94	20.63
Bi-weekly	1068.00	1106.40	1148.80	1193.60	1233.60	1281.60	1329.60	1376.80	1432.00	1484.80	1537.60	1595.20	1650.40
Monthly	2322.90	2406.42	2498.64	2596.08	2683.08	2787.48	2891.88	2994.54	3114.60	3229.44	3344.28	3469.56	3589.62
Annual	27874.80	28877.04	29983.68	31152.96	32196.96	33449.76	34702.56	35934.48	37375.20	38753.28	40131.36	41634.72	43075.44
304													
Hourly	13.88	14.45	15.00	15.55	16.10	16.70	17.37	18.00	18.69	19.35	20.08	20.78	21.58
Bi-weekly	1110.40	1156.00	1200.00	1244.00	1288.00	1336.00	1389.60	1440.00	1495.20	1548.00	1606.40	1662.40	1726.40
Monthly	2415.12	2514.30	2610.00	2705.70	2801.40	2905.80	3022.38	3132.00	3252.06	3366.90	3493.92	3615.72	3754.92
Annual	28981.44	30171.60	31320.00	32468.40	33616.80	34869.60	36268.56	37584.00	39024.72	40402.80	41927.04	43388.64	45059.04
305													
Hourly	14.55	15.08	15.63	16.27	16.87	17.53	18.17	18.85	19.54	20.27	21.00	21.73	22.57
Bi-weekly	1164.00	1206.40	1250.40	1301.60	1349.60	1402.40	1453.60	1508.00	1563.20	1621.60	1680.00	1738.40	1805.60
Monthly	2531.70	2623.92	2719.62	2830.98	2935.38	3050.22	3161.58	3279.90	3399.96	3526.98	3654.00	3781.02	3927.18
Annual	30380.40	31487.04	32635.44	33971.76	35224.56	36602.64	37938.96	39358.80	40799.52	42323.76	43848.00	45372.24	47126.16
306													
Hourly	15.25	15.73	16.38	17.02	17.63	18.28	18.99	19.72	20.41	21.18	21.91	22.72	23.56
Bi-weekly	1220.00	1258.40	1310.40	1361.60	1410.40	1462.40	1519.20	1577.60	1632.80	1694.40	1752.80	1817.60	1884.80
Monthly	2653.50	2737.02	2850.12	2961.48	3067.62	3180.72	3304.26	3431.28	3551.34	3685.32	3812.34	3953.28	4099.44
Annual	31842.00	32844.24	34201.44	35537.76	36811.44	38168.64	39651.12	41175.36	42616.08	44223.84	45748.08	47439.36	49193.28

307													
Hourly	15.91	16.51	17.14	17.76	18.41	19.15	19.84	20.57	21.32	22.09	22.90	23.73	24.59
Bi-weekly	1272.80	1320.80	1371.20	1420.80	1472.80	1532.00	1587.20	1645.60	1705.60	1767.20	1832.00	1898.40	1967.20
Monthly	2768.34	2872.74	2982.36	3090.24	3203.34	3332.10	3452.16	3579.18	3709.68	3843.66	3984.60	4129.02	4278.66
Annual	33220.08	34472.88	35788.32	37082.88	38440.08	39985.20	41425.92	42950.16	44516.16	46123.92	47815.20	49548.24	51343.92
308													
Hourly	16.62	17.21	17.90	18.61	19.25	20.01	20.72	21.52	22.36	23.13	24.00	24.89	25.83
Bi-weekly	1329.60	1376.80	1432.00	1488.80	1540.00	1600.80	1657.60	1721.60	1788.80	1850.40	1920.00	1991.20	2066.40
Monthly	2891.88	2994.54	3114.60	3238.14	3349.50	3481.74	3605.28	3744.48	3890.64	4024.62	4176.00	4330.86	4494.42
Annual	34702.56	35934.48	37375.20	38857.68	40194.00	41780.88	43263.36	44933.76	46687.68	48295.44	50112.00	51970.32	53933.04
309													
Hourly	17.38	18.00	18.69	19.35	20.11	20.89	21.66	22.49	23.35	24.18	25.07	25.96	26.94
Bi-weekly	1390.40	1440.00	1495.20	1548.00	1608.80	1671.20	1732.80	1799.20	1868.00	1934.40	2005.60	2076.80	2155.20
Monthly	3024.12	3132.00	3252.06	3366.90	3499.14	3634.86	3768.84	3913.26	4062.90	4207.32	4362.18	4517.04	4687.56
Annual	36289.44	37584.00	39024.72	40402.80	41989.68	43618.32	45226.08	46959.12	48754.80	50487.84	52346.16	54204.48	56250.72
310													
Hourly	18.11	18.80	19.49	20.26	21.00	21.82	22.61	23.49	24.35	25.24	26.16	27.10	28.06
Bi-weekly	1448.80	1504.00	1559.20	1620.80	1680.00	1745.60	1808.80	1879.20	1948.00	2019.20	2092.80	2168.00	2244.80
Monthly	3151.14	3271.20	3391.26	3525.24	3654.00	3796.68	3934.14	4087.26	4236.90	4391.76	4551.84	4715.40	4882.44
Annual	37813.68	39254.40	40695.12	42302.88	43848.00	45560.16	47209.68	49047.12	50842.80	52701.12	54622.08	56584.80	58589.28
311													
Hourly	18.98	19.70	20.40	21.20	21.95	22.79	23.62	24.51	25.44	26.38	27.34	28.36	29.36
Bi-weekly	1518.40	1576.00	1632.00	1696.00	1756.00	1823.20	1889.60	1960.80	2035.20	2110.40	2187.20	2268.80	2348.80
Monthly	3302.52	3427.80	3549.60	3688.80	3819.30	3965.46	4109.88	4264.74	4426.56	4590.12	4757.16	4934.64	5108.64
Annual	39630.24	41133.60	42595.20	44265.60	45831.60	47585.52	49318.56	51176.88	53118.72	55081.44	57085.92	59215.68	61303.68
312													
Hourly	19.83	20.56	21.28	22.09	22.96	23.83	24.67	25.63	26.58	27.55	28.55	29.59	30.66
Bi-weekly	1586.40	1644.80	1702.40	1767.20	1836.80	1906.40	1973.60	2050.40	2126.40	2204.00	2284.00	2367.20	2452.80
Monthly	3450.42	3577.44	3702.72	3843.66	3995.04	4146.42	4292.58	4459.62	4624.92	4793.70	4967.70	5148.66	5334.84
Annual	41405.04	42929.28	44432.64	46123.92	47940.48	49757.04	51510.96	53515.44	55499.04	57524.40	59612.40	61783.92	64018.08
313													
Hourly	20.70	21.51	22.30	23.10	23.98	24.91	25.84	26.77	27.82	28.85	29.88	30.96	32.13
Bi-weekly	1656.00	1720.80	1784.00	1848.00	1918.40	1992.80	2067.20	2141.60	2225.60	2308.00	2390.40	2476.80	2570.40
Monthly	3601.80	3742.74	3880.20	4019.40	4172.52	4334.34	4496.16	4657.98	4840.68	5019.90	5199.12	5387.04	5590.62
Annual	43221.60	44912.88	46562.40	48232.80	50070.24	52012.08	53953.92	55895.76	58088.16	60238.80	62389.44	64644.48	67087.44

314													
Hourly	21.65	22.48	23.28	24.15	25.02	26.02	26.97	27.99	29.01	30.09	31.18	32.28	33.50
Bi-weekly	1732.00	1798.40	1862.40	1932.00	2001.60	2081.60	2157.60	2239.20	2320.80	2407.20	2494.40	2582.40	2680.00
Monthly	3767.10	3911.52	4050.72	4202.10	4353.48	4527.48	4692.78	4870.26	5047.74	5235.66	5425.32	5616.72	5829.00
Annual	45205.20	46938.24	48608.64	50425.20	52241.76	54329.76	56313.36	58443.12	60572.88	62827.92	65103.84	67400.64	69948.00
315													
Hourly	22.61	23.49	24.35	25.28	26.21	27.20	28.21	29.27	30.32	31.46	32.61	33.76	34.99
Bi-weekly	1808.80	1879.20	1948.00	2022.40	2096.80	2176.00	2256.80	2341.60	2425.60	2516.80	2608.80	2700.80	2799.20
Monthly	3934.14	4087.26	4236.90	4398.72	4560.54	4732.80	4908.54	5092.98	5275.68	5474.04	5674.14	5874.24	6088.26
Annual	47209.68	49047.12	50842.80	52784.64	54726.48	56793.60	58902.48	61115.76	63308.16	65688.48	68089.68	70490.88	73059.12
316													
Hourly	23.61	24.50	25.41	26.42	27.34	28.40	29.46	30.58	31.73	32.91	34.13	35.34	36.64
Bi-weekly	1888.80	1960.00	2032.80	2113.60	2187.20	2272.00	2356.80	2446.40	2538.40	2632.80	2730.40	2827.20	2931.20
Monthly	4108.14	4263.00	4421.34	4597.08	4757.16	4941.60	5126.04	5320.92	5521.02	5726.34	5938.62	6149.16	6375.36
Annual	49297.68	51156.00	53056.08	55164.96	57085.92	59299.20	61512.48	63851.04	66252.24	68716.08	71263.44	73789.92	76504.32
317													
Hourly	24.66	25.59	26.56	27.59	28.58	29.71	30.83	31.91	33.10	34.33	35.58	36.85	38.23
Bi-weekly	1972.80	2047.20	2124.80	2207.20	2286.40	2376.80	2466.40	2552.80	2648.00	2746.40	2846.40	2948.00	3058.40
Monthly	4290.84	4452.66	4621.44	4800.66	4972.92	5169.54	5364.42	5552.34	5759.40	5973.42	6190.92	6411.90	6652.02
Annual	51490.08	53431.92	55457.28	57607.92	59675.04	62034.48	64373.04	66628.08	69112.80	71681.04	74291.04	76942.80	79824.24
318													
Hourly	25.82	26.75	27.80	28.84	29.89	30.99	32.19	33.42	34.65	35.92	37.21	38.59	40.01
Bi-weekly	2065.60	2140.00	2224.00	2307.20	2391.20	2479.20	2575.20	2673.60	2772.00	2873.60	2976.80	3087.20	3200.80
Monthly	4492.68	4654.50	4837.20	5018.16	5200.86	5392.26	5601.06	5815.08	6029.10	6250.08	6474.54	6714.66	6961.74
Annual	53912.16	55854.00	58046.40	60217.92	62410.32	64707.12	67212.72	69780.96	72349.20	75000.96	77694.48	80575.92	83540.88
319													
Hourly	26.97	27.97	29.00	30.15	31.24	32.40	33.64	34.89	36.23	37.54	38.89	40.31	41.76
Bi-weekly	2157.60	2237.60	2320.00	2412.00	2499.20	2592.00	2691.20	2791.20	2898.40	3003.20	3111.20	3224.80	3340.80
Monthly	4692.78	4866.78	5046.00	5246.10	5435.76	5637.60	5853.36	6070.86	6304.02	6531.96	6766.86	7013.94	7266.24
Annual	56313.36	58401.36	60552.00	62953.20	65229.12	67651.20	70240.32	72850.32	75648.24	78383.52	81202.32	84167.28	87194.88
320													
Hourly	28.16	29.23	30.30	31.47	32.68	33.86	35.12	36.45	37.82	39.20	40.61	42.10	43.63
Bi-weekly	2252.80	2338.40	2424.00	2517.60	2614.40	2708.80	2809.60	2916.00	3025.60	3136.00	3248.80	3368.00	3490.40
Monthly	4899.84	5086.02	5272.20	5475.78	5686.32	5891.64	6110.88	6342.30	6580.68	6820.80	7066.14	7325.40	7591.62
Annual	58798.08	61032.24	63266.40	65709.36	68235.84	70699.68	73330.56	76107.60	78968.16	81849.60	84793.68	87904.80	91099.44

Effective: July 1, 2023