



# MEMORANDUM

Council Agenda  
Item No. XI. Y  
8/29/2023

## 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, fiscal year 2023-2024, retroactive to July 1, 2023 through June 30, 2024;

AND/OR

2. Enter into executive session to discuss collective bargaining negotiations for fiscal year 2023-2024 with the American Federation of State, County and Municipal Employees, Local 2406, as authorized by 25 O.S. (2022 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 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.

**Estimated Cost:**

The amount for Salary with FICA and Retirement represents an increase of \$4,852,161 over FY23 costs.

**Total Cost:**

\$107,281,308

**Source of Funds:**

Various funds and departments

**Review:**

Human Resources Department

**Recommendation:** Agreement be approved.