



MEMORANDUM

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

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, Local 2406 contract; and providing the same 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 for fiscal year 2023-2024; retroactive to July 1, 2023 through June 30, 2024.

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 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 includes, 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.

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 \$93,969 over FY24 adopted budget.

Cost:

\$2,184,571

Review:

Human Resources Department

Recommendation: Resolution be adopted.