



**CITY OF HOUSTON - CITY COUNCIL**

Meeting Date: 10/22/2024

Item Creation Date:

HR-Meet and Confer Agreement between HOPE and the City of Houston

Agenda Item#: 22.

**Summary:**

ORDINANCE approving, authorizing and ratifying a Meet and Confer Agreement between the City of Houston and the **HOUSTON ORGANIZATION OF PUBLIC EMPLOYEES**, as the sole and exclusive providing for severability

**Background:**

The Human Resources Department recommends approval of the proposed Agreement between the City of Houston and the Houston Organization of Public Employees (HOPE).

In 2021, the City of Houston and HOPE, the sole and exclusive bargaining agent for municipal employees, entered into a fifth meet and confer agreement between the parties, which is in full force and effect through June 30, 2024, and continued on a month-to-month basis with an expiration date of June 30, 2025. The parties have negotiated a subsequent agreement in 2024 ("Agreement"). The Agreement affects municipal employees in the bargaining unit for a 3-year term, becomes effective on November 1<sup>st</sup> or the date countersigned by the City Controller, whichever is later and ending June 30, 2027. The pertinent terms of the 2024 Agreement are as follows:

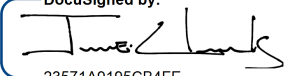
- Across the board and minimum base pay rate increases are agreed upon in accordance with the following schedule:

FY	Month	Year	Minimum Base	
			ACB Increase	Pay Rate
			\$116.00 bi-	
2025	November	2024	weekly	\$16.75/hr
2026	July	2025	3.5%	\$17.25/hr
2027	July	2026	3.5%	\$18.00/hr

- Longevity Pay increases to \$3.00 per bi-weekly pay period for each year of completed service, with no cap on qualifying years of service;
- Bilingual pay for eligible employees increased to \$70 biweekly;
- Compensatory time for exempt UMs expanded;
- Call-Back Pay minimum increased to four (4) hours;
- Guaranteed 24 Personal Leave Hours each year to offset changes to vacation accruals;
- Voluntary Retirement Program (Municipal's Phase Down);
- Emergency event overtime for nonexempt employees at 2X for regular pay;
- Premium holidays added for holiday pay;
- Additional transparency on voluntary and mandatory overtime assignments;
- Expanded representation and onsite access to Union Stewards; and
- Other operational efficiencies.

**Fiscal Note:**

Funding for this item is included in the FY2025 Adopted Budget. Therefore, no fiscal note is required as stated in the Financial Policies.

DocuSigned by:  
  
 23571A9195CB4FE...  
 Jane Cheeks  
 Human Resources Director

**Prior Council Action:**

Ordinance 2021-573

**Contact Information:**

**Contact Information:**

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**ATTACHMENTS:**

**Description**

Prior Council Action  
HOPE MCA  
Caption

**Type**

Backup Material  
Contract/Exhibit  
Other