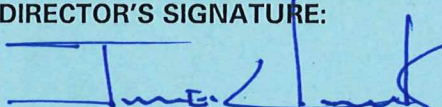



**TO: Mayor via City Secretary REQUEST FOR COUNCIL ACTION**

<b>SUBJECT:</b> Approval of the Meet and Confer Agreement between Houston Organization of Public Employees (HOPE) and the City of Houston		<b>Page</b> 1 of 1	<b>Agenda Item</b> #																
<b>FROM (Department or other point of origin):</b>  Jane E. Cheeks, Director of Human Resources		<b>Origination Date</b>  June 11, 2018	<b>Agenda Date</b>																
<b>DIRECTOR'S SIGNATURE:</b> 		<b>Council District affected:</b>																	
<b>For additional information contact:</b> Alisa M. Franklin-Brooks, Staff Analyst, (832)-393-6174		<b>Date and identification of prior authorizing Council action:</b> 2015-0798																	
<b>RECOMMENDATION: (Summary)</b> The Human Resources Department recommends approval of the proposed Agreement between the City of Houston and HOPE.																			
<b>Amount and Source of Funding:</b>																			
<b>SPECIFIC EXPLANATION:</b> In 2015, the City of Houston and HOPE, the sole and exclusive bargaining agent for municipal employees, entered into the third meet and confer agreement between the parties, which expires on June 30, 2018. The parties have negotiated a subsequent agreement in 2018 ("Agreement"). The Agreement affects municipal employees in the bargaining unit for a 3-year term, beginning after Council ratification and ending June 30, 2021. The pertinent terms of the 2018 Agreement are as follows:  The scope of the bargaining unit has been revised to consist of all municipal employees of the City other than department directors, elected officials, and classified members of the Police and Fire Departments subject to Chapter 143 TLGC.  Across the board pay increases are agreed upon in accordance with the following schedule:  <table border="1"> <thead> <tr> <th>FY</th> <th>Month</th> <th>Year</th> <th>Increase</th> </tr> </thead> <tbody> <tr> <td>19</td> <td>July</td> <td>2018</td> <td>3%</td> </tr> <tr> <td>20</td> <td>July</td> <td>2019</td> <td>2%</td> </tr> <tr> <td>21</td> <td>July</td> <td>2020</td> <td>1%</td> </tr> </tbody> </table> In the third year, the parties have agreed to an additional 1% increase (resulting in a 2% total) if the City Council's adopted budget in FY2021, exceeds an agreed upon amount.  Department Union Representatives ("DURs") will continue to be permitted to provide limited representation in grievances and employee concerns in departments other than their own.  The City and HOPE will establish a joint task force which shall explore the feasibility of adopting a Paid Time Off Program (PTO) to replace or modify the current vacation and sick leave program.				FY	Month	Year	Increase	19	July	2018	3%	20	July	2019	2%	21	July	2020	1%
FY	Month	Year	Increase																
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**REQUIRED AUTHORIZATION**

<b>Finance Director:</b>	<b>Other Authorization</b> 	<b>Other Authorization</b>
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