

SUMMARY OF TERMS

Tentative agreement between City of Houston and HOPE

TERM

- Agreement begins in the first full pay period following formal approval by the respective parties and runs through June 30, 2011.

BASE PAY PROVISIONS

- Effective the first full pay period following formal approval – implement a 3% across-the-board increase to base pay.
- Beginning Fiscal Year 2009 (July 1, 2008) – establish 1.25% for performance pay pool.
- Beginning FY 2010 (the first full pay period following July 1, 2009) – implement a 3% across-the-board increase to base pay, plus 1.25% for performance pay pool.
- Beginning FY 2011 (the first full pay period following July 1, 2010) – implement a 3% across-the-board increase to base pay, plus 1.25% for performance pay pool.
- Following the first 3% across-the-board adjustment, all employees whose base pay is less than \$9.50 per hour will be raised to a minimum of \$9.50 per hour, effective the first full pay period after the agreement is formally approved. This will become the minimum base pay rate.
- September 1, 2009 – In the first full pay period following this date, minimum base pay will be raised to \$10 per hour.

LONGEVITY PAY

- The City will remove the existing cap of 25 years on longevity pay beginning on the first full pay period following the effective date of this agreement. The City will pay \$2 per pay period for each year of service.

SHIFT DIFFERENTIAL

- Differential for the Second Shift will increase from 25 cents to 50 cents per hour.
- Differential for the Third Shift will increase from 35 cents to \$1 per hour.

HEALTH BENEFITS

- The City agrees to maintain the general plan of benefits in place on the effective date of the agreement.
- For the term of the agreement, the City will maintain the existing aggregate city/employee ratio of contributions for health care contributions for active City employees.
- If the annual increase in premiums is 10% or less, the parties will share the increase in equal percentage.
- If the annual increase in premiums is greater than 10% but less than 15%, the city will consult with the Municipal Employee Consultation Committee (MECC) and present options to the Mayor for consideration and final resolution.
- If the annual increase is 15% or more, the agreement will be reopened for discussion of economic issues.
- No individual employee's contribution increase will be greater than 10%.
- The above provisions apply to active municipal employees in the HMO Plan.
- Eligibility for the long-term disability plan will change from 2 years to 1 year, effective September 1, 2008.

CONSULTATION

- Parties agree to establish a Municipal Employees Consultation Committee (MECC), with equal representation from the City and the union. The MECC will discuss and make recommendations on work-related issues, including defining what those issues will be.
- Parties agree to establish Department Employee Consultations Committees (DECCs), with equal representation from the City and the union, in departments of 100 employees or more. DECCs will discuss and make

recommendations on work-related issues within the respective departments. DECCs will meet quarterly, unless the parties agree not to meet.

- Parties agree the union will have 2 representatives on the City's Safety Advisory Committee and 2 representatives on the City's Employee Wellness Advisory Committee.
- Parties agree that the union will be allowed 20 minutes in the New Employee Orientation Class and 20 minutes in the in-processing of new employees to present information about the union.

HOLIDAY PAY

- The City agrees to review the current ordinance (Sec. 14-168(d) City of Houston Code of Ordinances) and discuss the holiday benefit with the MECC for possible revision and improvement.

LEAVE POOLS

- Parties agree to the establishment of a Community Action Leave Pool for employees to contribute, on a voluntary basis, vacation time for use by the union.
- Parties agree to the establishment of a Union Leave Pool for use by the union on city-related union activities, on a basis that allows employees to opt out. Employees who do not opt out will have 1 hour of vacation automatically donated to the Pool annually.

BUSINESS PROVISIONS

- The City will not, as a result of the terms of this agreement, change any current business practices.
- The City agrees to increase the notice period from 14 days to 45 days in advance of any layoffs.
- Exempt employees will have 180 days to use any accrued Comp Time, up from the current 120 days. Exempt Comp Time not used within 180 days will be paid in cash.