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Tentative Agreement 9.9.2026
HOPE Counter Proposal 9.9.2026
COH Proposal 9.9.2026

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AMENDMENT NO. 2 TO THE 2024 MEET AND CONFER AGREEMENT

Temporary Suspension of Article 12.02 (HEAR) and Related Grievance Provision During Performance Management System Transition

This Amendment No.2 to the 2024 Meet and Confer Agreement (this "Amendment") is entered into by and between the **City of Houston** (the "City") and the **Houston Organization of Public Employees** ("HOPE"), as the sole and exclusive bargaining agent for and on behalf of municipal employees. The City and HOPE are referred to collectively as the "Parties" and individually as a "Party." This Amendment modifies the 2024 Meet and Confer Agreement between the Parties (the "Agreement"). Capitalized terms used but not defined in this Amendment have the meanings given to them in the Agreement.

NOW, THEREFORE, in consideration of the mutual covenants set forth in this Amendment and other good and valuable consideration, the receipt and sufficiency of which are acknowledged, the Parties agree as follows:

1. Purpose. The purpose of this Amendment is to facilitate the City's transition to a new performance management system (the "Transition") by temporarily suspending the requirements of Article 12.02 of the Agreement and the related grievance provision of Article 15, as set forth below. The City and HOPE recognize that modernizing the City's platforms, systems, and policies may improve the experience of bargaining unit members ("UMs") participating in the Houston Employee Assessment and Review ("HEAR") Program. Accordingly, the City is encouraged to modernize its current performance management platforms, systems, and policies and to transition to a new performance management system that improves the administration of employee performance plans, evaluations, work progress meetings, training, and related reporting requirements.

2. Temporary Suspension of Article 12.02 (HEAR). To facilitate the implementation of the new performance management system, the requirements of Article 12.02, Employee Evaluation—Houston Employee Assessment and Review (HEAR), including Sections A through D, shall be temporarily suspended beginning November 1, 2026, through June 30, 2027 (the "Suspension Period"), subject to extension under Section 5.

3. Completion of Calendar Year 2026 Evaluations. Before the Suspension Period takes effect, the City shall proactively work to ensure that each UM who is required to receive an employee performance evaluation for calendar year 2026 is administered such an evaluation on or before October 31, 2026. Nothing in this Amendment shall be construed as relieving the City of its obligation to administer the required calendar year 2026 employee performance evaluations by that date.

4. Suspension of Related Grievance Provision. During the Suspension Period, the grievable issue set forth in Section 15.01.01(D) of the Agreement – failure to receive a performance evaluation if delayed more than six months - shall also be suspended. A UM may not initiate or advance a grievance under Article 15 based solely on such a delay while this suspension remains in effect. This Section is limited to grievances concerning the failure to receive a required employee performance evaluation and shall not suspend, restrict, or otherwise affect a UM's right to pursue any other grievance authorized under Article 15, including any grievance under Section 15.01.01(C).

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5. Extension of the Suspension Period. If the Transition is not completed by June 30, 2027, the temporary suspension of Article 12.02 and the related grievance provision described in Section 4 above shall continue until the transition is complete but in no event continue beyond September 30, 2027 at 11:59 PM ~~until the transition is complete~~. The Human Resources Director shall provide written notice to HOPE and all UMs regarding the status of the Transition and the anticipated date of completion.

6. Reinstatement. Upon completion of the Transition, the Human Resources Director shall provide written notice to HOPE and all UMs identifying the date on which the requirements of Article 12.02 and the related grievance provision described in Section 4 will be reinstated and enforced. The City shall provide such notice sufficiently in advance of the reinstatement date to allow departments and UMs a reasonable opportunity to prepare for compliance with the reinstated requirements.

7. Meetings During the Transition. The City and HOPE may meet during the Suspension Period, upon the request of either Party, to discuss the progress of the implementation, employee communications, training, or other matters related to the Transition.

8. No Other Modification; Continuing Effect. Except as expressly modified by this Amendment, all other provisions of the 2024 Meet and Confer Agreement shall remain unchanged and in full force and effect unless and until a successor agreement is ratified by both Parties. In the event of any conflict between this Amendment and the Agreement, this Amendment shall control with respect to the matters addressed in it.

9. Effective Date. This Amendment shall become effective on the date of the last signature below.

IN WITNESS WHEREOF, the Parties have executed this Amendment as of the dates set forth below.

Agreed to upon signature of the President of HOPE and the Mayor of the City of Houston.

City of Houston, Texas

DocuSigned by:
John Whitmire
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By: _____ 9/15/2026
John Whitmire, Mayor Dated

Houston Organization of Public Employees As the Sole and Exclusive Bargaining Agent for the City of Houston Municipal employees in the bargaining Unit

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Jason Evans
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By: _____ 9/10/2026
Jason Evans, President, HOPE Dated

APPROVED AS TO FORM:

DocuSigned by:
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9/14/2026
Arturo G. Michel
City Attorney

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