



City of Omaha
Jean Stothert, Mayor

Human Resources Department

Omaha/Douglas Civic Center
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Deborah K. Sander
Director

Honorable President

and Members of the City Council,

NOV 18 '24 PM 4:23

Attached hereto is an Ordinance to approve an Amendment to the Labor Agreement between the City of Omaha and the Omaha City Employees, Local 251, American Federation of State, County and Municipal Employees, AFL-CIO.

If approved, the Amendment to the Labor Agreement provides for the following:

1. Health Insurance

The City agreed to increase contributions to each employee's health savings account for 2025 in response to several increases in the High Deductible Health Plan Minimum Deductible over the last couple of years. The limit for 2025 increases as follows:

2025

Employee Only: \$2,100 to \$2,200 lump sum

Employee + One, and Family: \$4,200 to \$4,400 lump sum

In addition, the parties agreed to increased contributions to each employee's health savings account for 2026 through 2028 which will provide the City some certainty as to cost for those years and will foreclose the issue from being raised until after 2028. As part of this Agreement, the parties corrected some language that had been contested between the parties and agreed to freeze premiums and plan design changes for the period of 2026 to 2028. The increased contributions are as follows:

2026 to 2028

Employee Only: \$2,300 lump sum

Employee + One, and Family: \$4,600 lump sum

The Human Resources Department recommends your approval of this Ordinance. The Personnel Board will consider approval of this Ordinance at its November 21, 2024 meeting.

Honorable President

and Members of the City Council

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Respectfully submitted,

 11/12/2024
Deborah K. Sander Date
Human Resources Director

Referred to City Council for Consideration:

 11/13/24
Mayor's Office/Title Date

Approved as to Funding:

 11/13/24
Stephen B. Curtiss Date
Finance Director

Approved as to Form:

 11/12/24
Bernard J. in den Bosch Date
Deputy City Attorney

2024\20806sel

ORDINANCE NO. 44084

AN ORDINANCE to approve an Amendment to Agreement which amends Article 19 of the Collective Bargaining Agreement between the City of Omaha and the Omaha City Employees, Local 251, American Federation of State, County and Municipal Employees, AFL-CIO for the years 2025 to 2028 for healthcare; to provide that any ordinances of the City of Omaha, and any rules and regulations promulgated thereunder, which are in conflict with the provisions of the Collective Bargaining Agreement shall not be applicable to those employees in the Bargaining Unit described in Article 1, Section 1, of said Collective Bargaining Agreement; to provide authorization for the Mayor to execute and the City Clerk to attest her signature; and to provide the effective date hereof.

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF OMAHA:

Section 1. There is a need to approve an amendment to the Collective Bargaining Agreement between the City of Omaha and the Omaha City Employees, Local No. 251, American Federation of State, County and Municipal Employees, AFL-CIO. A copy of an Amendment to Agreement amending Article 19 of the Collective Bargaining Agreement is attached hereto and by this reference made a part hereof and the version of Article 19 prior to this amendment is replaced.

Section 2. Any ordinances of the City of Omaha, and rules and regulations promulgated thereunder, which are in conflict with the provisions of the Collective Bargaining Agreement shall not be applicable to those employees in the Bargaining Unit described in Article 1, Section 1, of said Collective Bargaining Agreement.

Section 3. This Ordinance shall be in full force and take effect fifteen (15) days from and after its passage.

INTRODUCED BY COUNCILMEMBER



APPROVED BY:

 12-11-24
MAYOR OF THE CITY OF OMAHA DATE

PASSED DEC 10 2024 7-0

ATTEST:

 12-11-24
CITY CLERK OF THE CITY OF OMAHA DATE

APPROVED AS TO FORM:

 11/12/24
DEPUTY CITY ATTORNEY DATE

AMENDMENT TO AGREEMENT

This Amendment to Agreement is made and entered into this 11th day of December, 2024 by and between the City of Omaha, hereinafter referred to as "City" and the Omaha City Employees, Local 251, American Federation of State, County and Municipal Employees, AFL-CIO, hereinafter referred to as "Local 251".

WHEREAS, the City and Local 251 have entered into a Collective Bargaining Agreement for a term from December 27, 2020 to December 20, 2025, hereinafter referred to as "Agreement"; and,

WHEREAS, the City and the Local 251 recognize that there have been ongoing concerns and discussions about increases in the deductibles for the High Deductible Healthcare Plan that the City provides to its employees and how they relate to the City's contributions to an employee's Health Savings Account; and,

WHEREAS, Local 251 did file a grievance on January 11, 2023 concerning the manner in which the City determined the deductible for those employees who had enrolled in Single plus one and family coverage with the City as detailed in Article 19, Section 2 (b.); and,

WHEREAS, the City engaged in discussions with the various civilian labor groups in order to address similar concerns; and,

WHEREAS, the City was willing to commit to increasing its contributions to employee's Health Saving Accounts for 2025 and 2026 if it could have an assurance that there would be no increase for 2027 and 2028; and,

WHEREAS, Local 251 was willing to consider making this assurance if it was similarly assured that there was no change to healthcare plan design or employee deductibles through the end of 2028; and,

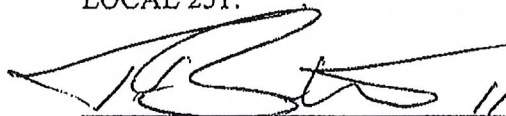
WHEREAS, the City and Local 251 have agreed to this Amendment to Agreement which amends Article 19 of the Collective Bargaining Agreement in the manner described herein and which also calls for dismissal of Local 251's grievance with prejudice.

NOW, THEREFORE, BE IT AGREED BY THE PARTIES AS FOLLOWS:

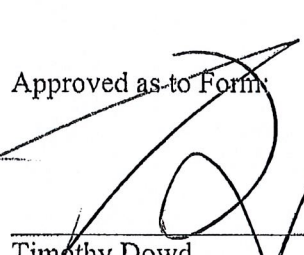
- 1.) That the City and Local 251 have agreed to the revised language as shown in the attached Article 19. The attached legislative edition of Article 19 shows the amendments negotiated between the parties and includes:
 - a. Increased contribution to employee's Health Savings Accounts for 2025 and 2026;
 - b. The freezing of Health Saving Account contributions at the 2026 level for the 2027 and 2028 payroll years;

- c. To clarify the language concerning how the deductible for single plus one and family coverage is determined to eliminate any misunderstanding as to how it is to be determined;
 - d. An agreement to maintain the current healthcare plan design through the end of the 2028 payroll year; and,
 - e. An agreement to maintain employee premiums at the same percentages of COBRA through the end of the 2028 payroll year.
- 2.) That Local 251 agrees to dismiss with prejudice the grievance filed January 11, 2023 wherein it alleged that the City violated Article 19 Section 1b.(sic) in how it determined the deductible for Single plus 1 and Family coverage.
- 3.) The parties agree that this Agreement supersedes any and all prior arrangements, agreements, or understandings between the parties and all subjects and is not in any way related to the events which could rise to disputes resolved herein. No oral understandings, statements, promises, or independent inducements contrary to or inconsistent with the terms of this Agreement exist. The Agreement is not subject to any modification, waivers, or additions except changes made in subsequent written agreements signed by all parties.
- 4.) All signatories to this Agreement warrant that they have read it, fully understand its terms, and they warrant they are of legal age and legally competent and authorized to sign the attached Agreement.

OMAHA CITY EMPLOYEES UNION,
LOCAL 251:


Tony Burkhalter
President
11/8/2024
Date

Approved as-to Form


Timothy Dowd
Attorney for Local 251
12/11/24
Date

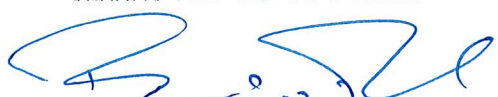
ATTEST:

CITY OF OMAHA,
a Municipal Corporation


Elizabeth Butler, City Clerk
12-11-24
Date

By 
Mayor
12-11-24
Date

APPROVED AS TO FORM:


Deputy City Attorney
11/12/24
Date