

POLICE TELECOMMUNICATORS NEGOTIATIONS

Summary of Negotiated Changes – Outcomes for Council Packet 7-21-26

Tentative Agreement Reached: June 17, 2026

Council Executive Session: July 7, 2026

Union Vote to Accept: July 2, 2026 (*October 30, 2025 tied; January 27, 2026 tied*)

Duration: 3-year contract (January 1, 2026 – December 31, 2028)

Labor	Management
Eamon McCleery, Union Attorney (Lead Negotiator) Lizzie Levelle, Teamsters Representative Elizabeth Ruhland, Telecommunicator Terry Hastings, Telecommunicator	Cathryn Laird, HR Director (Lead Negotiator) Kseniya Daly, Deputy HR Director Adrienne Steinert, HR Analyst Chief Lowe, Police Chief Mavic Hizon, PS Civilian Commander

Note: Police Telecommunicators were removed from the Police Support Collective Bargaining Agreement (CBA) due to the Department of Retirement Services (DRS) requiring Telecommunicators to change from the Public Employees' Retirement System (PERS) to the Public Safety Employees' Retirement Systems (PSERS). As a result of this change, Telecommunicators needed to establish their own separate CBA. Throughout CBA updated title Dispatchers to Telecommunicators.

Article	Proposals	Reason	Outcome
Article 1 Definitions	Updated definition of "Employee" and "Part Time Employee."	Mirror Police Officers' definitions.	Language clarification.
Article 2 Recognition Union	Updated union recognition language, supplemental employee duration restrictions, and special project employment specifications.	Parameters on duration to use supplemental employees and when Chief can assign special projects.	Process clarification.
Article 4 Hours of Work, Overtime, Callback, Compensatory Time and Stand-by	10-hour workday established. - Five shifts established. - Minimum staffing parameters. - Wednesday weekly overlap day. - Training parameters established. - Quick turnaround provisions established and emergency suspension of quick turnaround. - Overtime assignment provisions. - Daylight savings time language simplified and full schedule paid. - Additional paid 15 to 30 minute wellness break upon request.	Established or refined existing key language parameters regarding shifts, staffing, turnaround, overtime, etc. Language meets the interests of both the City and Union.	Process and language clarifications and obtained a five-shift schedule (instead of seven)

Article	Proposals	Reason	Outcome
Article 5 Seniority and Personnel Reduction	- Time off requests that result in OT must be made before the monthly OT calendar is finalized, otherwise the employee must find voluntary coverage or request will be denied. - OT required to cover leave request in 24 hours not to exceed 7 hours. Union agrees in exchange for increase in Service Recognition Pay. - City agrees to fund Retiree's Welfare Trust (RWT) in exchange for withdrawal of high-cost union proposals.	- Language meets the interests of the City and Union to clarify how vacation scheduling will work and how to control overtime costs. - Additional OT control, costs down from 10 to 7 hours (overlap). - Use of RWT as leverage to get to agreement.	- Time off requests that result in OT can be denied if the process is not followed. - Reduction in the 10 hours to 7 hours results in less OT overlap. - City fund RWT in exchange for no education premium, and no contracting out language, and withdrawal of other high-cost union proposals.
Article 7 Holidays	Holiday shift premium clarification about when the double time is paid for working a holiday.	Union interest to have clarification when employees will be paid for working a holiday.	Language clarification
Article 8 Leaves	- Language clarification on vacation cashout and last day worked at time of separation - Sick leave cashout at 100% upon the employee's death. - Bereavement leave used within 6 months of death instead of 14 days. - Unpaid leave of absence capped at 6 months instead of 12 months. - Use of sick leave for Shared Leave donations.	Language changes met the interests for both the City and the Union. Came to agreement on a variety of subsections that positively impacted both sides.	Last day worked language added and 6 months maximum of unpaid leave, instead of 12 months.
Article 9 Insurance Benefits	- Disability benefits language from Memorandum of Understanding (MOU) added to CBA. - City agrees to fund Retiree's Welfare Trust (RWT) in exchange for withdrawal of high-cost union proposals.	- Disability language added to CBA that is consistent across all unions and Personnel Manual. - Use of RTW as leverage to get to agreement.	- Disability benefits consistently administered. - City fund RWT in exchange for no education premium, and no contracting out language, and withdrawal of other high-cost union proposals.

Article	Proposals	Reason	Outcome
Article 10 Uniforms	Employees will be provided an outer garment and two shirts that reflect appropriate Redmond Police Department attire standards.	Simplification of uniform requirements.	Language clarification.
Article 11 Miscellaneous	- Tuition Reimbursement reference to the Personnel Manual. - Probation remained at one year. - Non-discrimination language regarding gender identity and expression.	Language changes met the interests for both the City and the Union.	Language consistency between Police Collective Bargaining Agreements that results in consistent process administration.
Article 12 Grievance Procedure	Updated language for option to use PERC arbitrators if going to arbitration.	Language clarification.	Language expansion.
Article 13 Scope of Agreement	- Retain Election of Remedies language with language clarification that mirrors Police Support. - Added language on Performance of Duty, Strikes and Lockout that mirrors Police Officers (due to Telecommunicators no longer being able to strike, like Police Officers).	Union wanted to delete the language in both sections but agreed to adding the language clarification with slight modifications.	Language consistency and expansion.
Article 15 (New Article) Public Records Request	Adding in new RCW language on employee notification of records requests.	Provides notice to employees when their records are being requested through the public records process.	Transparency for union members.
Appendix Salaries and Wages	2026 COLA: Flat rate 4.0% (Telecommunicators only) 2027 and 2028 COLA: CPI-W First Half with 2% min and 5% max - Senior Telecommunicator assignment at 10% incentive pay (assignment appointed by Chief for up to three years). - Shift differential of 1.5% for working the "Overnight" shift (8:00pm to 6:00am). - Special assignment premium of ½ hour OT pay for every 2 hours performing training special duties. - Service Recognition Pay \$600 increase per tier.		Identified financials to get to final agreement on this new Collective Bargaining Agreement. Total Cost: 6.65% 4.0% = COLA 1.5% = night shift differential 2.5% = special assign premium and service recognition pay = \$112,989 for 2026 (2.5% consistent year after year; COLA and night shift will vary)
Language Clean up	Changing language to gender-neutral, and update "Dispatcher" and "Lead Dispatcher" to Telecommunicator and Lead Telecommunicator.	To create consistency in reference to employees.	Language clean up