



Memorandum

**Date:** 12/3/2024  
**Meeting of:** City Council

**File No.** AM No. 24-192  
**Type:** Consent Item

**TO:** Members of the City Council  
**FROM:** Mayor Angela Birney  
**DEPARTMENT DIRECTOR CONTACT(S):**

Human Resources	Cathryn Laird	425-556-2125
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**DEPARTMENT STAFF:**

Human Resources	Liz Morley	HR Analyst
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**TITLE:**

Approval of the 2025-2027 Collective Bargaining Agreement between City of Redmond and The Washington State Council of County and City Employees, Local 21-RD (AFSCME)

- a. Ordinance No. 3198: An Ordinance of the City of Redmond, Washington, Establishing the 2025 Pay Plan for Employees Covered by the Washington State Council of County and City Employees, Local 21-RD (AFSCME) and Establishing the 2025 Pay Plan for Supplemental Employees Working in Positions Covered by the AFSCME Bargaining Unit

**OVERVIEW STATEMENT:**

This memo seeks approval of the 2025-2027 AFSCME Union Collective Bargaining Agreement (CBA) and the associated pay plans. This CBA has been negotiated between the City and Union using tentative agreements over the last year and has been approved by a vote of Union members. This item was brought to Council during an Executive Session on November 4, 2024.

**Additional Background Information/Description of Proposal Attached**

**REQUESTED ACTION:**

- Receive Information**                       **Provide Direction**                       **Approve**

**REQUEST RATIONALE:**

- **Relevant Plans/Policies:**  
N/A
- **Required:**  
RCW 35A.11.020
- **Council Request:**  
N/A

- **Other Key Facts:**  
The current CBA expires on 12/31/2024.

**OUTCOMES:**

This CBA sets forth the working relationship between the City and the AFSCME employees, specifically it covers salaries, benefits, working conditions, and other information/expectations.

**COMMUNITY/STAKEHOLDER OUTREACH AND INVOLVEMENT:**

- **Timeline (previous or planned):**  
N/A
- **Outreach Methods and Results:**  
N/A
- **Feedback Summary:**  
N/A

**BUDGET IMPACT:**

**Total Cost:**

The cost to implement the proposed increases to the 2025-2027 collective bargaining agreement is approximately \$1,387,000 or 11.2%, over the three-year period.

**Approved in current biennial budget:**       **Yes**       **No**       **N/A**

**Budget Offer Number:**

N/A

**Budget Priority:**

Safe and Resilient

**Other budget impacts or additional costs:**       **Yes**       **No**       **N/A**

***If yes, explain:***

N/A

**Funding source(s):**

General Fund

**Budget/Funding Constraints:**

N/A

**Additional budget details attached**

**COUNCIL REVIEW:**

**Previous Contact(s)**

Date	Meeting	Requested Action
11/4/2024	Special Meeting	Receive Information

**Proposed Upcoming Contact(s)**

Date	Meeting	Requested Action
N/A	None proposed at this time	N/A

**Time Constraints:**

Employees under this contract are currently being paid at 2024 rates. It would be beneficial to have the 2025 pay rates established in 2024, to provide salary changes on time for the employee and to avoid retroactive pay after January 1, 2025.

**ANTICIPATED RESULT IF NOT APPROVED:**

Additional negotiations would be required. The longer the delay, the more complex the retroactive adjustments to employees' pay due to various pay actions that would occur and need to factor into the retro pay. (For example: overtime, paid leave, etc.) This will lead to a longer wait time for pay increases and could lead to a greater chance of payroll errors, both of which always has a negative impact on morale for all employees involved.

**ATTACHMENTS:**

- Attachment A: Redline of 2025-2027 AFSCME Collective Bargaining Agreement
- Attachment B: Summary of Changes to 2025-2027 AFSCME CBA
- Attachment C: Ordinance Setting the 2025 Pay and Pay Plan for AFSCME Employees
- Exhibit 1: 2025 AFSCME Pay Plan "A" (effective Jan 1, 2025)
- Exhibit 2: 2025 AFSCME Supplemental Pay Plan "AF-S" (effective Jan 1, 2025)