



Memorandum

Date: 5/17/2022
Meeting of: City Council

File No. AM No. 22-075
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	David Puente	HR Policy and Labor Analyst
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TITLE:

Approval of the 2022-2024 Collective Bargaining Agreement between City of Redmond and The Washington State Council of County and City Employees, Local 21-RD (AFSCME)

- a. Ordinance No. 3079: An Ordinance of the City of Redmond, Washington, Establishing the 2022 Pay Plan for Employees Covered by the Washington State Council of County and City Employees, Local 21-RD (AFSCME) and Establishing the 2022 Pay Plan for Supplemental Employees Working in Positions Covered by the AFSCME Bargaining Unit

OVERVIEW STATEMENT:

This memo seeks approval of the 2022-2024 AFSCME Union Collective Bargaining Agreement (CBA) and the associated pay plan. 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 May 3, 2022.

☒ **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 previous CBA expired on 12/31/2021.

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 2022-2024 collective bargaining agreement is approximately \$1,082,424 or 13.8%, 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
5/3/2022	Business Meeting	Receive Information

Proposed Upcoming Contact(s) - N/A

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

Time Constraints:

Employees under this contract are currently being paid at 2021 rates. It would be beneficial to have the 2022 pay rates established earlier in 2022, to avoid excessive retroactive pay back to January 1, 2022.

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 2022-2024 AFSCME Collective Bargaining Agreement
Attachment B: Summary of Changes to 2022-2024 AFSCME CBA
Attachment C: Ordinance Setting the 2022 Pay and Pay Plan for AFSCME Employees
Exhibit 1: 2022 AFSCME Pay Plan "A" (effective Jan 1, 2022)
Exhibit 2: 2022 AFSCME Supplemental Pay Plan "AF-S" (effective Jan 1, 2022)