



Memorandum

Date: 11/3/2025
Meeting of: City Council

File No. AM No. 25-164
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	Adrienne Steinert	Human Resources Analyst
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TITLE:

Approval of the 2026-2028 Collective Bargaining Agreement between City of Redmond and Teamsters Local No. 117 representing the Police Support employees in the Police Department

- a. Ordinance No. 3232: An Ordinance of the City of Redmond, Washington, Amending Pay Plans "PS" and "S-PS," in Order to Set Salaries for Police Support Employees Covered by the Teamsters Local Union No. 117 Bargaining Unit for the Year 2026; Providing for Severability and Establishing an Effective Date

OVERVIEW STATEMENT:

This memo seeks approval of the 2026-2028 Police Support Union Collective Bargaining Agreement (CBA) and the associated pay plan. New classifications being requested for Pay Plans "PS" and "S-PS" include Real Time Crime Analyst, Senior Police Support Administrative Specialist and Parking Enforcement Officer. In Addition, select titles and salaries have been removed or changed. Details of the changes are listed under the "Outcomes" section. 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 October 21, 2025.

☒ **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 expires on 12/31/2025.

OUTCOMES:

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

The Public Safety Telecommunicator and Lead Public Safety Telecommunicator were removed from the Police Support Collective Bargaining Agreement (CBA) and Pay Plans 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.

New classifications titled Real Time Crime Analyst, Senior Police Support Administrative Specialist and Parking Enforcement Officer are being added to the "PS" and "S-PS" Pay Plans. The Lead Police Support Services Specialist, Police Support Public Records Specialist, and Police Support Services Specialist titles have been eliminated.

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 2026-2028 collective bargaining agreement is approximately \$85,315 or 5.0%, for 2026.

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 and Public Safety Levy

Budget/Funding Constraints:
N/A

☐ **Additional budget details attached**

COUNCIL REVIEW:

Previous Contact(s)

Date	Meeting	Requested Action
10/21/2025	Special Meeting	Receive Information

Proposed Upcoming Contact(s)

Date	Meeting	Requested Action
N/A	None proposed at this time	Click and select an action from the dropdown menu.

Time Constraints:

Employees under this contract are currently being paid at 2025 rates. It would be beneficial to have the 2026 pay rates approved in 2025, to avoid excessive retroactive pay back to January 1, 2026.

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, merit increases, 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 2026-2028 Police Support Collective Bargaining Agreement

Attachment B: Police Support Summary of Changes

Attachment C: Ordinance Setting the 2026 Pay and Pay Plan for Police Support Employees

Exhibit 1: 2026 Police Support "PS" Pay Plan

Exhibit 2: 2026 Police Support Supplemental "S-PS" Pay Plan