



Memorandum

Date: 7/21/2026
Meeting of: City Council

File No. AM No. 26-115
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 Telecommunicator Employees in the Police Department

- a. Ordinance No. 3264: An Ordinance of the City of Redmond, Washington, Amending Pay Plans "TC" and "TC-S," in Order to Set Salaries for Police Telecommunicator 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 Telecommunicator 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 October 21, 2025, but the tentative agreement did not pass Union vote. After additional negotiations, this item was again presented to Council at a Closed Session on July 7, 2026.

☒ **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:**

N/A

OUTCOMES:

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

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.

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 on the 2026-2028 collective bargaining agreement is approximately \$112,989, or 6.65%, for 2026.

Approved in current biennial budget: ☒ Yes ☐ No ☐ N/A

Budget Offer Number:

0000280

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	Business Meeting	Receive Information
7/7/2026	Business 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 Police Support 2025 rates. It would be beneficial to have the Collective Bargaining Agreement and 2026 pay rates approved, 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: Redlined 2026-2028 Police Telecommunicator Collective Bargaining Agreement

Attachment B: Summary of Changes

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

Exhibit 1: 2026 Police Telecommunicator "TC" Pay Plan

Exhibit 2: 2026 Police Telecommunicator Supplemental "TC-S" Pay Plan