

**The City of Redmond  
And  
Redmond City Hall Employees Association (RCHEA)**

**Summary of Major Changes to RCHEA Contract for  
1-1-2023 through 12-31-2025**

The City and the Redmond City Hall Employees Association (Union) reached a tentative agreement, pending Council Approval, that meets the needs of both the Union and the City. The Collective Bargaining Agreement (CBA) with the Union, if approved, will result in the following summary of the more notable changes to the contract. All changes are noted in the redline version of the CBA.

**Article 4 – Layoff Procedure**

- New section on separation pay for employees if laid off

**Article 5 – Probationary Period**

- Probationary period for new employees increased to 12 months with extensions only in cases of extended leave.
- An Employee may request to resign in lieu of termination, granted at management discretion.

**Article 8 – Wages**

- \$200/mo “Experience Recognition Pay” (formerly Longevity) for employees with 5 yrs+

**Article 9 – Holidays**

- Juneteenth added
- For Holidays that fall on day off, employee may flex or time will be added to Vac Bank.

**Article 15 – Hours of Work and Overtime**

- Standard work week defined. 0000 hrs Monday to 2359 hrs Sunday
- Employees may cash out compensatory time on request

**Article 18 – Term of Agreement**

- 3-yr contract; 2023-2025

**Appendix A – COLA and Pay Plans**

- New salary banding compensation structure effective 1/1/2023
- 2023 COLA increases of 7% (Effective 1/1/2023) + lump sum payment for those employees over the max of the new pay range
- 2024 COLA is First-Half CPI-W with 2% min – 6% max. (Effective 1/1/24)
- 2025 COLA is First Half CPI-W with 2% min – 5% max. (Effective 1/1/25)

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**Signing Bonus MOU**

- Signing Bonus: \$2400 each member, one time (Effective 1/1/23) – In exchange for signing the contract, for approving the salary band structure, for accepting the CPI-W first half annual (instead of June CPI-W), for the removal of the Payroll Analyst and Environmental Sustainability Program Manager from the union, and the 12-month probationary period.

**Experience Recognition Pay Lump Sum MOU**

- Lump Sum to Tracy Kimmel: \$2400 (\$200x12) for the first year 2023 experience recognition pay to Tracy in exchange for the union allowing her body of work to move from the union to non-union. (Effective 1/1/23)