



Memorandum

Date: 6/7/2022
Meeting of: City Council

File No. AM No. 22-084
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:

Adoption of Ordinance to Correct a Scrivener’s Error in Ordinance No. 3079 and adoption of the Amended Pay Plan “AF-S” Pursuant to 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. 3082: An Ordinance of the City of Redmond, Washington, Amending Ordinance No. 3079, Passed by the City Council on May 17,2022, in Order to Correct a Scrivener’s Error, and to Correct Nominal Calculation Errors by Amending Pay Plan "AF-S" in Order to Set Salaries for Supplemental Employees Working in Positions Covered by the AFSCME Bargaining Unit

OVERVIEW STATEMENT:

This memo seeks adoption of amended Pay Plan “AF-S” pursuant to the 2022-2024 AFSCME Union Collective Bargaining Agreement (CBA) adopted by Council on May, 17, 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 pay plan was adopted on 5/17/2022.

OUTCOMES:

This ordinance amends Pay Plan "AF-S" adopted on May 17, 2022 to align with the CBA between the City and AFSCME.

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 change in cost to the 2022-2024 collective bargaining agreement by amending Pay Plan "AF-S" is nominal due to the extremely small number of work hours affected and the small amount by which the rates differ from the plan previously adopted.

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
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5/3/2022	Business Meeting	Receive Information
5/17/2022	Business Meeting	Approve

Proposed Upcoming Contact(s) - N/A

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

Time Constraints:

It would be beneficial to have this amended Pay Plan "AF-S" adopted prior to the actual signing and implementation of the CBA to avoid payroll errors and to avoid more complicated retroactive pay back to January 1, 2022.

ANTICIPATED RESULT IF NOT APPROVED:

If not approved, any employees paid under Pay Plan "AF-S" adopted on May, 17, 2022, would be paid at a lesser rate than what is outlined in the CBA.

ATTACHMENTS:

Attachment A: Ordinance Setting the 2022 Pay and Pay Plan for Supplemental AFSCME Employees
Exhibit 1: 2022 AFSCME Supplemental Pay Plan "AF-S" (effective Jan 1, 2022)