



Memorandum

Date: 10/18/2022
Meeting of: City Council

File No. AM No. 22-157
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 2022-2025 Collective Bargaining Agreement between City of Redmond and Teamsters Local No. 117 representing Police Lieutenants

- a. Ordinance No. 3095: An Ordinance of the City of Redmond, Washington Amending the 2021 T Pay Plan for Employees Represented by the Teamsters Local No. 117 Representing Police Lieutenants

OVERVIEW STATEMENT:

This memo seeks approval of the 2022-2025 Teamsters - Police Lieutenants Union Collective Bargaining Agreement (CBA), the associated pay plan, and a one-time signing bonus of \$6,000.00 for each member. This agreement 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 Executive Session on October 4, 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 Teamsters-Police Lieutenants, 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 2022-2025 collective bargaining agreement is approximately \$129,460, or 24.6%, over the three-year period.

The cost to implement the one-time signing bonus is \$18,000.

Approved in current biennial budget: **Yes** **No** **N/A**

Budget Offer Number:

- 224 Police Patrol and Response
- 225 Criminal Investigations
- 226 Police Dispatch and Support
- 233 Community Outreach and Involvement

Budget Priority:

Safe and Resilient

Other budget impacts or additional costs: **Yes** **No** **N/A**

If yes, explain:

N/A

Funding source(s):

- 100 General Fund
- 035 Public Safety Levy Fund

Budget/Funding Constraints:

N/A

Additional budget details attached

COUNCIL REVIEW:

Previous Contact(s)

Date	Meeting	Requested Action
10/4/2022	Special 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 2021 rates. Approval of contract will allow employees to be paid retroactively back to January 1, 2022.

ANTICIPATED RESULT IF NOT APPROVED:

Additional negotiations would be required, and the Union and the City would likely go to mediation/arbitration. 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 2022-2025 Teamsters-Police Lieutenants Collective Bargaining Agreement

Attachment B: Summary of Major Changes

Attachment C: Ordinance Amending the 2022 and 2023 Pay and Pay Plans for Teamsters-Police Lieutenants Employees

Attachment D: MOU Teamsters-Police Lieutenants Signing Bonus

Exhibit 1: 2022 Police Lieutenants Pay Plan "T" (effective Jan 1, 2022)

Exhibit 2: 2023 Police Lieutenants Pay Plan "T" (effective Jan 1, 2023)