

Attachment B

The City of Redmond And Teamsters Local Union No. 117

Summary of Major Changes to Police Support Contract for 1-1-2022 through 12-31-2025

The City and the Teamsters Local Union No. 117 (Union) representing the represented Police Support Employees in the Police Department, 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, HOURS OF WORK, OVERTIME, CALLBACK, COMPENSATORY TIME, AND STAND-BY:

- Outlining of process for certifying employees as translators and sets the premium pay rate for those employees at \$100/month.

ARTICLE 7, HOLIDAYS:

- Juneteenth added as a holiday bringing the annual total to 13 recognized holidays.

ARTICLE 15, DURATION:

- Outlines the new duration of the contract as beginning on the effective date of the contract and ending on 12/31/2025.

APPENDIX A, SALARIES AND WAGES:

- 4.25% increase to 2021 salaries for first half of 2022.
- New positions: Police Public Information Officer, Police Support Public Records Specialist.
- Effective July 1, 2022:
 - * New 60-month, six-step pay scale with automatic step advancement.
 - * 4.0% equal annual pay step adjustments.
 - * Each employee will be placed into the appropriate next highest step from their current salary and will receive the relevant salary percent increase to move into that step.
 - * 2023-2025 Salaries increased by first half annual CPI-W (2% min to 5% max)
 - * Step pay scale eliminates merit pay
- Service Award changed to "Service Recognition Pay" and amounts increased.