

Attachment B

The City of Redmond And Teamsters Local Union No. 117

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

The City and the Teamsters Local Union No. 117 (Union) representing Police Lieutenants 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 Exempt, Callback, and Standby

- 4.1: Language added to allow for 4/10 schedule upon request.

Article 7 – Holidays

- 7.1: Added Juneteenth

Article 16 – Duration and Reopeners

- Contract runs 1/1/2022-12/31/2025

Appendix A – COLA and Pay Plans

- 2022 COLA increase of 6.3% and bottom two steps of Pay Scale removed. **(Effective 1/1/22)**
- 2023 COLA increase of 7%. (Effective 1/1/23)
- 2024 COLA is First Half CPI-W with 2% min – 5% max. (Effective 1/1/24)
- 2025 COLA is First Half CPI-W with 2% min – 5% max. (Effective 1/1/25)
- Availability Premium increased to 4% **(Effective 1/1/22)**
- Service Recognition Pay **NEW (Effective 1/1/22)**

Completed Years of Service	Monthly Service Recognition Pay
10	\$250
15	\$350
20	\$450
25	\$550

Signing Bonus MOU

- Signing Bonus: \$6000 each member, one-time. **(Effective with Contract)**