

FIRE UNIFORMED NEGOTIATIONS

Summary of Negotiated Changes – **Outcomes for Council Packet**

Tentative Agreement Reached: October 24, 2025

Union Voted to Accept: 4/1/2026 Passed

Contract Duration: 3 years (Retroactive to 1/1/25)

Labor	Management
Eben Dygert, Driver/Engineer (Lead Negotiator) Eric Dubee, Fire Lieutenant Liz Tusing, Captain/MSO Gary Smith, Assistant Fire Marshal	Cathryn Laird, HR Director (Lead Negotiator) Kseniya Daly, Deputy HR Director Adrian Sheppard, Fire Chief Jim Whitney, Deputy Fire Chief

Article	Section/Topic	Reason	Outcome
Article 4 Non-Discrimination	Non-discrimination language regarding gender identity and expression.	Language updates that meets the interests of the Union and the City.	Language consistency
Article 9 Personnel Reduction	Full article update by following Bellevue’s CBA language with modifications for Redmond.	Process clarification and language clean up that meets interests of the Union and the City.	Language clarification
Article 10.2 Probationary Period	Clarification on when the probationary period starts and ends.	Meets interest of the City so HR staff can more effectively administer probation periods.	Language desired by HR.
Article 12 Assignments	Language refinement for entire article to address eligibility clarification, duration, and impact to groups of employees, including Deputy Fire Marshals.	Make the article easier to follow and create related Standard Operating Guidelines (SOG) language for Deputy Fire Marshals and Firefighter Paramedics.	Process clarification
Article 13.3 [Discipline] Process and Procedures	Clarification of the process when termination is being recommended.	Meets interest of the City so HR staff can more effectively administer the termination process.	Language desired by HR.
Article 14 Grievance Procedures	Full article update by following Bellevue’s CBA language with modifications for Redmond.	Process clarification and language clean up that meets interests of the Union and the City.	Language clarification
Article 17.2 Out of Class (Acting) Pay	Day shift employees who work out of class for greater than 40 hours, will be paid to include the initial 40 hours.	Recognition of employees for the entire time they WOC.	Working out of class at the beginning of the initial 40 hours instead after the first 40 hours.

Article	Section/Topic	Reason	Outcome
18.2 Professional Leave	Identifies by classification which exempt status day shift employees can receive overtime when working in a uniformed shift capacity.	Clarifying language and codifying current practice.	Language clarification.
Article 18.4 Holiday Overtime	New language to allow employees who work overtime on a holiday (voluntary or mandatory) will receive 2x OT instead of 1.5x OT.	Common practice to receive 2x OT for working a holiday and encourages voluntary OT on a holiday.	Union to receive 2x OT on mandatory or voluntary OT Holiday hours worked.
Article 19.3 Hours of Work	For day shift employees, provides for three “standard” work schedules (5/8, 9/80, or 4/10) and alternative work schedules or adjustments to the standard work schedule at supervisor approval.	Defines a standard work schedule and confirms approval of any changes to the schedule.	Work schedule confirmation.
Article 19.6 Shift Trades	Language clarification around how shift trades would be administered and employees who are originally scheduled to work must cover the sick leave of the employee who was willing to do the work (traded) but called in sick.	Corrects a payroll issue of extra sick leave compensation and reduces sick leave calls during shift trades.	Slightly reduced the number of shift trades that can occur.
Article 22.6 Shared Leave Program	To allow for sick leave to be donated.	Request by union to enhance leave that can be donated. Other unions have this option to donate sick leave.	Creates administrative consistency across CBAs.
Article 23.2.A Holidays	Day shift employees whose holiday falls on their day off can flex another day or receive another day off with 8 hours pay hours pay added to the employee’s holiday bank.	Provides for option of the employee to flex the holiday or add 8 hours holiday pay added to their holiday bank.	Additional 8 hours added to day shift holiday bank at employee’s discretion.
Article 23.3 Scheduling of Vacation, Holidays, and AHR	Paramedics: This will eliminate day shift accruals from the available time off shift selection. All shift employees, clarifies the calculation of the daily number of staff off per day and scheduling of AHR and Kelly days prior to vacation scheduling.	Language enhancements around shift accruals and scheduling of time off.	Possible limit to overtime exposure.

Article	Section/Topic	Reason	Outcome
Article 23.4 Unused Vacation and Holiday Leave	Day shift employees can accumulate vacation above their maximum allowance during the year. Day shift employees cannot carryover or separate with greater than the max allowance of 360 hours. (Uniformed shift employees are already allowed to accumulate above their max allowance)	To encourage employees to retain their banks and get paid out instead of burning down their banks at time of separation, and to provide consistency between uniformed shift and day shift employees.	Allows vacation accruals for day shift employees to go above the vacation max but carryover and cashout at max only.
Article 28.3 Tuition Reimbursement	Language clarification to follow the Personnel Manual and simplification of the application process.	Consistent administration of Tuition Reimbursement across all CBAs and non-reps.	Language consistency across the city.
Appendix A Salary Schedule A.1 A.5 A.11	<ul style="list-style-type: none"> • 2025 COLA: Flat rate 6.0% • 2026 COLA: Flat rate 2.7% • 2027 COLA: CPI-W First Half with 2% min and 5% max • Education Premium (new) <ul style="list-style-type: none"> ○ AA = 1.5% ○ BA = 3% • Haz Mat Incentive = 3% (increase from 2%) • Technical Rescue Incentive = 3% (new) 	Identified financials to get to final agreement on this successor Collective Bargaining Agreement.	