

Tentative Agreement Summary
2024 Collective Bargaining Agreement between
City of Redmond and Redmond Firefighters Union #2829, I.A.F.F.

The City and Union have reached a tentative agreement on a one-year contract for 2024. This agreement incorporates several active MOUs into the contract and provides for salary increases. The following is a summary of articles that have changed and a brief explanation of the changes. The changes listed here are a summary only and the reader should refer to the redlined contract for detailed language. A redline version of the contract is included following this summary.

Article/Section	Changes
3.3 Indemnification/Hold Harmless	- Corrects typo from “changes” to “charges” and updates old term “Association” to “Union”.
5.5 Negotiations	- Acting Deputy Chiefs will not be involved in labor negotiations
10.2 Probationary Period	- Probation is 12 months from graduation of Fire Academy or EMT school and may be delayed up to 18 months total for training delay.
13.3 Discipline Process and Procedure	- Acting Deputy Chief may be involved in investigation but not decision of discipline.
17.2 Out of Class (Acting) Pay	- Eliminates 4 hour minimum to qualify for acting pay. - Removed language that was effective only in 2020 and no longer applies.
17.3 Captain or BC Acting as Dep Chief	- Outlines provisions for when Captains or Battalion Chiefs act as Deputy Chief - Renumbering: Old 17.3 now becomes 17.4 - No Pyramiding
18.3 Captain or BC Acting as Dep Chief	- Acting Deputy Chiefs not eligible for OT and may not cover shifts as Capt or BC. Will receive Professional Leave
19.9 Conversion of Benefits	- Conversion of benefits from shift work to days does not apply to Acting Deputy Chiefs
22.2 Payment Upon Death or Retirement	- 100% of sick leave payout at death or retirement to MERP/HRA/VEBA
23.2 Holidays	- Added Juneteenth - Employees now given 6 shifts off (formerly 5.5) for the 13 holidays (formerly 12). Payable at 12 hours per month (formerly 11).

23.4 Unused Vac and Holiday Leave	- Removed statement of payout of unused accrued time and moved into new Section 23.5
23.5 Unused Vac and Holiday Upon Separation	- Outlines 100% payout into MERP/HRA/VEBA - Renumbering: Old 23.5 becomes 23.6 Maternity Duty/Leave
24.1 Bereavement Leave	- Updates language from “thirty-two (32) hours” to “up to four days”
24.2 Family Leave	- Removed language that limited dispute resolution to the CBAs grievance procedures when related to application of family leave.
25.1 Limitation on Cumulative Leave	- Includes language that states nothing in the CBA section shall be construed as a waiver of employee rights to paid or unpaid leave granted under the law.
26.1 Medical, Dental and Vision	- Established the \$100/month contribution to HRA VEBA
27 Drug and Alcohol Use and Dependency	- Include language under discipline recognizing law related to reasonable accommodations of employees with disabilities. - States that discipline for employee’s refusal of a drug test is subject to just cause.
28.5 Recruit Academy	- Outlines assignment to the Academy
Appendix A A.1 Salary and Adjustments	- Outlines 2024 salary increases of 8% effective 1/1/24 with an additional 2% effective 7/1/24. - Pay plans for 2024 updated
Appendix A A.2.1 Higher Classification	- Removed language that was only in effect for 2020 - Added that Acting Deputy Chiefs receive day shift incentive pay
Appendix A A.10 Out of Class Pay	- Updated Hourly Out of Class Pay by Position per Article 17 using updated pay plans in A.1