



Memorandum

Date: 5/5/2026
Meeting of: City Council

File No. AM No. 26-069
Type: Consent Item

TO: Members of the City Council
FROM: Mayor Angela Birney
DEPARTMENT DIRECTOR CONTACT(S):

Human Resources	Cathryn Laird	425-556-2125
-----------------	---------------	--------------

DEPARTMENT STAFF:

Human Resources	Stephanie Lorntzen	Administrative Supervisor
-----------------	--------------------	---------------------------

TITLE:

Approval of the Three-Year 2025-2027 Collective Bargaining Agreement for the Redmond Fire Fighters Union #2829, I.A.F.F.

- a. Ordinance No. 3258: An Ordinance of the City of Redmond, Washington Amending the 2025 and 2026 F Pay Plan for Employees Covered by the International Association of Fire Fighters No. 2829 Union Representing the Represented Uniformed Employees in the Fire Department

OVERVIEW STATEMENT:

This memo seeks approval of a three-year Collective Bargaining Agreement (CBA) between the City of Redmond and the Redmond Fire Fighters Union #2829, I.A.F.F., representing Fire uniformed employees within the Fire Department. This CBA has been negotiated between the City and Union between mid-2024 and March 2026. The union members voted on April 2, 2026 to approve this three-year CBA, retroactive to January 1, 2025.

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 current CBA expired on 12/31/2024.

OUTCOMES:

This CBA sets forth the working relationship between the City and the Fire uniformed employees. It covers salaries, benefits, working conditions, and other information regarding the employment relationship between the City and Fire uniformed employees.

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 budget for COLA is included in the salary budget for 2025-2026 Biennium, that was presented to Council. The cost to implement the proposed increase to the 2025-2028 collective bargaining agreement is approximately \$1,997,550, or 8%, for 2025.

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

Budget Offer Number:

277 Fire & Medical Operations

Budget Priority:

Safe and Resilient

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

If yes, explain:

N/A

Funding source(s):

N/A

Budget/Funding Constraints:

N/A

Additional budget details attached

COUNCIL REVIEW:

Previous Contact(s)

Date	Meeting	Requested Action
N/A	Item has not been presented to Council	N/A

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 2024 rates. It would be beneficial to have the 2026 pay rates established to begin processing extensive retroactive pay.

ANTICIPATED RESULT IF NOT APPROVED:

Additional negotiations would be required. There would also be a need for additional retroactive adjustments to employees' pay. Retroactive payment calculations are complex and time-intensive to process. This will have a negative impact on morale for all employees involved.

ATTACHMENTS:

- Attachment A: Redline of 2025-2027 Fire Collective Bargaining Agreement
- Attachment B: Summary of Changes
- Attachment C: Ordinance Setting the 2025 and 2026 Pay and Pay Plan for Fire Employees
 - Exhibit 1: 2026 Pay Plan "F" - Fire