



Memorandum

Date: 12/7/2021
Meeting of: City Council

File No. AM No. 21-186
Type: Consent Item

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

Human Resources	Cathryn Laird	425-556-2125
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DEPARTMENT STAFF:

Human Resources	Lindsay Smith	HR Analyst
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TITLE:

Approval of the 2022 Collective Bargaining Agreement between City of Redmond and International Association of Fire Fighters No. 2829 Union Representing the Represented Fire Support Employees in the Fire Department

- a. Ordinance No. 3072: An Ordinance of the City of Redmond, Washington Amending the 2022 FS Pay Plan for Employees Covered by the International Association of Fire Fighters No. 2829 Union Representing the Represented Fire Support Employees in the Fire Department

OVERVIEW STATEMENT:

This memo seeks approval of the 2022 Fire Support Union Collective Bargaining Agreement (CBA) and the associated pay plan. This CBA has been negotiated between the City and Union using tentative agreements over the last year. This CBA has been approved by a vote of Union members.

☒ **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 previous CBA expires on 12/31/2021.

OUTCOMES:

This CBA sets forth the working relationship between the City and the Fire Support employees. It covers salaries, benefits, working conditions, and other information regarding the employment relationship between the City and Fire Support 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 cost to implement the proposed increase to the 2022 collective bargaining agreement is approximately \$44,400, or 6%, over the one-year period. However, only 2% was budgeted in 2022.

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

Budget Offer Number:

000221, 000223, 000244, 000227, 000229, 000231

Budget Priority:

Safe and Resilient

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

If yes, explain:

The unbudgeted balance amounts to \$29,600, or 4%.

Funding source(s):

Funding sources include the following: 1) General Fund expenditure savings in 2021 (primarily from position vacancies); 2) medical, dental, and vision benefit premiums being less than what was budgeted in 2022; 3) anticipated position vacancies in 2022, if needed; and 4) the salary and benefit contingency, if needed.

Budget/Funding Constraints:

N/A

☐ **Additional budget details attached**

COUNCIL REVIEW:

Previous Contact(s)

Date	Meeting	Requested Action
11/23/2021	Special Meeting	Receive Information

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 2021 rates. It would be beneficial to pay the have 2022 pay rates established by January 1, 2022, to avoid retroactive pay.

ANTICIPATED RESULT IF NOT APPROVED:

Additional negotiations would be required. There would also be a need for retroactive adjustments to employees' pay. Retroactive payment calculations are complex and time-intensive to process, which will create extra effort for Payroll and Human Resources staff. This will have a negative impact on morale for all employees involved.

ATTACHMENTS:

Attachment A: Redline of 2022 Fire Support Collective Bargaining Agreement

Attachment B: Summary of Changes

Attachment C: Ordinance Setting the 2022 Pay and Pay Plan for Fire Support Employees

Exhibit 1: 2022 Fire Support Pay Plan