



City of Redmond

15670 NE 85th Street
Redmond, WA

Memorandum

Date: 12/2/2025
Meeting of: City Council

File No. AM No. 25-198
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	Adrienne Steinert	Human Resources Analyst
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TITLE:

Approval of the 2026-2028 Collective Bargaining Agreement between City of Redmond and International Association of Fire Fighters (IAFF) No. 2829 Union Representing the Represented Fire Support Employees in the Fire Department and Adoption of an Ordinance Amending the Pay Plan

- a. Ordinance No. 3244: An Ordinance of the City of Redmond, Washington Amending the 2026 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 2026-2028 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. This CBA has been approved by a vote of Union members. This item was brought to Council during the Executive Session on November 3, 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 expires on 12/31/2025.

OUTCOMES:

This CBA sets forth the working relationship between the City and the Fire Support employees and covers salaries, benefits, and working conditions.

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 2026-2028 collective bargaining agreement is approximately \$56,960, or 4.63%, for 2026.

Approved in current biennial budget:

☒ Yes

☐ No

☐ N/A

Budget Offer Number:

0000277, 0000278, 0000281, 0000283, 0000291, 0000303

Budget Priority:

Safe & Resilient, Strategic & Responsive, Vibrant & Connected

Other budget impacts or additional costs:

☐ Yes

☒ No

☐ N/A

If yes, explain:

N/A

Funding source(s):

General Fund, Development Fees, King County EMS Levy

Budget/Funding Constraints:

N/A

☐ Additional budget details attached

COUNCIL REVIEW:

Previous Contact(s)

Date	Meeting	Requested Action
11/3/2025	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 Fire Support 2025 rates. It would be beneficial to have the 2026 pay rates approved in 2025, to avoid excessive retroactive pay back to January 1, 2026.

ANTICIPATED RESULT IF NOT APPROVED:

Additional negotiations would be required. The longer the delay, the more complex the retroactive adjustments to employees' pay due to various pay actions that would occur and need to factor into the retro pay. (For example: overtime, paid leave, merit increases, etc.) This will lead to a longer wait time for pay increases and could lead to a greater chance of payroll errors, both of which always has a negative impact on morale for all employees involved.

ATTACHMENTS:

Attachment A: Redline of 2026-2028 Fire Support Collective Bargaining Agreement

Attachment B: Summary of Outcomes in 2026-2028 Fire Support CBA

Attachment C: Ordinance Amending the 2026 Pay and Pay Plan for Fire Support Employees

Exhibit 1: 2026 Fire Support "FS" Pay Plan