



Memorandum

Date: 11/1/2022
Meeting of: City Council

File No. AM No. 22-165
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	David Puente	HR Policy and Labor Analyst
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TITLE:

Approval of the 2023-2025 Collective Bargaining Agreement between the City of Redmond and the Redmond City Hall Employees Association (RCHEA)

- a. Ordinance No. 3096: An Ordinance of the City of Redmond, Washington Establishing Updated 2023 Salary Ranges for Regular and Supplemental Employees Represented by the Redmond City Hall Employees Association (RCHEA)

OVERVIEW STATEMENT:

This memo seeks approval of the 2023-2025 RCHEA 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 several months and has been approved by a vote of Union members. This item was brought to Council during an Executive Session on October 18, 2022.

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 12/31/2022.

OUTCOMES:

This CBA sets forth the working relationship between the City and the RCHEA employees, specifically it covers salaries, benefits, working conditions, and other information/expectations.

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 increases to the 2023-2025 collective bargaining agreement is approximately \$3,294,804 or 14.6%, over the three-year period.

The cost to implement the one-time signing bonus is \$448,800

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

Budget Offer Number:

N/A

Budget Priority:

Safe and Resilient

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

If yes, explain:

N/A

Funding source(s):

General Fund

Budget/Funding Constraints:

N/A

Additional budget details attached

COUNCIL REVIEW:

Previous Contact(s)

Date	Meeting	Requested Action
10/18/2022	Business Meeting	Receive Information

Proposed Upcoming Contact(s)

Date	Meeting	Requested Action
N/A	None proposed at this time	N/A

Time Constraints:

The current CBA expires 12/31/2022. The effective date of this Collective Bargaining Agreement is January 1, 2023.

ANTICIPATED RESULT IF NOT APPROVED:

Additional negotiations would be required. Delay beyond the expiration of the current CBA would require complex 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, 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 have a negative impact on morale for all employees involved.

ATTACHMENTS:

Attachment A: 2023-2025 Collective Bargaining Agreement with the Redmond City Hall Employees Association (RCHEA)

Attachment B: Summary of Changes to 2023-2025 RCHEA CBA

Attachment C: Ordinance Setting the 2023 Pay and Pay Plans for RCHEA Employees

Attachment D: RCHEA Signing Bonus

Attachment E: Union Work Removed from RCHEA

Exhibit 1: 2023 RCHEA "R" Pay Plan (Effective January 1, 2023)

Exhibit 2: 2023 RCHEA Supplemental "R-S" Pay Plan (Effective January 1, 2023)