



Memorandum

Date: 12/5/2023
Meeting of: City Council

File No. AM No. 23-182
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 Manager - Labor/Policy
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TITLE:

Approval of the One-Year 2024 Collective Bargaining Agreement for the Redmond Fire Fighters Union #2829, I.A.F.F.

- a. Ordinance No. 3147: An Ordinance of the City of Redmond, Washington Amending the 2024 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 one-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 using tentative agreements over the last year. The union members voted to approve this one-year CBA.

☒ **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 12/31/2023.

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 2023-2024 Biennium, that was presented to Council. The estimated COLA in the budget could be high or low for some of the negotiated union contracts, but the cost will balance out at the end. Additionally, the cost could also be covered with the salary savings due to vacant positions.

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):

N/A

Budget/Funding Constraints:

N/A

☐ **Additional budget details attached**

COUNCIL REVIEW:

Previous Contact(s)

Date	Meeting	Requested Action
11/6/2023	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 2023 rates. It would be beneficial to have the 2024 pay rates established by January 1, 2024, 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 2024 Fire Collective Bargaining Agreement

Attachment B: Summary of Changes

Attachment C: Ordinance Setting the 2024 Pay and Pay Plan for Fire Employees

Exhibit 1: 2024 Pay Plan "F" - Fire - 01/01/2024

Exhibit 2: 2024 Pay Plan "F" - Fire - 07/01/2024