

**The City of Redmond
And
REDMOND FIRE FIGHTERS UNION #2829, I.A.F.F.
(Representing the Fire Support Bargaining Unit)**

**Summary of Major Changes to Fire Support Contract for
1-1-2023 through 12-31-2025**

The City and the Fire Support Bargaining Unit (Union) reached a tentative agreement, pending Council Approval, that meets the needs of both the Union and the City. The Collective Bargaining Agreement (CBA) with the Union, if approved, will result in the following summary of the more notable changes to the contract. All changes are noted in the redline version of the CBA.

Article 13.6 – Recordings During Investigatory Interview or Loudermill Hearing

- Incorporation of existing MOU on recordings and agreement by both parties that the requesting side will furnish recording equipment.

Article 16 – Salaries

- 2023 COLA increases of 7% (Effective 1/1/2023). Salary ranges of three positions receiving additional market adjustment:
 - FS20 Fire Support Administrative Assistant – 8.11%
 - FS21 Fire Support Administrative Specialist – 9.17%
 - FS25 Fire Support Program Coordinator – 2.61%
- 2024 COLA is June CPI-W with 2% min – 5% max. (Effective 1/1/24)
- 2025 COLA is June CPI-W with 2% min – 5% max. (Effective 1/1/25)
- “Service award” changed to “Experience Recognition Pay”
 - \$200/mo for employees with 5+ yrs
 - \$300/mo for employees with 15+ yrs
- Annual tool reimbursement for mechanics increased from \$960 max to \$1200 max.
- Agreement that if an employee works seven straight days that employee and/or supervisor must ensure time is coded correctly
- Agreement on two-hour minimum for callback pay.
- Regular standby pay increased from 10% to 20% and Holiday Standby increased from 20% to 25%.
- Compensatory time accrual outlined with a max bank of 120 hours

Article 19 – Hours of Work

- Agreement to allow employees to waive meal period upon written request.

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Article 23 – Holidays

- For Holidays that fall on day off, employee may flex or time will be added to Vac Bank.

Article 24 – Bereavement Leave

- Stepparent added to list of immediate family.

Article 26 – Health Care Insurance

- Incorporated existing MOU regarding HRA/VEBA.

Article 33 – Separation (NEW)

- Incorporated existing MOUs related to payout of unused Floating Holiday, Sick Leave, VAC and Comp time upon separation and the deposit into HRA/VEBA.

Article 36 – Term of Agreement

- 3-yr contract; 2023-2025

Signing Bonus MOU

- One-time Signing Bonus of \$2400 each member, In exchange for signing the contract, and other concessions during negotiations.