

**The City of Redmond
And
International Association of Fire Fighters No. 2829 Union**

**Summary of Major Changes to Fire Contract for
1-1-2020 through 12-31-2021**

The City and the International Association of Fire Fighters No. 2829 Union (Union) representing the represented Uniformed Employees in the Fire Department, reached a tentative agreement, pending Council Approval, that meets the needs of both the Union and the City. As discussed at Executive Session on October 6, 2020, 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 3, Union Membership and Dues: Updated to be legally compliant with the Janus law. Hold harmless language added. Memorializes in the CBA the Union is allowed 30 minutes to provide new hires with information about Union membership.

Article 12, Assignments: Language updates to reflect current practices or create new practices. Language now includes Administrative Medical Services Officer and Training Paramedic. Changes were made to the application, qualification, and interview procedures, as well as the duration of assignments.

Article 17.2, Out of Class Pay: Out of class pay rates were updated for 2020. The minimum number of hours to receive out of class pay was reduced from 7 hours to 4 hours. For years 2021 through 2022, there will be a new calculation for out of class pay rates. New rates are set forth in Appendix A.

Article 27, Drug and Alcohol Policy: Language added to the contract to memorialize drug and alcohol use/abuse. The Union had been following the Personnel Manual's original Drug and Alcohol Policy.

Article 22.6, Shared Leave Program: Program expanded to cover mental illness and now allows employees to accept donated leave to care for relatives or household members.

Article 28.5, Recruit Academy: Shift employees assigned as an instructor to single recruit academy will receive 12% incentive pay.

Pay Plans/Salary Schedules:

- 2020: For the year of 2020 the pay plan structure shall be the same as in the prior contract except that it will be increased by 2.5% across the board.
- 2021: For the year of 2021 the pay plan structure will be modified as set forth in the attached Attachment 2. There will also be an across the board increase of 1.5% which is included in the pay plan. As part of this structure change, an employee promoted to a higher classification will receive at least a 7% salary increase. Paramedics will now be on

the pay structure in their own and will no longer be paid 15% above whatever a fire fighter is earning.

- 2022: For the year of 2022 the pay plan structure will remain the same as the prior year except that it will be increased by 2.5% across the board.
- 2023: For the year of 2023 the pay plan structure will remain the same as the prior year except that it will be increased by 4% across the board.
- Fire Inspector position is removed from pay plans. This position is no longer utilized.
- Medical Services Administrator was previously designated as a Battalion Chief, but now it is identified as its own classification and is being added to the pay plan.

Appendix A:

- Deputy Fire Marshal shall receive a minimum of a 7% increase instead of a 6% increase as set forth before.
- Day Shift Incentive: employees promoted (to Assistant Fire Marshal, Fire Marshal, or Medical Services Administrator) or assigned that are working day shift will receive a Day Shift Incentive of 8%. This was previously only available to employees that were assigned to day shift and the incentive was 6%.
- Medical Services Officers will be paid an additional 5% over Captains for obtaining and maintaining their Health and Safety Officer Certification.
- There will be new out of class pay rates.

Salary Ranges: Fire fighter salaries were compared to other comparable jurisdictions.