



Memorandum

**Date:** 1/17/2023  
**Meeting of:** City Council

**File No.** AM No. 23-005  
**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	Senior HR Analyst
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**TITLE:**

Approval of the 2023-2025 Collective Bargaining Agreement between the City of Redmond and the International Association of Fire Fighters (IAFF) No. 2829 Union Representing the Represented Fire Support Employees in the Fire Department

- a. Ordinance No. 3111: An Ordinance of the City of Redmond, Washington Amending the 2023 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 2023-2025 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 January 3, 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 previous CBA expired on 12/31/2022.

**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 2023-2025 collective bargaining agreement is approximately \$121,029, or 15.4%, over the three-year period.

Approved in current biennial budget:  Yes  No  N/A

**Budget Offer Number:**

0000011, 0000013, 0000016, 0000017, 0000028, 0000042

**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)**

<b>Date</b>	<b>Meeting</b>	<b>Requested Action</b>
1/3/2023	Special Meeting	Receive Information

**Proposed Upcoming Contact(s)**

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

**Time Constraints:**

Employees under this contract are currently being paid at 2022 rates. It would be beneficial to have 2023 pay rates established by early in the year to avoid more than one pay period of retroactive pay.

**ANTICIPATED RESULT IF NOT APPROVED:**

Additional negotiations would be required. There would also be a need for further retroactive adjustments to employees' pay. Retroactive payment calculations are complex and time-intensive to process, which creates extra effort for Human Resources staff. This will have a negative impact on morale for all employees involved.

**ATTACHMENTS:**

- Attachment A: Redline of 2023-2025 Fire Support Collective Bargaining Agreement
- Attachment B: Summary of Changes in 2023-2025 Fire Support CBA
- Attachment C: Ordinance Amending the 2023 Pay and Pay Plan for Fire Support Employees
- Attachment D: Fire Support Signing Bonus MOU
- Exhibit 1: 2023 Fire Support "FS" Pay Plan (Effective January 1, 2023)