

# Attachment B

## **The City of Redmond And Teamsters Local Union No. 117**

### **Summary of Major Changes to Law Enforcement Officers Contract for 1-1-2022 through 12-31-2024**

The City and the Teamsters Local Union No. 117 (Union) representing Law Enforcement Officers in the Police Department, 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 4, HOURS OF WORK, OVERTIME, CALLBACK AND STANDBY:**

- Clarifying the process for offering and assigning voluntary and mandatory overtime.
- Addition of language to clarify on-call status/schedules/pay

#### **ARTICLE 7 HOLIDAYS:**

- Establishes a holiday time bank and monthly accrual for non-patrol personnel.

#### **ARTICLE 8, LEAVES:**

- Addition of regular sick leave to shared leave program.

#### **ARTICLE 13, GRIEVANCE PROCEDURE:**

- Reorganizes the grievance procedure into easy-to-follow steps.

#### **ARTICLE 16, DURATION AND REOPENERS:**

- Outlines the new duration of the contract as beginning on the effective date of the contract and ending on 12/31/2024.

#### **APPENDIX A, SALARIES AND WAGES:**

- 6.3% increase to 2021 salaries and an additional 4% increase for sergeants for 2022.
- 2023 salaries increase by 7%.
- 2024 salaries increase by first half annual CPI-W with a 2% minimum and 5% maximum.
- Longevity premiums increased across the board in 2022, and in 2023 an additional 0.5% for members with 20+ yrs of service.
- Education pay restructured to a flat-rate 2.5% for AA and 5.0% for BA, previously based on both degree and tenure now based on degree only.
- All specialty assignment premiums are 4%, and adjustments made to length of specialty assignments. (5yrs + approved extensions)
- Introduction of 1% premium for night shift members (night differential).

#### **PERFORMANCE APPRECIATION PAY:**

- One time pay of \$6,000.00 per member