

# **TENTATIVE AGREEMENT**

## **Teamsters Police Officers Negotiations**

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The City of Redmond ("City") and the Teamsters Police Officers Labor Union ("Union") is participating in negotiation of the Union's 2022-2024 collective bargaining agreement ("CBA"). A tentative agreement has been reached between the City and the Union on the language below pursuant to the agreement of the parties on Ground Rules for negotiations. This tentative agreement is subject to approval/ratification by the:

- City (Labor Team, Mayor and/or City Council); and
  - Union (Labor Team, Legal Counsel, Union Membership)
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*Sent to all for review 4-15-22*

*Edits and Prepped for TA 4-19-22*

*Edited effective dates of contract 6-15-22*

*Prepped for TA 6-29-22*

*Prepped for TA 6-30-22*

*Added agreed-upon date of July 19, 2022, and prepped for council 8-3-22*

### **MEMORANDUM OF UNDERSTANDING**

**By and Between  
CITY OF REDMOND ("City")**

**And**

**TEAMSTERS LOCAL NO. 117 ("Union")  
Representing  
LAW ENFORCEMENT OFFICERS**

### **Performance Appreciation Pay**

This Memorandum of Understanding ("MOU") sets forth the understanding and agreement between the City and Union ("Parties"). This MOU does not otherwise modify or amend the Collective Bargaining Agreement ("CBA") between the Parties, except as expressly set forth herein.

WHEREAS: For the last two years, the City has faced various significant challenges in providing services to the residents of Redmond.

WHEREAS: The City has faced increased employee turnover, causing the City to creatively reallocate resources and adjust staffing.

WHEREAS: The City would like to recognize the members of Teamsters Local 117 – Law Enforcement Officers for their hard work, dedication, and flexibility during the ever-changing circumstances during the previous contract period.

THEREFORE: In consideration of the mutual promises and representations set forth herein, the sufficiency of which is hereby acknowledged, the Parties agree as follows:

**1. Agreement.** The City agrees to a one-time Performance Appreciation Pay in the amount of \$6,000.00 for all members of the law enforcement officers bargaining unit represented by Teamsters Local Union No. 117 who either (a) were on the payroll as of July 19, 2022, (b) have retired between January 1, 2022, and July 19, 2022, or (c) permanently left employment as a result of disability between January 1, 2022 and July 19, 2022.

- The Performance Appreciation Pay will be a single payment that will not set precedent.

- The payment will be made within the second pay period following the execution of the 2022-2024 collective bargaining agreement.

**2. Integration.** This MOU is an integrated document. This is the only agreement(s) among the Parties regarding the subject matter of this MOU and replaces and/or supersedes any and all prior agreements or understandings between the Parties relative thereto. To the extent that this MOU is inconsistent with the City's Personnel Manual or the current CBA, this MOU controls. The Parties agree that all previous agreements and representations regarding the subject matter of this MOU, whether oral or in writing, are hereby null and void and has no further force or effect. Any modifications to this MOU must be made in writing and signed by the Parties in order to be valid and binding.

**3. Severability.** If any term or condition of this MOU is found to be invalid, the remaining terms and conditions shall remain in full force and effect.

**4. Interpretation.** The validity, interpretation and execution of this MOU and the performance of any rights accruing under this MOU are all to be governed by the laws of the State of Washington. This MOU is only binding on the Parties, cannot be relied upon by any person or entity who is not a party to this MOU, and this MOU has no precedential value.

**5. Acknowledgement.** The undersigned agree that they have read and understand and do hereby approve and agree to the terms of this MOU between the City of Redmond and Union.

DATED \_\_\_\_\_

DATED \_\_\_\_\_

**CITY OF REDMOND**

**TEAMSTERS LOCAL NO. 117 REPRESENTING LAW  
ENFORCEMENT OFFICERS**

\_\_\_\_\_  
Angela Birney, Mayor

\_\_\_\_\_  
John Searcy, Secretary-Treasurer

DATED \_\_\_\_\_

**ATTEST**

\_\_\_\_\_  
Cheryl Xanthos, City Clerk

**TENTATIVELY APPROVED on** \_\_\_\_\_

(Date)

**For TEAMSTERS OFFICERS:**

**For the CITY:**

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Matthew House, Union Representative

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Cathryn Laird, HR Director