



City of Redmond

15670 NE 85th Street
Redmond, WA

Memorandum

Date: 8/16/2022
Meeting of: City Council

File No. AM No. 22-104
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	HR Policy and Labor Analyst
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TITLE:

Approval of the 2022-2024 Collective Bargaining Agreement between City of Redmond and Teamsters Local No. 117 representing Law Enforcement Officers

- a. Ordinance No. 3088: An Ordinance of the City of Redmond, Washington, Amending the 2022 and 2023 P Pay Plan for Employees Covered by the Teamsters Local Union No. 117 Representing Law Enforcement Officers

OVERVIEW STATEMENT:

This memo seeks approval of the 2022-2024 Teamsters - Law Enforcement Officers Union Collective Bargaining Agreement (CBA), the associated pay plan, and a one-time performance appreciation pay of \$6,000.00 for each member. This agreement has been negotiated between the City and Union using tentative agreements over the last year and has been approved by a vote of Union members. This item was brought to Council during Executive Session on July 5, 2022 and August 9, 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 12/31/2021.

OUTCOMES:

This CBA sets forth the working relationship between the City and the Teamsters-Law Enforcement Officers employees, specifically it covers salaries, benefits, working conditions, and other information/expectations.

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 increases to the 2022-2024 collective bargaining agreement is approximately \$1,640,859, or 18.2%, over the three-year period.

The cost to implement the one-time performance appreciation payment is \$462,000.

Approved in current biennial budget: ☒ Yes ☐ No ☐ N/A

Budget Offer Number:

224 Police Patrol and Response
225 Criminal Investigations
226 Police Dispatch and Support
233 Community Outreach and Involvement

Budget Priority:

Safe and Resilient

Other budget impacts or additional costs: ☐ Yes ☒ No ☐ N/A

If yes, explain:

N/A

Funding source(s):

100 General Fund
035 Public Safety Levy Fund

Budget/Funding Constraints:

N/A

☐ **Additional budget details attached**

COUNCIL REVIEW:

Previous Contact(s)

Date	Meeting	Requested Action
7/5/2022	Special Meeting	Receive Information
8/9/2022	Special Meeting	Receive Information

Proposed Upcoming Contact(s)

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

Time Constraints:

Employees under this contract are currently being paid at 2021 rates. Approval of contract will allow employees to be paid retroactively back to January 1, 2022.

ANTICIPATED RESULT IF NOT APPROVED:

Additional negotiations would be required, and the Union and the City would likely go to mediation/arbitration. The longer the delay, the more complex the retroactive adjustments to employees' pay due to various pay actions that would occur and need to factor into the retro pay. (For example: overtime, paid leave, etc.) This will lead to a longer wait time for pay increases and could lead to a greater chance of payroll errors, both of which always has a negative impact on morale for all employees involved.

ATTACHMENTS:

Attachment A: Redline of 2022-2024 Teamsters-Law Enforcement Officers Collective Bargaining Agreement

Attachment B: Summary of Major Changes

Attachment C: Ordinance Amending the 2022 and 2023 Pay and Pay Plans for Teamsters-Law Enforcement Officers Employees

Attachment D: MOU Teamsters-Law Enforcement Officers Performance Appreciation Pay

Exhibit 1: 2022 Police Officer and Sergeant Pay Plan "P" (effective Jan 1, 2022)

Exhibit 2: 2023 Police Officer and Sergeant Pay Plan "P" (effective Jan 1, 2023)