



Memorandum

Date: 10/6/2020
Meeting of: City Council

File No. AM No. 20-132
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	Lindsay Smith	Human Resources Analyst
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TITLE:

Approval of 2020-2023 Collective Bargaining Agreement between City of Redmond and International Association of Fire Fighters No. 2829 Union representing the represented Uniformed Employees in the Fire Department

- a. Ordinance No. 3009: An Ordinance Amending the 2020, 2021, 2022, and 2023 F Pay Plan for Employees Covered by the International Association of Fire Fighters No. 2829 Union Representing the Represented Uniformed Employees in the Fire Department

OVERVIEW STATEMENT:

This memo seeks approval of the 2020-2023 Fire Fighters Union Collective Bargaining Agreement (CBA) and the associated pay plans. This CBA has been negotiated between the City and Union using tentative agreements over the last year and a half. This CBA has been approved by a vote of Union members.

☒ **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 12/31/2019.

OUTCOMES:

This CBA sets forth the working relationship between the City and the Fire Uniformed employees. It covers salaries, benefits, working conditions, and other information regarding the employment relationship between the City and Fire Uniformed employees.

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 2020-2023 collective bargaining agreement is approximately \$3,552,346, or 15.98%, over the four-year period.

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

Budget Offer Number:

N/A

Budget Priority:

Responsible Government

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

If yes, explain:

N/A

Funding source(s):

N/A

Budget/Funding Constraints:

N/A

☐ Additional budget details attached

COUNCIL REVIEW:

Previous Contact(s)

Date	Meeting	Requested Action
10/6/2020	Special Meeting	Receive Information

Time Constraints:

Employees under this contract are currently being paid at 2019 rates. It would be beneficial to pay the employees their retroactive pay for 2020 prior to November 2020, due to year-end processing workload.

ANTICIPATED RESULT IF NOT APPROVED:

Additional negotiations would be required and more than likely would result in the City and Union going to arbitration. No matter what, there would be an increase to the cost of the contract, but an arbitration decision takes it out of the City and Union's ability to control. Arbitration is time consuming and would further delay the retroactive payment into 2021. The retroactive payment calculations will be extremely complex and time-intensive to process, which will create extra effort for Payroll and Human Resources staff. This will have a negative impact on morale for all employees involved.

ATTACHMENTS:

Attachment A: Redline of 2020-2023 Fire Uniformed Collective Bargaining Agreement

Attachment B: Summary of Changes

Attachment C: Ordinance Setting the 2020, 2021, 2022, 2023 and Pay Plans for Fire Uniformed Employees

Exhibit 1: 2020 Fire Uniformed Pay Plan

Exhibit 2: 2021 Fire Uniformed Pay Plan

Exhibit 3: 2022 Fire Uniformed Pay Plan

Exhibit 4: 2023 Fire Uniformed Pay Plan