



Memorandum

Date: 4/6/2021
Meeting of: City Council

File No. AM No. 21-042
Type: Consent Item

TO: Members of the City Council
FROM: Mayor Angela Birney
DEPARTMENT DIRECTOR CONTACT(S):

Human Resources	Cathryn Laird	425-556-2125
-----------------	---------------	--------------

DEPARTMENT STAFF:

Human Resources	Lindsay Smith	Human Resources Analyst
-----------------	---------------	-------------------------

TITLE:

Administrative Updates to the Teamsters Police Support and Teamsters Police Officers Collective Bargaining Agreements

OVERVIEW STATEMENT:

The Redmond Police Association (RPA) was the previous union representative of the police officer and police support employees. Teamster Local No. 117 became the PERC certified union representative of police officer and police support employees as of September 22, 2020. Due to that certification, administrative changes to the collective bargaining agreements (CBAs) with each bargaining unit are required.

☐ **Additional Background Information/Description of Proposal Attached**

REQUESTED ACTION:

☐ **Receive Information** ☐ **Provide Direction** ☒ **Approve**

REQUEST RATIONALE:

- **Relevant Plans/Policies:**
RPA Police Commissioned CBA; RPA Police Support CBA
- **Required:**
RCW 35A.11.020
- **Council Request:**
N/A
- **Other Key Facts:**
Council previously reviewed and approved the RPA Police Commissioned and Police Support collective bargaining agreements.

OUTCOMES:

These CBAs set forth the working relationship between the City and the police officer and police support employees, and covers salaries, benefits, working conditions, and other information. These changes to the CBA as a result of Teamsters' representation are administrative in nature and include the following changes:

- Updated identification of union representative from "RPA" and "Association" to "Teamsters" and "Union"
- Added "unintended consequences" language and maintain Memorandum of Understanding (MOU)/Letter of Understanding (LOU) language (see Section 14.4 of Police Officer CBA and Section 13.4 of Police Support CBA)
- Updated formatting and signature blocks
- Added Appendix C, which includes an index of effective MOUs and LOUs
- Incorporated one existing MOU into language of Police Support CBA (see Section 5.4.1.1)

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:

These administrative changes do not affect wages, benefits, or working conditions, and as a result there are no fiscal impacts.

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

Budget Offer Number:

000232

Budget Priority:

Strategic and Responsive

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
2/23/2021	Committee of the Whole - Finance, Administration, and Communications	Receive Information
3/23/2021	Committee of the Whole - Finance, Administration, and Communications	Receive Information

Proposed Upcoming Contact(s)

Date	Meeting	Requested Action
N/A	None Proposed at this Time	N/A

Time Constraints:

N/A

ANTICIPATED RESULT IF NOT APPROVED:

The administrative changes are intended to update the CBAs to reflect the employee groups' current union representation while maintaining the substance of the CBAs for the remainder of the term. If these changes are not approved, there will be continued internal and external confusion as to the union representation of these two employee groups.

ATTACHMENTS:

Attachment A: Redlined Police Officer Collective Bargaining Agreement
Attachment B: Redlined Police Support Collective Bargaining Agreement