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III. DESCRIPTION/BACKGROUND

The City of Redmond and the Redmond Police Association (RPA) have successfully completed a collaborative negotiation process resulting in the proposed 2019-2021 Labor Agreement. The Redmond Police Association represents uniformed, commissioned Police Officers, Police Sergeants, and new for 2019, Corporals.

In 2019, Officer base salaries will increase by 4 percent, plus an additional approximate 1.19 percent to move the ranges to be competitive in the market. In 2019, there will also be a one-time cost of \$15,249 to add vacation time to 37 employees' banks so that the Labor Agreement will be consistent with the City personnel manual with regard to vacation accrual.

In 2019, the new Corporal position will be established and the salary will be 10 percent above Step E of the Officers (i.e. top Step of Officers) to alleviate compression.

In 2019, the Sergeants' salaries will be adjusted so that Step A will be 7 percent above Corporal, and Step B will be 3 percent above Step A.

In 2020, base salaries will increase by 4 percent, and by 3 percent in 2021.

IV. PREVIOUS DISCUSSIONS HELD

Finance, Administration, and Communications Committee of the Whole April 24, 2018
Executive Session October 2, 2018

V. IMPACT

A. **Service/Delivery:**

The Labor Agreement has been negotiated and finalized well before the end of the current contract (12/31/2018).

B. **Fiscal Note:**

The approximate cost to implement the proposed Labor Agreement is \$426,622 in year one; \$282,188 in year two; and \$218,305 in year three. In addition, there is a one-time cost in year one of \$15,249 to add vacation time to 37 employees' banks.

VI. ALTERNATIVES TO STAFF RECOMMENDATION

The Council could not approve the contract and request that the City renegotiate an alternative agreement with the RPA.

VII. TIME CONSTRAINTS

The implementation of this contract will occur upon expiration of the current contract on January 1, 2019.

VIII. LIST OF ATTACHMENTS

Attachment A: 2019-2021 Labor Agreement Redmond Police Association

Attachment B: Ordinance setting 2019, 2020, 2021 salaries for Police Pay Plan P

Exhibit 1: 2019 Police Pay Plan P

Exhibit 2: 2020 Police Pay Plan P

Exhibit 3: 2021 Police Pay Plan P