

**TO:** City Council

**FROM:** John Marchione, Mayor

**DATE:** December 7, 2010

**SUBJECT:** Extension of the 2006-2008 collective bargaining agreement and subsequent 2009-2010 extension Memorandum of Understanding with the Washington State Council of County and City Employees, Local 21-RD (AFSCME) through December 31, 2011, and ordinance setting 2011 Salaries for AFSCME Pay Plan A and Supplemental Pay Plan A.

**I. RECOMMENDED ACTION**

Approve the extension of the 2006-2008 collective bargaining agreement and subsequent 2009-2010 extension with the Washington State Council of County and City Employees, Local 21-RD (AFSCME) through December 31, 2011, (Attachment A); and b) adopt the proposed salary ordinance establishing a 2011 pay plan A for employees covered by the agreement and supplemental pay plan A (Attachment B).

**II. DEPARTMENT CONTACT PERSON**

Kerry Sievers, Human Resources Director	(425) 556-2122
Julie Howe, Senior Labor Analyst	(425) 556-2127

**III. DESCRIPTION**

The City of Redmond and AFSCME negotiated a one-year extension of the agreement.

The agreement includes the following:

- One-year extension of the 2009-2010 extension Memorandum of Understanding through December 31, 2011.
- For 2011 an increase in the monthly rate of pay for employees covered by the agreement shall be one percent (1%). Salary ranges in the AFSCME pay plan will be increased by the same amount.
- The classification of Inventory Control Specialist was added to the agreement. The pay range for the new classification shall be AFSCME Pay Grade 10. There is currently no incumbent in this position.

December 07, 2010

One year extension of the 2009-2010 MOU - AFSCME

Page 2

- The classification of Meter Reader shall be added to the Agreement. Until a full market analysis is completed on this classification, it shall be placed in the existing Maintenance Technician pay range 8/11. The start step for the Meter Reader shall be the start step for Maintenance Technician 8/11. The top step for the Meter Reader shall be the mid-point of the existing 8/11 Maintenance Technician range. In the 2011 pay plan the Meter Reader will have a pay range of \$3387-\$4195. Two AFSCME employees, currently classified as Maintenance Technicians, shall be reclassified to Meter Reader.

#### **IV. FISCAL IMPACT**

The incremental cost to the general fund to implement the proposed collective bargaining agreement in 2011 is approximately \$52,999. At this time it is estimated that there are sufficient funds in the 2011 budget to implement the Agreement.

#### **V. LIST OF ATTACHMENTS**

Attachment A: Ordinance No. 2556 Setting 2011 Salaries for AFSCME Pay Plan A and AFSCME Supplemental

Exhibit 1: 2011 AFSCME Pay Plan A

Exhibit 2: 2011 AFSCME Supplemental Pay Plan

Attachment B: Extension Memorandum of Understanding through December 31, 2011

Attachment C: 2006-2008 Labor Agreement AFSCME

Attachment D: 2009-2010 Memorandum of Understanding

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Kerry Sievers, Human Resources Director

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Date

Approved for Council Agenda:

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John Marchione, Mayor

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Date