

**TO:** City Council  
**FROM:** John Marchione, Mayor  
**DATE:** December 07, 2010  
**SUBJECT:** **One-year extension of the 2008 - 2010 Labor Agreement with the Redmond Police Association (RPA) and ordinance setting 2011 Salaries for Police Pay Plan P.**

**I. RECOMMENDED ACTION**

Approve the one-year extension of the 2008 - 2010 Labor Agreement with the Redmond Police Association representing the Police Officers and Lieutenants (Attachment A); and b) adopt the proposed salary ordinance establishing a 2011 pay plan P for employees covered by the agreement (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 the Redmond Police Association reached a negotiated agreement to a one year extension of the existing 2008–2010 labor agreement.

The agreement includes the following:

- One-year extension of the 2008-2010 labor agreement, expiring December 31, 2011.
- For 2011 an increase in the monthly rate of pay for employees covered by agreement shall be one percent (1%). Salary ranges in the police pay plan will be increased by the same amount.

**IV. FISCAL IMPACT**

The incremental cost to the general fund to implement the proposed collective bargaining agreement in 2011 is approximately \$67,196. At this time it is estimated that there are sufficient funds in the 2011 budget to implement the Agreement.

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One year extension of the 2008-2010 Labor Agreement - Police

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**V. LIST OF ATTACHMENTS**

Attachment A: Ordinance No. 2557 Setting 2011 Salaries for Police Pay Plan P  
Exhibit 1: 2011 Police Pay Plan P

Attachment B: Memorandum of Understanding extending the contract for one-  
year

Attachment C: 2008-2010 Labor Agreement Redmond Police Association

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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