

TO: City Council
FROM: John Marchione, Mayor
DATE: January 20, 2009
SUBJECT: 2008 - 2010 Labor Agreement with the Redmond Police Association and Setting 2008, and 2009 Salaries for the Police Pay Plan

I. RECOMMENDED ACTION

Approve the 2008 - 2010 Labor Agreement with the Redmond Police Association (RPA) representing the Police Officers and Lieutenants (Attachment A); and adopt the proposed salary ordinance establishing pay plans for 2008, and 2009 for employees covered by these agreements (Attachment B).

II. DEPARTMENT CONTACT PERSON

Kerry Sievers, Human Resources Director – (425) 556-2122
Lori Brown, Manager – (425) 556-2125

III. DESCRIPTION

The Redmond Police Association represents uniformed Officers and Lieutenants. In accordance with State law, these negotiations are subject to interest arbitration and settlement by an outside arbitrator. The last two labor agreements were settled through the arbitration process. This agreement was collaboratively negotiated between the parties and meets the needs of both the Union and the City.

As previously discussed with the Council, the collective bargaining agreement will result in the following:

- **Medical Premium Cost-Sharing for Dependent Coverage:** Employee premium contributions will increase from ten (10) to twenty (20) percent of the cost of dependent medical premiums, the same amount paid by all other non-represented and represented City of Redmond employees.

- **Wages:** Base salary for officers will increase 5 percent in 2008; 6.2 percent in 2009; and by 100 percent of CPI-W, Seattle, June to June, in 2010.
- **Longevity:** In 2008, longevity will increase for years 10-14 by .5 percent and all other longevity tiers will receive a .25 percent increase; in 2009, all longevity tiers will be increased .25 percent.
- **Specialty Pay:** Specialty pay for Detective, Detective Lieutenant, and K-9 Officer will increase .5 percent for the term of the contract; all employees not assigned to Detective, Detective Lieutenant and K-9 will receive premium pay in lieu of specialty pay, which equals .75 percent in 2008, 1.25 percent in 2009 and 1.75 percent in 2010.

The City conducted extensive market and cost analyses on all economic proposals prior to tentative agreement.

IV. FISCAL IMPACT

The cost to implement the proposed collective bargaining agreement is \$2 million. Funds sufficient to implement the contractual changes are included in approved budgets.

V. LIST OF ATTACHMENTS

- A: 2008-2010 Labor Agreement with Redmond Police Association
- B: Ordinance Setting 2008, and 2009 Salaries for Pay Plan P
 - Exhibit 1: 2008 Police Pay Plan
 - Exhibit 2: 2009 Police Pay Plan

/s/
Kerry Sievers, Human Resources Director

01/09/09
Date

Approved for Council Agenda /s/
John Marchione, Mayor

01/09/09
Date