

**CITY OF REDMOND  
ORDINANCE NO. XXXX**

AN ORDINANCE OF THE CITY OF REDMOND,  
WASHINGTON, AMENDING THE 2026 "P" PAY PLAN FOR  
EMPLOYEES COVERED BY THE TEAMSTERS LOCAL UNION  
NO. 117 REPRESENTING LAW ENFORCEMENT OFFICERS

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WHEREAS, the City of Redmond completed labor contract negotiations with the Teamsters Local Union No. 117, representing Law Enforcement Officers; and

WHEREAS, Pay Plan "P" was established and put into effect the negotiated salary ranges agreed to through the collective bargaining process and adopted; and

WHEREAS, the salary ranges will now be adjusted in accordance with the negotiated agreement with the Teamsters local Union No.117 bargaining unit, representing Law Enforcement Officers.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF REDMOND, WASHINGTON, DO ORDAIN AS FOLLOWS:

Section 1. Pay Plan Adopted. Effective January 1, 2026, Pay Plan "P" covering all employees in the Law Enforcement Officers bargaining unit is hereby amended and the salary ranges adjusted 2.3 percent above the ranges in effect on December 31, 2025, as adopted by Ordinance No. 3178. In conjunction with the adjustment of the salary ranges, the salaries for all employees covered by Pay Plan "P" will be increased across-the-board 2.3 percent. The

amended pay plan is attached as Exhibit 1 and incorporated herein as if set forth in full.

Section 2. Severability. If any section, sentence, clause or phrase of this ordinance should be held to be invalid or unconstitutional by a court of competent jurisdiction, such invalidity or unconstitutionality shall not affect the validity or constitutionality of any other section, sentence, clause or phrase of this ordinance.

Section 3. Effective Date. This ordinance shall take effect five days after its publication, or publication of a summary thereof, in the City's official newspaper, or as otherwise provided by law.

ADOPTED by the Redmond City Council this \_\_\_\_ day of \_\_\_\_\_, 2025.

CITY OF REDMOND

\_\_\_\_\_  
MAYOR ANGELA BIRNEY

ATTEST/AUTHENTICATED:

\_\_\_\_\_  
CHERYL XANTHOS, MMC, CITY CLERK

(SEAL)

APPROVED AS TO FORM  
OFFICE OF THE CITY ATTORNEY:

By: \_\_\_\_\_

FILED WITH THE CITY CLERK:

PASSED BY THE CITY COUNCIL:

SIGNED BY THE MAYOR:

PUBLISHED:

EFFECTIVE DATE:

ORDINANCE NO.: \_\_\_\_\_