City of Redmond

15670 NE 85th Street Redmond, WA

Memorandum

Date: 11/18/2025 Meeting of: City Council		File No. AM No. 25-185 Type: Staff Report		
TO: Members of the City Council FROM: Mayor Angela Birney DEPARTMENT DIRECTOR CONTAC	·T(S):			
Fire	Adrian Sheppard	425-556-2201		
DEPARTMENT STAFF:				
Fire	Ameé Quiriconi	Deputy Fire Chief		
Fire	Jim Whitney	Deputy Fire Chief		
Finance	Daniel Morgan	Sr. Financial Analyst		
☑ Additional Background Inf REQUESTED ACTION:	ormation/Description of Propo	sal Attached		
□ Receive Information	☐ Provide Direction	☐ Approve		
REQUEST RATIONALE:				
 Relevant Plans/Policies: N/A Required: N/A Council Request: N/A Other Key Facts: N/A 				

OUTCOMES:

Key highlights from the Quarterly Overtime Report include the following:

• Fire department Regular and Overtime salaries combined are 23.7% spent of budget relative to a 25% target

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through the second quarter of 2025.

- Overtime costs are 36.9% spent of budget for a total of \$3.1 million, which is 11.9%, or \$1.02 million above target. Regular Salary savings due to vacancies contributes \$1.87 million to offset the total overtime costs.
- Firefighter recruits are paid while attending the Fire Academy, and since they are not yet working on the line, overtime by other staff is required to meet daily staffing levels. This year's academy has seen slightly higher than normal level of attrition due to unforeseen circumstances.
- An increase in mandatory overtime caused by employees on family leave, medical leaves, and extended modified leaves. While the staff on medical leave continues to support department work, their unavailability for line service increases overtime costs.
- Fire Wildland overtime totals \$110 thousand due to a deployment to the California Wildfires. The overtime is fully reimbursable by regional agencies.

COMMUNITY/STAKEHOLDER OUTREACH AND INVOLVEMENT:

 Timeline (previous or planned): N/A Outreach Methods and Results: N/A Feedback Summary: N/A 			
BUDGET IMPACT:			
Total Cost: N/A			
Approved in current biennial budget:	□ Yes	□ No	⊠ N/A
Budget Offer Number: N/A			
Budget Priority : Healthy and Sustainable, Safe and Resilient, Str	ategic and Respo	onsive, and Vibra	nt and Connected
Other budget impacts or additional costs: <i>If yes, explain</i> : N/A	☐ Yes	□ No	⊠ N/A
Funding source(s): N/A			
Budget/Funding Constraints: N/A			
☐ Additional budget details attached			

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COUNCIL REVIEW:

Previous Contact(s)

Date	Meeting	Requested Action
9/16/2025	Committee of the Whole - Public Safety and Human	Receive Information
	Services	

Proposed Upcoming Contact(s)

Date	Meeting	Requested Action
N/A	None proposed at this time	N/A

Time Constraints:

N/A

ANTICIPATED RESULT IF NOT APPROVED:

N/A

ATTACHMENTS:

Attachment A: Quarterly Overtime Report - January 1, 2025, through September 30, 2025