

City of Redmond



Agenda

Tuesday, November 12, 2024

4:30 PM

City Hall: 15670 NE 85th St; Remote: Comcast Ch. 21/321, Ziplly Ch. 34,
Facebook (@CityofRedmond), Redmond.gov/rctvlive, or 510-335-7371

Committee of the Whole - Finance, Administration, and Communications

Committee Members

Steve Fields, Presiding Officer

Jeralie Anderson

Jessica Forsythe

Vanessa Kritzer

Angie Nuevacamina

Osman Salahuddin

Melissa Stuart

Meetings can be attended in person, viewed live on RCTV (redmond.gov/rctlive), Comcast Channel 21/321, Ziplly Channel 34, Facebook/YouTube (@CityofRedmond), or listen live at 510-335-7371

AGENDA

ROLL CALL

1. Approval of the 2025 Pay Plan Updates [CM 24-524](#)

[Attachment A: Ordinance for 2025 RCHEA](#)

[Attachment A, Exhibit 1: R Pay Plan Redline](#)

[Attachment A, Exhibit 2: R-S Pay Plan Redline](#)

[Attachment B: Ordinance for 2025 Executive](#)

[Attachment B, Exhibit 1: E Pay Plan Redline](#)

[Attachment C: Ordinance for 2025 Non-Represented Pay Plans](#)

[Attachment C, Exhibit 1: Non-Represented Pay Plan \(N\)](#)

[Attachment C, Exhibit 2: Non-Represented Supp \(N-S\)](#)

[Attachment D: Ordinance for 2025 General Supplemental Pay Plan](#)

[Attachment D, Exhibit 1: 2025 - General Supp \(G-S\)](#)

[Attachment E: Ordinance for 2025 Elected Official Pay Plan](#)

[Attachment E, Exhibit 1: EO Pay Plan Redline](#)

[Attachment F: Ordinance for 2025 Teamsters Lieutenants Pay Plan](#)

[Attachment F, Exhibit 1: 2025 - Lieutenants \(LT\)](#)

[Attachment G: Ordinance for 2025 Police Support Pay Plans](#)

[Attachment G, Exhibit 1: PS Pay Plan Redline](#)

[Attachment G, Exhibit 2: S-PS Pay Plan Redline](#)

[Attachment H: Ordinance for 2024 Fire Support Pay Plan](#)

[Attachment H Exhibit 1 2025 - Fire Support \(FS\)](#)

Department: Human Resources, 15 minutes

Requested Action: Consent, December 3rd

Legislative History

10/28/24

Internal Committee - Internal
Services/Public Safety

Approved for Committee of the Whole

2. 2022 Impact Fee Collection and Distribution Report [CM 24-538](#)

[Attachment A: Impact Fee Table](#)

[Attachment B: Impact Fee Annual Report - 2022 Impact Fee Summary](#)

[Attachment C: Impact Fee Activity Summary for 2022](#)

Department: Finance, 5 minutes

Requested Action: Informational

3. Quarterly Overtime Report: January 1, 2023, through September 30, 2024 [CM 24-536](#)

[Attachment A: Quarterly Overtime Report - January 1, 2023, through September 30, 2024](#)

Department: Finance, 15 minutes

Requested Action: Informational

4. Adoption of an Ordinance for the 2023-2024 Budget Adjustment #5 [CM 24-537](#)

[Attachment A: Ordinance - 2023-2024 Budget Adjustment #5](#)

[Attachment B: Summary of 2023-2024 Budget Adjustments #1-5](#)

Department: Finance, 10 minutes

Requested Action: Consent, November 19th

5. 2025-2026 Budget Process Monthly Update [CM 24-523](#)

[Attachment A: Budget Questionnaire Results](#)

[Attachment B: Project Information Sheet-Joint Use - Kirkland South Reservoir Tank Painting and Seismic Retrofit](#)

[Attachment C: Long-Range Financial Strategy_redline](#)

[Attachment D: Fiscal Policy Redline](#)

[Attachment E: Business License Exemption Threshold Increase Recommendation and Presentation](#)

[Attachment F: City Council Baseline Budget Recommendation](#)

[Attachment G: 2025-2026 Biennial Budget Public Comment Matrix 11-08-2024](#)

Department: Finance, 15 minutes

Requested Action: Informational

ADJOURNMENT

Meeting videos are usually posted by 12 p.m. the day following the meeting at redmond.legistar.com, and can be viewed anytime on Facebook/YouTube (@CityofRedmond) and OnDemand at redmond.gov/OnDemand



Memorandum

Date: 11/12/2024

File No. CM 24-524

Meeting of: Committee of the Whole - Finance, Administration, and Communications

Type: Committee Memo

TO: Committee of the Whole - Finance, Administration, and Communications

FROM: Mayor Angela Birney

DEPARTMENT DIRECTOR CONTACT(S):

Human Resources	Cathryn Laird	425-556-2125
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DEPARTMENT STAFF:

Human Resources	Mary Grady	Senior HR Analyst
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TITLE:

Approval of the 2025 Pay Plan Updates

OVERVIEW STATEMENT:

Due to the 2025 Cost of Living Adjustments (COLA), several new classifications being established, and title and salary changes, the following salaries and Pay Plans are being updated: RCHEA Regular ("R"), RCHEA Supplemental ("RS"), and General Supplemental ("G-S"); Elected Official ("EO"); Non-represented Executive ("E"), Non-represented regular ("N"), Non-represented Supplemental ("N-S") Police Lieutenants ("LT"); Police Support Regular ("PS") and Police Support Supplemental ("S-PS"); and Fire Support ("FS"). New classifications of Lead Systems Analyst, Grant Writer, City Attorney, Deputy City Attorney, Community Health Manager, Construction Manager, Executive Department Manager, Executive Department Supervisor, and Grant Supervisor are being requested. In addition, select titles and salaries have been removed or changed. Details of the changes are listed under the "Outcomes" section.

Additional Background Information/Description of Proposal Attached

REQUESTED ACTION:

Receive Information Provide Direction Approve

REQUEST RATIONALE:

- **Relevant Plans/Policies:**
N/A
- **Required:**
City Council is required to authorize salary and/or classification changes to Pay Plans, in accordance with the City of Redmond Personnel Manual Section 7.10. City Council is required to authorize benefit changes to the Personnel Manual, in accordance with the City of Redmond Personnel Manual Section 1.40.
- **Council Request:**
N/A
- **Other Key Facts:**

Enter any additional information to explain why this item is coming forward.

OUTCOMES:

Approval by City Council is being sought for the following Pay Plan changes:

RCHEA. In accordance with RCHEA’s CBA that was negotiated with the union and approved by City Council in 2022, the 2025 COLA for RCHEA “R” and “R-S” Pay Plans are provided following the RCHEA percentage of 4.2%, based on first half 2024 CPI-W, with a minimum of 2% and a maximum of 5%. An additional change to the “R” and “RS” Pay Plans includes adding new classifications titled Lead Systems Analyst and Grant Writer.

Non-Represented. Changes to non-represented “E,” “N,” “N-S,” and “G-S” Pay Plans are provided a 2025 COLA increase of 4.2%, based on first half 2024 CPI-W, with a minimum of 2% and a maximum of 5%. The increases are to ensure those salary ranges remain within market. Changes to the “EO” Pay Plan include a salary increase for the Mayor. Additional changes to the “E” Pay Plan include adding new classifications titled City Attorney and Deputy City Attorney. The Fire Chief, Police Chief, Deputy Fire Chief, and Deputy Police Chief titles have been moved to new salary grades, and due to this change, salary grades were renumbered on the “E” Pay Plan. Additional changes to the “N” and “N-S” Pay Plans include adding new classifications titled Community Health Manager, Grant Supervisor, Executive Department Manager, Executive Department Supervisor, and Construction Manager in addition to adding back the Police Support Services Supervisor which was removed in 2022. The Communications and Marketing Manager and the Communications and Marketing Supervisor classifications have been removed. The Dispatch Manager title has been changed to Public Safety Communications Manager on the “N” and “N-S” Pay Plans.

Police Lieutenants. In accordance with the Police Lieutenant CBA that was negotiated with the union and approved by City Council in 2022, the 2025 COLA for the “LT” Pay Plan will be 4.2%, based on first half 2024 CPI-W, with a minimum of 2% and a maximum of 5%. The “T” Pay Plan title has been updated to “LT”.

Police Support. In accordance with the Police Support CBA that was negotiated with the unions and approved by City Council in 2022, the 2025 COLA for “PS,” and “S-PS” Pay Plans will be 4.2%, based on first half 2024 CPI-W, with a minimum of 2% and a maximum of 5%. In addition, the Communications Dispatcher title is now Public Safety Telecommunicator, and the Lead Communications Dispatcher title is now Lead Public Safety Telecommunicator.

Fire Support. In accordance with Fire Support’s CBA that was negotiated with the union and approved by City Council in 2023, the 2025 COLA for Fire Support’s “FS” Pay Plan will be 3.6%, based on June 2024 CPI-W, with a minimum of 2% and a maximum of 5%.

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:

Finance included COLAs and salary adjustments in the 2025-2026 Budget documentation that was presented to Council. This means effective January 1, 2025, salary adjustments are budgeted for and can be provided to employees in the Pay Plans listed above.

Approved in current biennial budget: Yes No N/A

Budget Offer Number:

Enter the budget number from the adopted budget. If from a previous biennial budget, include the biennium too.

Budget Priority:

Strategic and Responsive

Other budget impacts or additional costs: Yes No N/A

If yes, explain:

Examples: software with a yearly cost, revenue generating, match requirements, etc. - if none, enter N/A.

Funding source(s):

N/A

Budget/Funding Constraints:

N/A

Additional budget details attached

COUNCIL REVIEW:

Previous Contact(s)

Date	Meeting	Requested Action
Click and select a date, or click and press delete if none.	Item has not been presented to Council	Click and select an action from the dropdown menu.

Proposed Upcoming Contact(s)

Date	Meeting	Requested Action
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Click and select a date, or click and press delete if none.	Click and select a meeting from the dropdown menu.	Click and select an action from the dropdown menu.
12/3/2024	Business Meeting	Approve

Time Constraints:

Implementation of wage and salary range changes is targeted for January 1, 2025. Approval in 2024 will allow HR and Payroll staff time to complete the required communicating, processing, and implementing of the changes without the need for retroactive pay.

ANTICIPATED RESULT IF NOT APPROVED:

If not immediately approved or approval is substantially delayed, the result will be calculating retroactive pay, which could result in payroll processing errors due to the complexity of retro-calculations to January 1, 2025. If not approved at all, then there will be no Pay Plan changes/COLA adjustments, resulting in the union groups filing multiple unfair labor practices (ULPs) against the City for failure to negotiate changes in working conditions (pay) to their CBAs, overall loss of market wage competitiveness, and a potential impact to employee retention, especially for non-represented employees. Annual Pay Plan updates must be implemented in accordance with the union CBAs that have previously been negotiated with the unions and approved by City Council. Any delays to implementation must be negotiated with the unions prior to the change being effective, with non-represented employees being treated similarly.

ATTACHMENTS:

Attachment A: Proposed Salary Ordinance for RCHEA and RCHEA Supplemental Pay Plans

Exhibit 1: 2025 RCHEA Pay Plan "R"

Exhibit 2: 2025 RCHEA Pay Plan "RS"

Attachment B: Proposed Salary Ordinance for Executive Pay Plan

Exhibit 1: 2025 Executive Pay Plan "E"

Attachment C: Proposed Salary Ordinance for Non-Represented and Non-Represented Supplemental Pay Plans

Exhibit 1: 2025 Non-Represented Pay Plan "N"

Exhibit 2: 2025 Non-Represented Supplemental Pay Plan "N-S"

Attachment D: Proposed Salary Ordinance for General Supplemental Pay Plan

Exhibit 1: 2025 General Supplemental Pay Plan "G-S"

Attachment E: Proposed Salary Ordinance for Elected Official Pay Plan

Exhibit 1: 2025 Executive Pay Plan "EO"

Attachment F: Proposed Salary Ordinance for Police Lieutenants Pay Plan

Exhibit 1: 2025 Police Lieutenants Pay Plan "LT"

Attachment G: Proposed Salary Ordinance for Police Support and Supplemental Police Support Pay Plans

Exhibit 1: 2025 Police Support Pay Plan "PS"

Exhibit 2: 2025 Supplemental Police Support Pay Plan "S-PS"

Date: 11/12/2024

Meeting of: Committee of the Whole - Finance, Administration, and Communications

File No. CM 24-524

Type: Committee Memo

Attachment H: Proposed Salary Ordinance for Fire Support Pay Plan

Exhibit 1: 2025 Fire Support Pay Plan "FS"

CITY OF REDMOND
ORDINANCE NO. _____

AN ORDINANCE OF THE CITY OF REDMOND,
WASHINGTON AMENDING PAY PLANS "R" AND "RS", IN
ORDER TO SET SALARIES FOR EMPLOYEES COVERED BY
THE RCHEA BARGAINING UNIT FOR THE YEAR 2025;
PROVIDING FOR SEVERABILITY AND ESTABLISHING AN
EFFECTIVE DATE

WHEREAS, Pay Plan "R" and the Supplemental Pay Plan "RS" were established and put into effect as agreed to through the collective bargaining process;

WHEREAS, the latest salary ranges will now be adjusted and salaries increased in accordance with the RCHEA collective bargaining agreement.

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

Section 1. Pay Plan "R" Amended. Effective January 1, 2025, Pay Plan "R" covering employees represented by the Redmond City Hall Employees Association (RCHEA) is hereby amended and the salary ranges increased 4.2 percent above the ranges in effect on December 31, 2024, as adopted by Ordinance No. 3139. In conjunction with the adjustment of the salary ranges, the salaries of employees covered by the "R" pay plan will be increased across-the-board 4.2

percent. The amended Pay Plan is attached as Exhibit 1 and incorporated herein as if set forth in full.

Section 2. Pay Plan "RS" Amended. Effective January 1, 2025, the salary ranges in Pay Plan "RS," the RCHEA Supplemental Pay Plan, are adjusted to increase the salary ranges 4.2 percent, to within eighty percent (80%) and one-hundred ten percent (110%) of the salary range minimum for the comparable classifications in Pay Plan "R," above the ranges in effect on December 31, 2024, as adopted by Ordinance No. 3139. In conjunction with the adjustment of the salary ranges, the salaries of employees "RS" pay plan will be increased across-the-board 4.2 percent. The amended Pay Plan is attached as Exhibit 2 and incorporated herein as if set forth in full.

Section 3. 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 4. 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
December, 2024.

CITY OF REDMOND

MAYOR ANGELA BIRNEY

ATTEST/AUTHENTICATED:

CITY CLERK, CHERYL XANTHOS, MMC

(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.: _____



2025 Pay Plan "R" - RCHEA Employees

Ordinance No.
Effective January 1, 2025

By Salary Band

Band/ Grade	FLSA	Classification	Monthly			Annual		
			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
R85			\$10,509	\$12,348	\$14,186	\$126,108	\$148,176	\$170,232
	E	Senior Infrastructure Systems Engineer						
	E	Transportation Strategic Advisor						
R80			\$10,028	\$11,783	\$13,538	\$120,336	\$141,396	\$162,456
	E	Engineer - Senior						
	E	Programmer Analyst - Senior						
	E	Lead Systems Analyst (new)						
R75			\$9,443	\$11,095	\$12,747	\$113,316	\$133,140	\$152,964
	E	Infrastructure Systems Engineer						
	E	Senior Systems Analyst						
	E	Technology Project Manager						
R70			\$9,126	\$10,723	\$12,320	\$109,512	\$128,676	\$147,840
	E	Business Systems Analyst Sr - ERP						
	E	Business Systems Analyst Sr - HRIS						
	E	Engineer						
	E	Environmental Scientist - Senior						
	E	Planner - Principal						
	E	Security and Compliance Analyst						
R65			\$8,590	\$10,093	\$11,596	\$103,080	\$121,116	\$139,152
	E	Planner - Senior						
R60			\$8,364	\$9,828	\$11,292	\$100,368	\$117,936	\$135,504
	E	Business Systems Analyst - ERP						
	E	Business Systems Analyst - HRIS						
	E	Communications & Marketing Project Administrator						
	E	Infrastructure Systems Analyst						
R55			\$7,991	\$9,390	\$10,789	\$95,892	\$112,680	\$129,468
	NE	Building Inspector - Senior						
	E	Business Analyst						
	NE	Construction Inspector - Lead						
	E	Environmental Scientist						
	NE	GIS Analyst - Senior						
	E	Program Administrator						
	E	Programmer Analyst						
R50			\$7,519	\$8,835	\$10,151	\$90,228	\$106,020	\$121,812
	E	Accountant - Senior						
	NE	Building Inspector						
	NE	Construction Inspector						
	NE	Engineer - Associate						
	NE	Engineering Technician - Senior						
	NE	Plans Examiner						
	E	Purchasing Agent - Senior						
	E	Planner						
	E	Technical Systems Coordinator						



2025 Pay Plan "R" - RCHEA Employees

Ordinance No.
Effective January 1, 2025

By Salary Band

Band/ Grade	FLSA	Classification	Monthly			Annual		
			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
R45			\$7,192	\$8,450	\$9,708	\$86,304	\$101,400	\$116,496
	E	Capital & Grant Analyst						
	NE	Code Enforcement Officer						
	E	Financial Analyst						
	NE	GIS Analyst						
	E	Management Analyst						
	NE	Stormwater Inspector						
R40			\$6,963	\$8,182	\$9,400	\$83,556	\$98,184	\$112,800
	E	Accountant						
	NE	Communications & Marketing Specialist						
	NE	Deputy City Clerk						
	NE	Program Coordinator						
	NE	Records Analyst						
R35			\$6,696	\$7,868	\$9,039	\$80,352	\$94,416	\$108,468
	NE	Business Application Specialist						
	NE	Department Administrative Coordinator						
	NE	Planner - Assistant						
	NE	Paralegal						
	NE	Systems Support Specialist						
	NE	Grant Writer (new)						
R30			\$6,273	\$7,371	\$8,468	\$75,276	\$88,452	\$101,616
	NE	Building Inspector Technician						
	NE	Engineering Technician						
	NE	Graphics Designer						
	NE	GIS Data Technician						
	NE	Purchasing Agent						
R25			\$5,920	\$6,955	\$7,990	\$71,040	\$83,460	\$95,880
	NE	Administrative Specialist						
	NE	Accounting Specialist - Senior						
	NE	Legal Assistant						
	NE	Permit Technician						
R20			\$5,629	\$6,614	\$7,599	\$67,548	\$79,368	\$91,188
	NE	Administrative Assistant						
	NE	Engineering Technician - Associate						
	NE	Program Assistant						
R15			\$5,380	\$6,322	\$7,264	\$64,560	\$75,864	\$87,168
	NE	Accounting Specialist						
R10			\$4,671	\$5,489	\$6,306	\$56,052	\$65,868	\$75,672
	NE	Accounting Specialist - Associate						
R05			\$4,100	\$4,818	\$5,535	\$49,200	\$57,816	\$66,420
	NE	Program Aide						



2025 Pay Plan "R" - RCHEA Employees

Ordinance No.
Effective January 1, 2025

By Classification

Band/ Grade	FLSA	Classification	Monthly			Annual		
			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
R40	E	Accountant	\$6,963	\$8,182	\$9,400	\$83,556	\$98,184	\$112,800
R50	E	Accountant - Senior	\$7,519	\$8,835	\$10,151	\$90,228	\$106,020	\$121,812
R15	NE	Accounting Specialist	\$5,380	\$6,322	\$7,264	\$64,560	\$75,864	\$87,168
R10	NE	Accounting Specialist - Associate	\$4,671	\$5,489	\$6,306	\$56,052	\$65,868	\$75,672
R25	NE	Accounting Specialist - Senior	\$5,920	\$6,955	\$7,990	\$71,040	\$83,460	\$95,880
R20	NE	Administrative Assistant	\$5,629	\$6,614	\$7,599	\$67,548	\$79,368	\$91,188
R25	NE	Administrative Specialist	\$5,920	\$6,955	\$7,990	\$71,040	\$83,460	\$95,880
R50	NE	Building Inspector	\$7,519	\$8,835	\$10,151	\$90,228	\$106,020	\$121,812
R55	NE	Building Inspector - Senior	\$7,991	\$9,390	\$10,789	\$95,892	\$112,680	\$129,468
R30	NE	Building Inspector Technician	\$6,273	\$7,371	\$8,468	\$75,276	\$88,452	\$101,616
R55	E	Business Analyst	\$7,991	\$9,390	\$10,789	\$95,892	\$112,680	\$129,468
R35	NE	Business Application Specialist	\$6,696	\$7,868	\$9,039	\$80,352	\$94,416	\$108,468
R60	E	Business Systems Analyst - ERP	\$8,364	\$9,828	\$11,292	\$100,368	\$117,936	\$135,504
R60	E	Business Systems Analyst - HRIS	\$8,364	\$9,828	\$11,292	\$100,368	\$117,936	\$135,504
R70	E	Business Systems Analyst Sr - ERP	\$9,126	\$10,723	\$12,320	\$109,512	\$128,676	\$147,840
R70	E	Business Systems Analyst Sr - HRIS	\$9,126	\$10,723	\$12,320	\$109,512	\$128,676	\$147,840
R45	E	Capital & Grant Analyst	\$7,192	\$8,450	\$9,708	\$86,304	\$101,400	\$116,496
R45	NE	Code Enforcement Officer	\$7,192	\$8,450	\$9,708	\$86,304	\$101,400	\$116,496
R60	E	Communications & Marketing Project Administrator	\$8,364	\$9,828	\$11,292	\$100,368	\$117,936	\$135,504
R40	NE	Communications & Marketing Specialist	\$6,963	\$8,182	\$9,400	\$83,556	\$98,184	\$112,800
R50	NE	Construction Inspector	\$7,519	\$8,835	\$10,151	\$90,228	\$106,020	\$121,812
R55	NE	Construction Inspector - Lead	\$7,991	\$9,390	\$10,789	\$95,892	\$112,680	\$129,468
R35	NE	Department Administrative Coordinator	\$6,696	\$7,868	\$9,039	\$80,352	\$94,416	\$108,468
R40	NE	Deputy City Clerk	\$6,963	\$8,182	\$9,400	\$83,556	\$98,184	\$112,800
R70	E	Engineer	\$9,126	\$10,723	\$12,320	\$109,512	\$128,676	\$147,840
R50	NE	Engineer - Associate	\$7,519	\$8,835	\$10,151	\$90,228	\$106,020	\$121,812
R80	E	Engineer - Senior	\$10,028	\$11,783	\$13,538	\$120,336	\$141,396	\$162,456
R30	NE	Engineering Technician	\$6,273	\$7,371	\$8,468	\$75,276	\$88,452	\$101,616
R20	NE	Engineering Technician - Associate	\$5,629	\$6,614	\$7,599	\$67,548	\$79,368	\$91,188
R50	NE	Engineering Technician - Senior	\$7,519	\$8,835	\$10,151	\$90,228	\$106,020	\$121,812
R55	E	Environmental Scientist	\$7,991	\$9,390	\$10,789	\$95,892	\$112,680	\$129,468
R70	E	Environmental Scientist - Senior	\$9,126	\$10,723	\$12,320	\$109,512	\$128,676	\$147,840
R45	E	Financial Analyst	\$7,192	\$8,450	\$9,708	\$86,304	\$101,400	\$116,496
R45	NE	GIS Analyst	\$7,192	\$8,450	\$9,708	\$86,304	\$101,400	\$116,496
R55	NE	GIS Analyst - Senior	\$7,991	\$9,390	\$10,789	\$95,892	\$112,680	\$129,468
R30	NE	GIS Data Technician	\$6,273	\$7,371	\$8,468	\$75,276	\$88,452	\$101,616
R30	NE	Graphics Designer	\$6,273	\$7,371	\$8,468	\$75,276	\$88,452	\$101,616
R35	NE	Grant Writer (new)	\$6,696	\$7,868	\$9,039	\$80,352	\$94,416	\$108,468
R60	E	Infrastructure Systems Analyst	\$8,364	\$9,828	\$11,292	\$100,368	\$117,936	\$135,504
R75	E	Infrastructure Systems Engineer	\$9,443	\$11,095	\$12,747	\$113,316	\$133,140	\$152,964
R80	E	Lead Systems Analyst (new)	\$10,028	\$11,783	\$13,538	\$120,336	\$141,396	\$162,456
R25	NE	Legal Assistant	\$5,920	\$6,955	\$7,990	\$71,040	\$83,460	\$95,880
R45	E	Management Analyst	\$7,192	\$8,450	\$9,708	\$86,304	\$101,400	\$116,496



2025 Pay Plan "R" - RCHEA Employees

Ordinance No.
Effective January 1, 2025

By Classification

Band/ Grade	FLSA	Classification	Monthly			Annual		
			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
R35	NE	Paralegal	\$6,696	\$7,868	\$9,039	\$80,352	\$94,416	\$108,468
R25	NE	Permit Technician	\$5,920	\$6,955	\$7,990	\$71,040	\$83,460	\$95,880
R50	E	Planner	\$7,519	\$8,835	\$10,151	\$90,228	\$106,020	\$121,812
R35	NE	Planner - Assistant	\$6,696	\$7,868	\$9,039	\$80,352	\$94,416	\$108,468
R70	E	Planner - Principal	\$9,126	\$10,723	\$12,320	\$109,512	\$128,676	\$147,840
R65	E	Planner - Senior	\$8,590	\$10,093	\$11,596	\$103,080	\$121,116	\$139,152
R50	NE	Plans Examiner	\$7,519	\$8,835	\$10,151	\$90,228	\$106,020	\$121,812
R55	E	Program Administrator	\$7,991	\$9,390	\$10,789	\$95,892	\$112,680	\$129,468
R05	NE	Program Aide	\$4,100	\$4,818	\$5,535	\$49,200	\$57,816	\$66,420
R20	NE	Program Assistant	\$5,629	\$6,614	\$7,599	\$67,548	\$79,368	\$91,188
R40	NE	Program Coordinator	\$6,963	\$8,182	\$9,400	\$83,556	\$98,184	\$112,800
R55	E	Programmer Analyst	\$7,991	\$9,390	\$10,789	\$95,892	\$112,680	\$129,468
R80	E	Programmer Analyst - Senior	\$10,028	\$11,783	\$13,538	\$120,336	\$141,396	\$162,456
R30	NE	Purchasing Agent	\$6,273	\$7,371	\$8,468	\$75,276	\$88,452	\$101,616
R50	E	Purchasing Agent - Senior	\$7,519	\$8,835	\$10,151	\$90,228	\$106,020	\$121,812
R40	NE	Records Analyst	\$6,963	\$8,182	\$9,400	\$83,556	\$98,184	\$112,800
R70	E	Security and Compliance Analyst	\$9,126	\$10,723	\$12,320	\$109,512	\$128,676	\$147,840
R85	E	Senior Infrastructure Systems Engineer	\$10,509	\$12,348	\$14,186	\$126,108	\$148,176	\$170,232
R75	E	Senior Systems Analyst	\$9,443	\$11,095	\$12,747	\$113,316	\$133,140	\$152,964
R45	NE	Stormwater Inspector	\$7,192	\$8,450	\$9,708	\$86,304	\$101,400	\$116,496
R35	NE	Systems Support Specialist	\$6,696	\$7,868	\$9,039	\$80,352	\$94,416	\$108,468
R50	E	Technical Systems Coordinator	\$7,519	\$8,835	\$10,151	\$90,228	\$106,020	\$121,812
R75	E	Technology Project Manager	\$9,443	\$11,095	\$12,747	\$113,316	\$133,140	\$152,964
R85	E	Transportation Strategic Advisor	\$10,509	\$12,348	\$14,186	\$126,108	\$148,176	\$170,232



2025 Pay Plan "R-S" - RCHEA Supplemental Employees

Ordinance No.
Effective January 1, 2025

By Salary Band

Band/ Grade	FLSA	Classification	Hourly			Annual		
			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
SR85			\$49	\$58	\$67	\$126,108	\$148,176	\$170,232
	NE*	Senior Infrastructure Systems Engineer						
	NE*	Transportation Strategic Advisor						
SR80			\$46	\$55	\$64	\$120,336	\$141,396	\$162,456
	NE*	Engineer - Senior						
	NE*	Programmer Analyst - Senior						
	NE*	Lead Systems Analyst (new)						
SR75			\$44	\$52	\$60	\$113,316	\$133,140	\$152,964
	NE*	Infrastructure Systems Engineer						
	NE*	Senior Systems Analyst						
	NE*	Technology Project Manager						
SR70			\$42	\$50	\$58	\$109,512	\$128,676	\$147,840
	NE*	Business Systems Analyst Sr - ERP						
	NE*	Business Systems Analyst Sr - HRIS						
	NE*	Engineer						
	NE*	Environmental Scientist - Senior						
	NE*	Planner - Principal						
	NE*	Security and Compliance Analyst						
SR65			\$40	\$47	\$55	\$103,080	\$121,116	\$139,152
	NE*	Planner - Senior						
SR60			\$39	\$46	\$53	\$100,368	\$117,936	\$135,504
	NE*	Business Systems Analyst - ERP						
	NE*	Business Systems Analyst - HRIS						
	NE*	Communications & Marketing Project Administrator						
	NE*	Infrastructure Systems Analyst						
SR55			\$37	\$44	\$51	\$95,892	\$112,680	\$129,468
	NE	Building Inspector - Senior						
	NE*	Business Analyst						
	NE	Construction Inspector - Lead						
	NE*	Environmental Scientist						
	NE	GIS Analyst - Senior						
	NE*	Program Administrator						
	NE*	Programmer Analyst						
SR50			\$35	\$41	\$48	\$90,228	\$106,020	\$121,812
	NE*	Accountant - Senior						
	NE	Building Inspector						
	NE	Construction Inspector						
	NE	Engineer - Associate						
	NE	Engineering Technician - Senior						
	NE	Plans Examiner						
	NE*	Purchasing Agent - Senior						
	NE*	Planner						
	NE*	Technical Systems Coordinator						



2025 Pay Plan "R-S" - RCHEA Supplemental Employees

Ordinance No.
Effective January 1, 2025

By Salary Band

Band/ Grade	FLSA	Classification	Hourly			Annual		
			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
SR45			\$33	\$39	\$46	\$86,304	\$101,400	\$116,496
	NE*	Capital & Grant Analyst						
	NE	Code Enforcement Officer						
	NE*	Financial Analyst						
	NE	GIS Analyst						
	NE*	Management Analyst						
	NE	Stormwater Inspector						
SR40			\$32	\$38	\$44	\$83,556	\$98,184	\$112,800
	NE*	Accountant						
	NE	Communications & Marketing Specialist						
	NE	Deputy City Clerk						
	NE	Program Coordinator						
	NE	Records Analyst						
SR35			\$31	\$37	\$42	\$80,352	\$94,416	\$108,468
	NE	Business Application Specialist						
	NE	Department Administrative Coordinator						
	NE	Planner - Assistant						
	NE	Paralegal						
	NE	Systems Support Specialist						
	NE	Grant Writer (new)						
SR30			\$29	\$34	\$40	\$75,276	\$88,452	\$101,616
	NE	Building Inspector Technician						
	NE	Engineering Technician						
	NE	Graphics Designer						
	NE	GIS Data Technician						
	NE	Purchasing Agent						
SR25			\$27	\$32	\$38	\$71,040	\$83,460	\$95,880
	NE	Administrative Specialist						
	NE	Accounting Specialist - Senior						
	NE	Legal Assistant						
	NE	Permit Technician						
SR20			\$26	\$31	\$36	\$67,548	\$79,368	\$91,188
	NE	Administrative Assistant						
	NE	Engineering Technician - Associate						
	NE	Program Assistant						
SR15			\$25	\$29	\$34	\$64,560	\$75,864	\$87,168
	NE	Accounting Specialist						
SR10			\$22	\$26	\$30	\$56,052	\$65,868	\$75,672
	NE	Accounting Specialist - Associate						
SR05			\$19	\$22	\$26	\$49,200	\$57,816	\$66,420
	NE	Program Aide						

*All supplemental employees are marked as non-exempt because they are paid on an hourly basis. This does not impact the FLSA status of the positions on the regular employee pay plan.



2025 Pay Plan "R-S" - RCHEA Supplemental Employees

Ordinance No.
Effective January 1, 2025

By Classification

Band/ Grade	FLSA	Classification	Monthly			Annual		
			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
SR40	NE*	Accountant	\$32	\$38	\$44	\$83,556	\$98,184	\$112,800
SR50	NE*	Accountant - Senior	\$35	\$41	\$48	\$90,228	\$106,020	\$121,812
SR15	NE	Accounting Specialist	\$25	\$29	\$34	\$64,560	\$75,864	\$87,168
SR10	NE	Accounting Specialist - Associate	\$22	\$26	\$30	\$56,052	\$65,868	\$75,672
SR25	NE	Accounting Specialist - Senior	\$27	\$32	\$38	\$71,040	\$83,460	\$95,880
SR20	NE	Administrative Assistant	\$26	\$31	\$36	\$67,548	\$79,368	\$91,188
SR25	NE	Administrative Specialist	\$27	\$32	\$38	\$71,040	\$83,460	\$95,880
SR50	NE	Building Inspector	\$35	\$41	\$48	\$90,228	\$106,020	\$121,812
SR55	NE	Building Inspector - Senior	\$37	\$44	\$51	\$95,892	\$112,680	\$129,468
SR30	NE	Building Inspector Technician	\$29	\$34	\$40	\$75,276	\$88,452	\$101,616
SR55	NE*	Business Analyst	\$37	\$44	\$51	\$95,892	\$112,680	\$129,468
SR35	NE	Business Application Specialist	\$31	\$37	\$42	\$80,352	\$94,416	\$108,468
SR60	NE*	Business Systems Analyst - ERP	\$39	\$46	\$53	\$100,368	\$117,936	\$135,504
SR60	NE*	Business Systems Analyst - HRIS	\$39	\$46	\$53	\$100,368	\$117,936	\$135,504
SR70	NE*	Business Systems Analyst Sr - ERP	\$42	\$50	\$58	\$109,512	\$128,676	\$147,840
SR70	NE*	Business Systems Analyst Sr - HRIS	\$42	\$50	\$58	\$109,512	\$128,676	\$147,840
SR45	NE*	Capital & Grant Analyst	\$33	\$39	\$46	\$86,304	\$101,400	\$116,496
SR45	NE	Code Enforcement Officer	\$33	\$39	\$46	\$86,304	\$101,400	\$116,496
SR60	NE*	Communications & Marketing Project Administrator	\$39	\$46	\$53	\$100,368	\$117,936	\$135,504
SR40	NE	Communications & Marketing Specialist	\$32	\$38	\$44	\$83,556	\$98,184	\$112,800
SR50	NE	Construction Inspector	\$35	\$41	\$48	\$90,228	\$106,020	\$121,812
SR55	NE	Construction Inspector - Lead	\$37	\$44	\$51	\$95,892	\$112,680	\$129,468
SR35	NE	Department Administrative Coordinator	\$31	\$37	\$42	\$80,352	\$94,416	\$108,468
SR40	NE	Deputy City Clerk	\$32	\$38	\$44	\$83,556	\$98,184	\$112,800
SR70	NE*	Engineer	\$42	\$50	\$58	\$109,512	\$128,676	\$147,840
SR50	NE	Engineer - Associate	\$35	\$41	\$48	\$90,228	\$106,020	\$121,812
SR80	NE*	Engineer - Senior	\$46	\$55	\$64	\$120,336	\$141,396	\$162,456
SR30	NE	Engineering Technician	\$29	\$34	\$40	\$75,276	\$88,452	\$101,616
SR20	NE	Engineering Technician - Associate	\$26	\$31	\$36	\$67,548	\$79,368	\$91,188
SR50	NE	Engineering Technician - Senior	\$35	\$41	\$48	\$90,228	\$106,020	\$121,812
SR55	NE*	Environmental Scientist	\$37	\$44	\$51	\$95,892	\$112,680	\$129,468
SR70	NE*	Environmental Scientist - Senior	\$42	\$50	\$58	\$109,512	\$128,676	\$147,840
SR45	NE*	Financial Analyst	\$33	\$39	\$46	\$86,304	\$101,400	\$116,496
SR45	NE	GIS Analyst	\$33	\$39	\$46	\$86,304	\$101,400	\$116,496
SR55	NE	GIS Analyst - Senior	\$37	\$44	\$51	\$95,892	\$112,680	\$129,468
SR30	NE	GIS Data Technician	\$29	\$34	\$40	\$75,276	\$88,452	\$101,616
SR30	NE	Graphics Designer	\$29	\$34	\$40	\$75,276	\$88,452	\$101,616
SR35	NE	Grant Writer (new)	\$31	\$37	\$42	\$80,352	\$94,416	\$108,468
SR60	NE*	Infrastructure Systems Analyst	\$39	\$46	\$53	\$100,368	\$117,936	\$135,504
SR75	NE*	Infrastructure Systems Engineer	\$44	\$52	\$60	\$113,316	\$133,140	\$152,964
SR80	NE*	Lead Systems Analyst (new)	\$46	\$55	\$64	\$120,336	\$141,396	\$162,456
SR25	NE	Legal Assistant	\$27	\$32	\$38	\$71,040	\$83,460	\$95,880
SR45	NE*	Management Analyst	\$33	\$39	\$46	\$86,304	\$101,400	\$116,496

2025 Pay Plan "R-S" - RCHEA Supplemental Employees

Ordinance No.
Effective January 1, 2025

By Classification

Band/ Grade	FLSA	Classification	Monthly			Annual		
			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
SR35	NE	Paralegal	\$31	\$37	\$42	\$80,352	\$94,416	\$108,468
SR25	NE	Permit Technician	\$27	\$32	\$38	\$71,040	\$83,460	\$95,880
SR50	NE*	Planner	\$35	\$41	\$48	\$90,228	\$106,020	\$121,812
SR35	NE	Planner - Assistant	\$31	\$37	\$42	\$80,352	\$94,416	\$108,468
SR70	NE*	Planner - Principal	\$42	\$50	\$58	\$109,512	\$128,676	\$147,840
SR65	NE*	Planner - Senior	\$40	\$47	\$55	\$103,080	\$121,116	\$139,152
SR50	NE	Plans Examiner	\$35	\$41	\$48	\$90,228	\$106,020	\$121,812
SR55	NE*	Program Administrator	\$37	\$44	\$51	\$95,892	\$112,680	\$129,468
SR05	NE	Program Aide	\$19	\$22	\$26	\$49,200	\$57,816	\$66,420
SR20	NE	Program Assistant	\$26	\$31	\$36	\$67,548	\$79,368	\$91,188
SR40	NE	Program Coordinator	\$32	\$38	\$44	\$83,556	\$98,184	\$112,800
SR55	NE*	Programmer Analyst	\$37	\$44	\$51	\$95,892	\$112,680	\$129,468
SR80	NE*	Programmer Analyst - Senior	\$46	\$55	\$64	\$120,336	\$141,396	\$162,456
SR30	NE	Purchasing Agent	\$29	\$34	\$40	\$75,276	\$88,452	\$101,616
SR50	NE*	Purchasing Agent - Senior	\$35	\$41	\$48	\$90,228	\$106,020	\$121,812
SR40	NE	Records Analyst	\$32	\$38	\$44	\$83,556	\$98,184	\$112,800
SR70	NE*	Security and Compliance Analyst	\$42	\$50	\$58	\$109,512	\$128,676	\$147,840
SR85	NE*	Senior Infrastructure Systems Engineer	\$49	\$58	\$67	\$126,108	\$148,176	\$170,232
SR75	NE*	Senior Systems Analyst	\$44	\$52	\$60	\$113,316	\$133,140	\$152,964
SR45	NE	Stormwater Inspector	\$33	\$39	\$46	\$86,304	\$101,400	\$116,496
SR35	NE	Systems Support Specialist	\$31	\$37	\$42	\$80,352	\$94,416	\$108,468
SR50	NE*	Technical Systems Coordinator	\$35	\$41	\$48	\$90,228	\$106,020	\$121,812
SR75	NE*	Technology Project Manager	\$44	\$52	\$60	\$113,316	\$133,140	\$152,964
SR85	NE*	Transportation Strategic Advisor	\$49	\$58	\$67	\$126,108	\$148,176	\$170,232

*All supplemental employees are marked as non-exempt because they are paid on an hourly basis. This does not impact the FLSA status of the positions on the regular employee pay plan.

**CITY OF REDMOND
ORDINANCE NO. XXXX**

AN ORDINANCE OF THE CITY OF REDMOND,
WASHINGTON, AMENDING PAY PLAN "E" IN ORDER TO
SET SALARIES FOR THE EXECUTIVE EMPLOYEES FOR
THE YEAR 2025; PROVIDING FOR SEVERABILITY AND
ESTABLISHING AN EFFECTIVE DATE

WHEREAS, Resolution No. 1142 calls for an adjustment of salaries in keeping with changes in salaries in the local labor market of both private and municipal employers; and

WHEREAS, these changes should now be reflected by amending the respective pay plan for executive employees.

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

Section 1. Pay Plan Amended. (A) Effective January 1, 2025, Pay Plan "E" covering executive employees is hereby amended and the salary ranges increased 4.2 percent above the ranges in effect on December 31, 2024, as adopted by Ordinance No. 3140. In conjunction with the adjustment of the salary ranges, the salaries of all employees covered by Pay Plan "E" will be increased across-the-board 4.2 percent up to the maximum salary of the employee's pay band.

The amended Pay Plan is attached as Exhibit 1 and incorporated herein as if set forth in full.

(B) Effective January 1, 2025, the following classifications are created and added to the Pay Plan "E": City Attorney and Deputy City Attorney.

(C) Effective January 1, 2025, the salary grades on Pay Plan "E" have been adjusted and the following titles have been moved to new salary grades: Fire Chief, Police Chief, Deputy Fire Chief, and Deputy Police Chief.

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 December, 2024.

CITY OF REDMOND

MAYOR ANGELA BIRNEY

ATTEST/AUTHENTICATED:

CITY CLERK, CHERYL XANTHOS, MMC

(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.: _____

2025 Pay Plan "E" - Executive

Ordinance No.
Effective January 1, 2025

Grade	FLSA	Classification	Monthly			Annual		
			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
EX2435			\$16,366	\$19,640	\$22,913	\$196,392	\$235,680	\$274,956
EX35	E	Chief Operating Officer						
EX30			\$14,969	\$17,963	\$20,956	\$179,628	\$215,556	\$251,472
EX30	E	Fire Chief Market						
EX30	E	Police Chief Market						
EX2025			\$14,678	\$17,614	\$20,549	\$176,136	\$211,368	\$246,588
EX20		Fire Chief						
EX20		Police Chief						
EX25	E	Public Works Director						
EX25	E	City Attorney (new)						
EX1520			\$14,152	\$16,983	\$19,813	\$169,824	\$203,796	\$237,756
EX20	E	Chief Information Officer						
EX20	E	Finance Director						
EX20	E	Human Resources Director						
EX20	E	Parks Director						
EX20	E	Planning Director						
EX15			\$13,887	\$16,319	\$18,750	\$166,644	\$195,828	\$225,000
EX15	E	Deputy Fire Chief						
EX15	E	Deputy Police Chief						
EX10			\$13,302	\$15,631	\$17,959	\$159,624	\$187,572	\$215,508
EX10	E	Deputy Fire Chief						
EX10	E	Deputy Police Chief						
EX10	E	Deputy Public Works Director						
EX10	E	Deputy Tech & Information Services (TIS) Director						
EX05			\$12,727	\$14,955	\$17,182	\$152,724	\$179,460	\$206,184
EX05	E	Deputy Executive Department Director						
EX05	E	Deputy Finance Director						
EX05	E	Deputy Fire Director						
EX05	E	Deputy Human Resources Director						
EX05	E	Deputy Parks Director						
EX05	E	Deputy Planning & Community Dev (PCD) Director						
EX05	E	Deputy Public Works Director						
EX05	E	Deputy City Attorney (new)						

**CITY OF REDMOND
ORDINANCE NO. XXXX**

AN ORDINANCE OF THE CITY OF REDMOND,
WASHINGTON, AMENDING PAY PLANS "N" AND "N-S,"
IN ORDER TO SET SALARIES FOR THE NON-
REPRESENTED EMPLOYEES FOR THE YEAR 2025;
PROVIDING FOR SEVERABILITY AND ESTABLISHING AN
EFFECTIVE DATE

WHEREAS, Resolution No. 1142 calls for an adjustment of salaries in keeping with changes in salaries in the local labor market of both private and municipal employers; and

WHEREAS, these changes should now be reflected by amending the pay plans for non-represented employees.

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

Section 1. Pay Plan "N" Amended. (A) Effective January 1, 2025, Pay Plan "N" covering Non-Represented employees is hereby amended and the salary ranges increased 4.2 percent above the ranges in effect on December 31, 2024, as adopted by Ordinance No. 3141. In conjunction with the adjustment of the salary ranges, the salaries of all employees covered by the "N" pay plan will be increased across-the-board 4.2 percent.

The amended Pay Plan is attached as Exhibit 1 and incorporated herein as if set forth in full.

(B) Effective January 1, 2025, the following classifications are created and added to the Pay Plan "N": Community Health Manager, Grant Supervisor, Executive Department Manager, Executive Department Supervisor, and Construction Manager in addition to adding back the Police Support Services Supervisor.

(C) Effective January 1, 2025, the following classifications are removed from the Pay Plan "N": Communications and Marketing Manager; Communications and Marketing Supervisor.

(D) Effective January 1, 2025, the Dispatch Manager title has been changed to Public Safety Communications Manager on the Pay Plan "N".

Section 2. Pay Plan "N-S" Amended. (A) Effective January 1, 2025, the salary ranges in Pay Plan "N-S", the Non-Represented Supplemental Pay Plan, are also adjusted to increase the salary ranges 4.2 percent, to within eighty percent (80%) and one-hundred ten percent (110%) of the salary range minimum for the comparable classifications in Pay Plan "N," above the ranges in effect on December 31, 2024, as adopted by Ordinance No. 3141. In conjunction with the adjustment of the salary ranges, the salaries of all employees covered by "N-S" pay plan will be increased across-the-board 4.2 percent. The amended Pay Plan is attached as Exhibit 2 and incorporated herein as if set forth in full.

(B) Effective January 1, 2025, the following classifications are created and added to the Pay Plan "N-S": Community Health

Manager, Grant Supervisor, Executive Department Manager, Executive Department Supervisor, and Construction Manager in addition to adding back the Police Support Services Supervisor.

(C) Effective January 1, 2025, the following classifications are removed from the Pay Plan "N-S": Communications and Marketing Manager; Communications and Marketing Supervisor.

(D) Effective January 1, 2025, the Dispatch Manager title has been changed to Public Safety Communications Manager on the Pay Plan "N-S".

Section 3. 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 4. 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 December, 2024.

CITY OF REDMOND

MAYOR ANGELA BIRNEY

ATTEST/AUTHENTICATED:

CITY CLERK, CHERYL XANTHOS, MMC

(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.: _____

2025 Pay Plan "N" - Non-Represented Employees
Ordinance No.
Effective January 1, 2025
By Salary Band

Grade	FLSA	Classification	Monthly			Annual		
			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
N60			\$14,029	\$15,994	\$17,959	\$168,348	\$191,928	\$215,508
N60	E	Police Captain						
N55			\$12,072	\$14,184	\$16,296	\$144,864	\$170,208	\$195,552
N55	E	Chief Policy Advisor						
N55	E	City Engineer						
N55	E	Engineering Manager						
N55	E	Information Services Manager						
N55	E	Police Support Civilian Commander						
N55	E	Project Management Office Manager						
N55	E	Security Compliance Manager						
N55	E	Supervising Attorney						
N50			\$10,728	\$12,606	\$14,484	\$128,736	\$151,272	\$173,808
N50	E	Construction Manager (new)						
N50	E	Engineering Supervisor						
N50	E	Finance Manager						
N50	E	Parks Manager						
N50	E	Planning Manager						
N50	E	Public Works Maintenance Manager						
N50	E	Utilities Manager						
N45			\$10,169	\$11,949	\$13,729	\$122,028	\$143,388	\$164,748
N45	E	City Clerk						
N45	E	Communications and Marketing Manager						
N45	E	Executive Department Manager (new)						
N45	E	Emergency Preparedness Manager						
N45	E	Human Resources Manager						
N45	E	Information Services Supervisor						
N45	E	Purchasing/Contracting Manager						
N45	E	Utilities Supervisor						
N40			\$9,267	\$10,889	\$12,511	\$111,204	\$130,668	\$150,132
N40	E	Public Safety Communications Dispatch Manager (retitled)						
N40	E	Deputy Prosecuting Attorney						
N40	E	Police Support Services Manager						
N40	E	Community Health Manager (new)						
N35			\$8,768	\$10,303	\$11,837	\$105,216	\$123,636	\$142,044
N35	E	Communications and Marketing Supervisor						
N35	E	Executive Department Supervisor (new)						
N35	E	Development Services Supervisor						
N35	E	Diversity Equity Inclusion Program Advisor						
N35	E	Financial Analyst - Senior						
N35	E	Inspection Supervisor						
N35	E	Maintenance and Operations Supervisor						
N35	E	Management Analyst - Senior						
N35	E	Program Manager						
N35	E	Real Property Manager						

2025 Pay Plan "N" - Non-Represented Employees
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Ordinance No.
 Effective January 1, 2025

By Salary Band

Grade	FLSA	Classification	Monthly			Annual		
			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
N30			\$8,222	\$9,661	\$11,099	\$98,664	\$115,932	\$133,188
N30	E	Administrative Supervisor						
N30	E	Finance Supervisor						
N30	E	Human Resources Analyst - Senior						
N30	E	Grant Supervisor (new)						
N30	E	Police Support Services Supervisor (added back to pay plan)						
N30	E	Parks Supervisor						
N25			\$7,502	\$8,815	\$10,127	\$90,024	\$105,780	\$121,524
N25	NE	Human Resources Analyst						
N25	NE	Risk Program Coordinator						
N20			\$7,128	\$8,376	\$9,624	\$85,536	\$100,512	\$115,488
N20	E	Executive Analyst						
N20	E	Financial Analyst						
N15			\$6,604	\$7,760	\$8,915	\$79,248	\$93,120	\$106,980
N15	NE	Department Administrative Coordinator						
N15	NE	Police Crime Analyst (Limited Duration)						
N15	NE	Police Program Coordinator						
N10			\$6,071	\$7,133	\$8,195	\$72,852	\$85,596	\$98,340
N10	NE	Accounting Associate - Senior						
N10	NE	Administrative Specialist						
N10	NE	Payroll Analyst						
N05			\$5,607	\$6,588	\$7,568	\$67,284	\$79,056	\$90,816
N05	NE	Administrative Assistant						

2025 Pay Plan "N" - Non-Represented Employees
Ordinance No.
Effective January 1, 2025
By Classification

Grade	FLSA	Classification	Monthly			Annual		
			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
N10	NE	Accounting Associate - Senior	\$6,071	\$7,133	\$8,195	\$72,852	\$85,596	\$98,340
N05	NE	Administrative Assistant	\$5,607	\$6,588	\$7,568	\$67,284	\$79,056	\$90,816
N10	NE	Administrative Specialist	\$6,071	\$7,133	\$8,195	\$72,852	\$85,596	\$98,340
N30	E	Administrative Supervisor	\$8,222	\$9,661	\$11,099	\$98,664	\$115,932	\$133,188
N55	E	Chief Policy Advisor	\$12,072	\$14,184	\$16,296	\$144,864	\$170,208	\$195,552
N45	E	City Clerk	\$10,169	\$11,949	\$13,729	\$122,028	\$143,388	\$164,748
N55	E	City Engineer	\$12,072	\$14,184	\$16,296	\$144,864	\$170,208	\$195,552
N45	E	Communications and Marketing Manager	\$10,169	\$11,949	\$13,729	\$122,028	\$143,388	\$164,748
N35	E	Communications and Marketing Supervisor	\$8,768	\$10,303	\$11,837	\$105,216	\$123,636	\$142,044
N40	E	Community Health Manager (new)	\$9,267	\$10,889	\$12,511	\$111,204	\$130,668	\$150,132
N50	E	Construction Manager (new)	\$10,728	\$12,606	\$14,484	\$128,736	\$151,272	\$173,808
N15	NE	Department Administrative Coordinator	\$6,604	\$7,760	\$8,915	\$79,248	\$93,120	\$106,980
N40	E	Deputy Prosecuting Attorney	\$9,267	\$10,889	\$12,511	\$111,204	\$130,668	\$150,132
N35	E	Development Services Supervisor	\$8,768	\$10,303	\$11,837	\$105,216	\$123,636	\$142,044
N35	E	Diversity Equity Inclusion Program Advisor	\$8,768	\$10,303	\$11,837	\$105,216	\$123,636	\$142,044
N45	E	Emergency Preparedness Manager	\$10,169	\$11,949	\$13,729	\$122,028	\$143,388	\$164,748
N55	E	Engineering Manager	\$12,072	\$14,184	\$16,296	\$144,864	\$170,208	\$195,552
N50	E	Engineering Supervisor	\$10,728	\$12,606	\$14,484	\$128,736	\$151,272	\$173,808
N20	E	Executive Analyst	\$7,128	\$8,376	\$9,624	\$85,536	\$100,512	\$115,488
N45	E	Executive Department Manager (new)	\$10,169	\$11,949	\$13,729	\$122,028	\$143,388	\$164,748
N35	E	Executive Department Supervisor (new)	\$8,768	\$10,303	\$11,837	\$105,216	\$123,636	\$142,044
N50	E	Finance Manager	\$10,728	\$12,606	\$14,484	\$128,736	\$151,272	\$173,808
N30	E	Finance Supervisor	\$8,222	\$9,661	\$11,099	\$98,664	\$115,932	\$133,188
N20	E	Financial Analyst	\$7,128	\$8,376	\$9,624	\$85,536	\$100,512	\$115,488
N35	E	Financial Analyst - Senior	\$8,768	\$10,303	\$11,837	\$105,216	\$123,636	\$142,044
N30	E	Grant Supervisor (new)	\$8,222	\$9,661	\$11,099	\$98,664	\$115,932	\$133,188
N25	NE	Human Resources Analyst	\$7,502	\$8,815	\$10,127	\$90,024	\$105,780	\$121,524
N30	E	Human Resources Analyst - Senior	\$8,222	\$9,661	\$11,099	\$98,664	\$115,932	\$133,188
N45	E	Human Resources Manager	\$10,169	\$11,949	\$13,729	\$122,028	\$143,388	\$164,748
N55	E	Information Services Manager	\$12,072	\$14,184	\$16,296	\$144,864	\$170,208	\$195,552
N45	E	Information Services Supervisor	\$10,169	\$11,949	\$13,729	\$122,028	\$143,388	\$164,748
N35	E	Inspection Supervisor	\$8,768	\$10,303	\$11,837	\$105,216	\$123,636	\$142,044
N35	E	Maintenance and Operations Supervisor	\$8,768	\$10,303	\$11,837	\$105,216	\$123,636	\$142,044
N35	E	Management Analyst - Senior	\$8,768	\$10,303	\$11,837	\$105,216	\$123,636	\$142,044
N50	E	Parks Manager	\$10,728	\$12,606	\$14,484	\$128,736	\$151,272	\$173,808
N30	E	Parks Supervisor	\$8,222	\$9,661	\$11,099	\$98,664	\$115,932	\$133,188
N10	NE	Payroll Analyst	\$6,071	\$7,133	\$8,195	\$72,852	\$85,596	\$98,340
N50	E	Planning Manager	\$10,728	\$12,606	\$14,484	\$128,736	\$151,272	\$173,808
N60	E	Police Captain	\$14,029	\$15,994	\$17,959	\$168,348	\$191,928	\$215,508
N15	NE	Police Crime Analyst (Limited Duration)	\$6,604	\$7,760	\$8,915	\$79,248	\$93,120	\$106,980
N15	NE	Police Program Coordinator	\$6,604	\$7,760	\$8,915	\$79,248	\$93,120	\$106,980
N55	E	Police Support Civilian Commander	\$12,072	\$14,184	\$16,296	\$144,864	\$170,208	\$195,552
N40	E	Police Support Services Manager	\$9,267	\$10,889	\$12,511	\$111,204	\$130,668	\$150,132
N30	E	Police Support Services Supervisor (added back to pay plan)	\$8,222	\$9,661	\$11,099	\$98,664	\$115,932	\$133,188
N35	E	Program Manager	\$8,768	\$10,303	\$11,837	\$105,216	\$123,636	\$142,044
N55	E	Project Management Office Manager	\$12,072	\$14,184	\$16,296	\$144,864	\$170,208	\$195,552
N40	E	Public Safety Communications Dispatch-Manager (retitled)	\$9,267	\$10,889	\$12,511	\$111,204	\$130,668	\$150,132
N50	E	Public Works Maintenance Manager	\$10,728	\$12,606	\$14,484	\$128,736	\$151,272	\$173,808
N45	E	Purchasing/Contracting Manager	\$10,169	\$11,949	\$13,729	\$122,028	\$143,388	\$164,748
N35	E	Real Property Manager	\$8,768	\$10,303	\$11,837	\$105,216	\$123,636	\$142,044
N25	NE	Risk Program Coordinator	\$7,502	\$8,815	\$10,127	\$90,024	\$105,780	\$121,524
N55	E	Security Compliance Manager	\$12,072	\$14,184	\$16,296	\$144,864	\$170,208	\$195,552
N55	E	Supervising Attorney	\$12,072	\$14,184	\$16,296	\$144,864	\$170,208	\$195,552
N50	E	Utilities Manager	\$10,728	\$12,606	\$14,484	\$128,736	\$151,272	\$173,808
N45	E	Utilities Supervisor	\$10,169	\$11,949	\$13,729	\$122,028	\$143,388	\$164,748

Ordinance No.
Effective January 1, 2025

By Salary Band

Grade	FLSA	Classification	Hourly		
			Minimum	Midpoint	Maximum

SNR60			\$65	\$77	\$89
	NE*	Police Captain			

SNR55			\$56	\$66	\$77
	NE*	Chief Policy Advisor			
	NE*	City Engineer			
	NE*	Engineering Manager			
	NE*	Information Services Manager			
	NE*	Police Support Civilian Commander			
	NE*	Project Management Office Manager			
	NE*	Security Compliance Manager			
	NE*	Supervising Attorney			

SNR50			\$50	\$59	\$68
	NE*	Construction Manager (new)			
	NE*	Engineering Supervisor			
	NE*	Finance Manager			
	NE*	Parks Manager			
	NE*	Planning Manager			
	NE*	Public Works Maintenance Manager			
	NE*	Utilities Manager			

SNR45			\$47	\$56	\$65
	NE*	City Clerk			
	NE*	Communications and Marketing Manager			
	NE*	Executive Department Manager (new)			
	NE*	Emergency Preparedness Manager			
	NE*	Human Resources Manager			
	NE*	Information Services Supervisor			
	NE*	Purchasing/Contracting Manager			
	NE*	Utilities Supervisor			

SNR40			\$43	\$51	\$59
	NE*	Public Safety Communications Dispatch Manager (retitled)			
	NE*	Deputy Prosecuting Attorney			

Ordinance No.
Effective January 1, 2025

NE* Police Support Services Manager
NE* **Community Health Manager (new)**

SNR35	\$40	\$48	\$56
NE* Communications and Marketing Supervisor			
NE* Executive Department Supervisor (new)			
NE* Development Services Supervisor			
NE* Diversity Equity Inclusion Program Advisor			
NE* Financial Analyst - Senior			
NE* Inspection Supervisor			
NE* Maintenance and Operations Supervisor			
NE* Management Analyst - Senior			
NE* Program Manager			
NE* Real Property Manager			

2025 Pay Plan "N-S" - Non-Represented Supplemental Employees
Ordinance No.
Effective January 1, 2025
By Salary Band

Grade	FLSA	Classification	Hourly		
			Minimum	Midpoint	Maximum
SNR30			\$38	\$45	\$52
	NE*	Administrative Supervisor			
	NE*	Finance Supervisor			
	NE*	Human Resources Analyst - Senior			
	NE*	Grant Supervisor (new)			
	NE*	Police Support Services Supervisor (added back to pay plan)			
	NE*	Parks Supervisor			
SNR25			\$35	\$41	\$48
	NE	Human Resources Analyst			
	NE	Risk Program Coordinator			
SNR20			\$33	\$39	\$45
	NE*	Executive Analyst			
	NE*	Financial Analyst			
SNR15			\$30	\$36	\$42
	NE	Department Administrative Coordinator			
	NE	Police Crime Analyst (Limited Duration)			
	NE	Police Program Coordinator			
SNR10			\$28	\$33	\$39
	NE	Accounting Associate - Senior			
	NE	Administrative Specialist			
	NE	Payroll Analyst			
SNR05			\$26	\$31	\$36
	NE	Administrative Assistant			

Ordinance No.
Effective January 1, 2025

By Classification

Grade	FLSA	Classification	Monthly		
			Minimum	Midpoint	Maximum
SNR10	NE	Accounting Associate - Senior	\$28	\$33	\$39
SNR05	NE	Administrative Assistant	\$26	\$31	\$36
SNR10	NE	Administrative Specialist	\$28	\$33	\$39
SNR30	NE*	Administrative Supervisor	\$38	\$45	\$52
SNR55	NE*	Chief Policy Advisor	\$56	\$66	\$77
SNR45	NE*	City Clerk	\$47	\$56	\$65
SNR55	NE*	City Engineer	\$56	\$66	\$77
SNR45	NE*	Communications and Marketing Manager	\$47	\$56	\$65
SNR35	NE*	Communications and Marketing Supervisor	\$40	\$48	\$56
SNR40	NE*	Community Health Manager (new)	\$43	\$51	\$59
SNR50	NE*	Construction Manager (new)	\$50	\$59	\$68
SNR15	NE	Department Administrative Coordinator	\$30	\$36	\$42
SNR40	NE*	Deputy Prosecuting Attorney	\$43	\$51	\$59
SNR35	NE*	Development Services Supervisor	\$40	\$48	\$56
SNR35	NE*	Diversity Equity Inclusion Program Advisor	\$40	\$48	\$56
SNR45	NE*	Emergency Preparedness Manager	\$47	\$56	\$65
SNR55	NE*	Engineering Manager	\$56	\$66	\$77
SNR50	NE*	Engineering- Supervisor	\$50	\$59	\$68
SNR20	NE*	Executive Analyst	\$33	\$39	\$45
SNR45	NE*	Executive Department Manager (new)	\$47	\$56	\$65
SNR35	NE*	Executive Department Supervisor (new)	\$40	\$48	\$56
SNR50	NE*	Finance Manager	\$50	\$59	\$68
SNR30	NE*	Finance Supervisor	\$38	\$45	\$52
SNR20	NE*	Financial Analyst	\$33	\$39	\$45
SNR35	NE*	Financial Analyst - Senior	\$40	\$48	\$56
SNR30	NE*	Grant Supervisor (new)	\$38	\$45	\$52
SNR25	NE	Human Resources Analyst	\$35	\$41	\$48
SNR30	NE*	Human Resources Analyst - Senior	\$38	\$45	\$52
SNR45	NE*	Human Resources Manager	\$47	\$56	\$65
SNR55	NE*	Information Services Manager	\$56	\$66	\$77
SNR45	NE*	Information Services Supervisor	\$47	\$56	\$65
SNR35	NE*	Inspection Supervisor	\$40	\$48	\$56
SNR35	NE*	Maintenance and Operations Supervisor	\$40	\$48	\$56
SNR35	NE*	Management Analyst - Senior	\$40	\$48	\$56
SNR50	NE*	Parks Manager	\$50	\$59	\$68
SNR30	NE*	Parks Supervisor	\$38	\$45	\$52
SNR10	NE	Payroll Analyst	\$28	\$33	\$39
SNR50	NE*	Planning Manager	\$50	\$59	\$68

2025 Pay Plan "N-S" - Non-Represented Supplemental Employees
**Ordinance No.
 Effective January 1, 2025**

SNR60	NE*	Police Captain	\$65	\$77	\$89
SNR15	NE	Police Crime Analyst (Limited Duration)	\$30	\$36	\$42
SNR15	NE	Police Program Coordinator	\$30	\$36	\$42
SNR55	NE*	Police Support Civilian Commander	\$56	\$66	\$77
SNR40	NE*	Police Support Services Manager	\$43	\$51	\$59
		Police Support Services Supervisor (added back to pay plan)			
SNR30	NE*		\$38	\$45	\$52
SNR35	NE*	Program Manager	\$40	\$48	\$56
SNR55	NE*	Project Management Office Manager	\$56	\$66	\$77
		Public Safety Communications Dispatch Manager			
SNR40	NE*	(retitled)	\$43	\$51	\$59
SNR50	NE*	Public Works Maintenance Manager	\$50	\$59	\$68
SNR45	NE*	Purchasing/Contracting Manager	\$47	\$56	\$65
SNR35	NE*	Real Property Manager	\$40	\$48	\$56
SNR25	NE	Risk Program Coordinator	\$35	\$41	\$48
SNR55	NE*	Security Compliance Manager	\$56	\$66	\$77
SNR55	NE*	Supervising Attorney	\$56	\$66	\$77
SNR50	NE*	Utilities Manager	\$50	\$59	\$68
SNR45	NE*	Utilities Supervisor	\$47	\$56	\$65

**CITY OF REDMOND
ORDINANCE NO. XXXX**

AN ORDINANCE OF THE CITY OF REDMOND, WASHINGTON, AMENDING PAY PLAN "G-S" IN ORDER TO SET SALARIES FOR THE GENERAL SUPPLEMENTAL EMPLOYEES FOR THE YEAR 2025; PROVIDING FOR SEVERABILITY AND ESTABLISHING AN EFFECTIVE DATE

WHEREAS, Resolution No. 1142 calls for an adjustment of salaries in keeping with changes in salaries in the local labor market of both private and municipal employers; and

WHEREAS, these changes should now be reflected by amending the pay plans for general supplemental employees.

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

Section 1. Pay Plan "G-S" Amended. Effective January 1, 2025, Pay Plan "G-S" covering general supplemental employees is hereby amended and the salary ranges adjusted 4.2 percent above the ranges in effect on December 31, 2024, as adopted by Ordinance No. 3142. In conjunction with the adjustment of the salary ranges, the salaries of all employees covered by the "G-S" pay plans will be increased across-the-board 4.2 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 December, 2024.

CITY OF REDMOND

MAYOR ANGELA BIRNEY

ATTEST/AUTHENTICATED:

CITY CLERK, CHERYL XANTHOS, MMC

(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.: _____



2025 Pay Plan "G-S" - General Supplemental

Ordinance No.
Effective January 1, 2025

Hourly

Grade	FLSA	Position Title	Minimum	Midpoint	Maximum
S23	NE	Farm Animal Caretaker	\$18.07	\$20.65	\$23.24
S24	NE	Recreation Aide	\$18.07	\$20.65	\$23.24
S25	NE	Nutrition Assistant	\$18.07	\$21.31	\$24.53
S26	NE	Beachfront Lifeguard	\$19.36	\$23.24	\$27.11
S27	NE	Recreation Instructor	\$19.36	\$32.27	\$45.18
S28	NE	Fitness Instructor	\$19.36	\$32.27	\$45.18
S29	NE	Recreation Leader	\$19.36	\$23.24	\$27.11
S30	NE	Guest Services Representative	\$19.36	\$23.24	\$27.11
S31	NE	Equestrian Instructor	\$20.65	\$25.82	\$30.98
S32	NE	Audio Visual Media Specialist	\$20.65	\$25.82	\$30.98
S33	NE	Beachfront Assistant Manager	\$21.94	\$25.82	\$29.69
S34	NE	Beachfront Manager	\$23.24	\$27.11	\$30.98
S35	NE	Recreation Specialist	\$23.24	\$33.56	\$43.89
S37	NE	Intern, High School	\$17.38	\$19.36	\$23.24
S38	NE	Intern, College	\$19.36	\$24.22	\$29.05
S39	NE	Intern, Graduate Program	\$24.22	\$30.98	\$38.73

CITY OF REDMOND
ORDINANCE NO. XXXX

AN ORDINANCE OF THE CITY OF REDMOND,
WASHINGTON, AMENDING PAY PLAN "EO" IN ORDER TO
SET SALARIES FOR THE MAYOR FOR THE YEAR 2025;
PROVIDING FOR SEVERABILITY AND ESTABLISHING AN
EFFECTIVE DATE

WHEREAS, Resolution No. 1142 calls for an adjustment of salaries in keeping with changes in salaries in the local labor market of both private and municipal employers; and

WHEREAS, these changes should now be reflected by amending the pay plan for the Mayor.

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

Section 1. Pay Plan "EO" Amended. (A) Effective January 1, 2025, Pay Plan "EO" covering Elected Officials is hereby amended to increase the Mayor salary to \$170,000. In conjunction with the adjustment of the salary ranges, the salaries of the Mayor covered by the "EO" pay plan will be increased to \$170,000. The amended Pay Plan is attached as Exhibit 1 and incorporated herein as if set forth in full.

(B) Effective January 1, 2025, the salary grades have been adjusted on the Pay Plan "EO".

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 December, 2024.

CITY OF REDMOND

MAYOR ANGELA BIRNEY

ATTEST/AUTHENTICATED:

CITY CLERK, CHERYL XANTHOS, MMC

(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.: _____



2025 Pay Plan "EO" - Elected Officials

Ordinance No. 2111, 3166 & Salary Schedule filed with City Clerk October 15, 2024 (Council)
Effective November 14, 2024

Grade	FLSA	Classification	Monthly	Annually
EO EOC	NA	Council Member	\$2,300	\$27,600
EO EOCP	NA	Council President	\$2,500	\$30,000

Ordinance No. 2784, 2967, 3173 (Mayor)
Effective January 1, 2025

Grade	FLSA	Classification	Monthly	Annually
EO EOM	NA	Mayor	\$12,808 \$14,167	\$153,700 \$170,000

CITY OF REDMOND
ORDINANCE NO. _____

AN ORDINANCE OF THE CITY OF REDMOND,
WASHINGTON AMENDING THE 2025 "T" PAY PLAN
FOR EMPLOYEES REPRESENTED BY THE TEAMSTERS
LOCAL NO. 117 REPRESENTING POLICE
LIEUTENANTS AND AMENDING TITLE TO "LT"

WHEREAS, Pay Plan "T" was established and put into effect as agreed to through the collective bargaining process; 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 Police Lieutenants.

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

Section 1. Pay Plan Amended. (A) Effective January 1, 2025, Pay Plan "T" covering all employees in the Teamsters Police Lieutenants bargaining unit is hereby amended to the title Pay Plan "LT".

(B) Effective January 1, 2025, Pay Plan "LT" covering all employees in the Teamsters Police Lieutenants bargaining unit is hereby amended and the salary ranges adjusted by 4.2 percent, above the ranges in effect on December 31, 2024, as adopted by Ordinance No. 3144. In conjunction with the adjustment of the

salary ranges, the salaries for all employees covered by Pay Plan "LT" will be increased across the board by 4.2 percent above the ranges in effect on December 31, 2024, as adopted by Ordinance No. 3144. The 2025 Pay Plan "LT" is attached as Exhibit 2 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 December, 2024.

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.: _____



2025 PAY PLAN "LT" LIEUTENANTS

Ordinance No.
Police Lieutenants
Effective January 1, 2025

Grade	FLSA	Position Title	Step	Duration	Monthly	Annually
LT01	E	Lieutenant	A	0-12m	\$15,335	\$184,020
			B	13-24m	\$15,872	\$190,464
			C	25+m	\$16,413	\$196,956

CITY OF REDMOND
ORDINANCE NO. XXXX

AN ORDINANCE OF THE CITY OF REDMOND, WASHINGTON, AMENDING PAY PLANS "PS" AND "S-PS," IN ORDER TO SET SALARIES FOR POLICE SUPPORT EMPLOYEES COVERED BY THE TEAMSTERS LOCAL UNION NO. 117 BARGAINING UNIT FOR THE YEAR 2025; PROVIDING FOR SEVERABILITY AND ESTABLISHING AN EFFECTIVE DATE.

WHEREAS, Pay Plan "PS" and the Supplemental Pay Plan "S-PS" were 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 Police Support employees.

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

Section 1. Pay Plan Amended. (A) Effective January 1, 2025, Pay Plan "PS" covering all employees in the Police Support bargaining unit is hereby amended and the salary ranges adjusted by 4.2 percent, above the ranges in effect on December 31, 2024 as adopted by Ordinance No. 3145. In conjunction with the adjustment of the salary ranges, the salaries for all employees covered by the Police Support bargaining unit will increase across-the-board

by 4.2 percent, above the ranges in effect on December 31, 2024 as adopted by Ordinance No. 3145. The amended Pay Plan is attached as Exhibit 1 and incorporated herein as if set forth in full.

(B) Effective January 1, 2025, the Communications Dispatcher title is now Public Safety Telecommunicator, and the Lead Communications Dispatcher title is now Lead Public Safety Telecommunicator on the Pay Plan "PS".

Section 2. Pay Plan "S-PS". (A) Effective January 1, 2025, Supplemental Pay Plan "S-PS" covering supplemental Police Support employees is hereby adjusted to reflect pay ranges that represent 80 percent to 110 percent of the lowest pay for a comparable Regular position, as adopted by Ordinance No. 3145. The amended Pay Plan is attached as Exhibit 2 and incorporated herein as if set forth in full.

(B) Effective January 1, 2025, the Communications Dispatcher title is now Public Safety Telecommunicator, and the Lead Communications Dispatcher title is now Lead Public Safety Telecommunicator on the Pay Plan "S-PS".

Section 3. 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 4. 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 December, 2024.

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.: _____



Redmond

2025 PAY PLAN PS* - POLICE SUPPORT

Ordinance No.

Teamsters Local No. 117 - Representing the Police Support Bargaining Unit

Effective January 1, 2025

Grade	FLSA	Position Title	Step	Duration	Monthly	Annual
C30	NE	Police Public Information Officer	A	0-12 mos	\$8,008	\$96,096
			B	13-24 mos	\$8,328	\$99,936
			C	25-36 mos	\$8,661	\$103,932
			D	37-48 mos	\$9,008	\$108,096
			E	49-60 mos	\$9,368	\$112,416
			F	61 + mos	\$9,742	\$116,904
C113	NE	Crime Analyst	A	0-12 mos	\$7,476	\$89,712
			B	13-24 mos	\$7,774	\$93,288
			C	25-36 mos	\$8,087	\$97,044
			D	37-48 mos	\$8,409	\$100,908
			E	49-60 mos	\$8,747	\$104,964
			F	61 + mos	\$9,097	\$109,164
C116	NE	Police Program Coordinator	A	0-12 mos	\$7,699	\$92,388
			B	13-24 mos	\$8,008	\$96,096
			C	25-36 mos	\$8,328	\$99,936
			D	37-48 mos	\$8,661	\$103,932
			E	49-60 mos	\$9,008	\$108,096
			F	61 + mos	\$9,368	\$112,416
C13	NE	Public Safety Telecommunicator Communications Dispatcher	A	0-12 mos	\$6,655	\$79,860
			B	13-24 mos	\$6,921	\$83,052
			C	25-36 mos	\$7,198	\$86,376
			D	37-48 mos	\$7,486	\$89,832
			E	49-60 mos	\$7,786	\$93,432
			F	61 + mos	\$8,096	\$97,152
C15	NE	Lead Public Safety Telecommunicator Lead Communications Dispatcher	A	0-12 mos	\$7,411	\$88,932
			B	13-24 mos	\$7,706	\$92,472
			C	25-36 mos	\$8,014	\$96,168
			D	37-48 mos	\$8,335	\$100,020
			E	49-60 mos	\$8,667	\$104,004
			F	61 + mos	\$9,014	\$108,168
C14	NE	Lead Police Support Services Specialist	A	0-12 mos	\$6,704	\$80,448
			B	13-24 mos	\$6,974	\$83,688
			C	25-36 mos	\$7,251	\$87,012
			D	37-48 mos	\$7,542	\$90,504
			E	49-60 mos	\$7,842	\$94,104
			F	61 + mos	\$8,157	\$97,884



Redmond

2025 PAY PLAN PS* - POLICE SUPPORT

Ordinance No.

Teamsters Local No. 117 - Representing the Police Support Bargaining Unit

Effective January 1, 2025

Grade	FLSA	Position Title	Step	Duration	Monthly	Annual
C25	NE	Police Support Public Records Specialist	A	0-12 mos	\$6,382	\$76,584
			B	13-24 mos	\$6,636	\$79,632
			C	25-36 mos	\$6,901	\$82,812
			D	37-48 mos	\$7,178	\$86,136
			E	49-60 mos	\$7,466	\$89,592
			F	61 + mos	\$7,764	\$93,168
C115	NE	Legal Advocate	A	0-12 mos	\$6,483	\$77,796
			B	13-24 mos	\$6,744	\$80,928
			C	25-36 mos	\$7,014	\$84,168
			D	37-48 mos	\$7,293	\$87,516
			E	49-60 mos	\$7,586	\$91,032
			F	61 + mos	\$7,889	\$94,668
C12	NE	Community Support Officer	A	0-12 mos	\$6,234	\$74,808
			B	13-24 mos	\$6,483	\$77,796
			C	25-36 mos	\$6,743	\$80,916
			D	37-48 mos	\$7,013	\$84,156
			E	49-60 mos	\$7,293	\$87,516
			F	61 + mos	\$7,585	\$91,020
C19	NE	Property Evidence Technician	A	0-12 mos	\$6,109	\$73,308
			B	13-24 mos	\$6,353	\$76,236
			C	25-36 mos	\$6,608	\$79,296
			D	37-48 mos	\$6,872	\$82,464
			E	49-60 mos	\$7,147	\$85,764
			F	61 + mos	\$7,434	\$89,208
C11	NE	Police Support Services Specialist	A	0-12 mos	\$6,135	\$73,620
			B	13-24 mos	\$6,382	\$76,584
	NE	Police Support Administrative Specialist	C	25-36 mos	\$6,636	\$79,632
			D	37-48 mos	\$6,901	\$82,812
			E	49-60 mos	\$7,178	\$86,136
			F	61 + mos	\$7,466	\$89,592
C20	NE	Police Support Administrative Assistant	A	0-12 mos	\$5,724	\$68,688
			B	13-24 mos	\$5,952	\$71,424
			C	25-36 mos	\$6,191	\$74,292
			D	37-48 mos	\$6,437	\$77,244
			E	49-60 mos	\$6,695	\$80,340
			F	61 + mos	\$6,963	\$83,556

*All pay rates include the 1.25% accreditation pay. Should the Police Department lose its accreditation, the rates will be reduced by 1.25%.



2025 PAY PLAN "S-PS" - SUPPLEMENTAL POLICE SUPPORT

Ordinance No.
Teamsters Local No. 117 - Representing the Police Support Bargaining Unit
Effective January 1, 2025

Grade	FLSA	Position Title	Minimum*	Maximum*
SP30	NE	Supplemental Police Public Information Officer	\$36.96	\$50.82
SP10	NE	Supplemental Crime Analyst	\$34.50	\$47.44
SP16	NE	Supplemental Police Program Coordinator	\$35.53	\$48.86
		Supplemental Public Safety Telecommunicator		
SP3	NE	Supplemental Communications Dispatcher	\$30.72	\$42.23
		Supplemental Lead Public Safety Telecommunicator		
SP8	NE	Supplemental Lead Communications Dispatcher	\$34.20	\$47.03
SP4	NE	Supplemental Lead Police Support Services Specialist	\$30.94	\$42.54
SP25	NE	Supplemental Police Support Public Records Specialist	\$29.46	\$40.50
SP5	NE	Supplemental Legal Advocate	\$29.92	\$41.14
SP7	NE	Supplemental Community Support Officer	\$28.77	\$39.56
SP1	NE	Supplemental Property Evidence Technician	\$28.20	\$38.77
SP2	NE	Supplemental Police Support Services Specialist	\$28.32	\$38.93
SP14	NE	Supplemental Police Support Administrative Assistant	\$26.42	\$36.33
SP15	NE	Supplemental Police Support Administrative Specialist	\$28.32	\$38.93

* 80-110% of the lowest pay for comparable regular position

**CITY OF REDMOND
ORDINANCE NO. XXXX**

AN ORDINANCE OF THE CITY OF REDMOND,
WASHINGTON, AMENDING PAY PLAN "FS" IN ORDER TO
SET SALARIES FOR EMPLOYEES COVERED BY THE FIRE
SUPPORT BARGAINING UNIT FOR THE YEAR 2025;
PROVIDING FOR SEVERABILITY AND ESTABLISHING AN
EFFECTIVE DATE

WHEREAS, Pay Plan "FS" was established and put into effect as
agreed to through the collective bargaining process;

WHEREAS, the latest salary ranges will now be adjusted and
salaries increased in accordance with the Fire Support collective
bargaining agreement.

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

Section 1. Pay Plan "FS" Amended Effective January 1,
2025, Pay Plan "FS" covering employees represented by the Redmond
Fire Fighters Union No. 2829, I.A.F.F., Representing the Fire
Support Bargaining Unit, is hereby amended and the salary ranges
adjusted 3.6 percent above the ranges in effect on December 31,
2024, as adopted by Ordinance No. 3146. In conjunction with the
adjustment of the salary ranges, the salaries of all employees
covered by the "FS" pay plan will be increased across-the-board
3.6 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 December, 2024.

CITY OF REDMOND

MAYOR ANGELA BIRNEY

ATTEST/AUTHENTICATED:

CITY CLERK, CHERYL XANTHOS, MMC

(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.: _____



2025 Pay Plan "FS" - Fire Support

Ordinance No.
Redmond Fire Fighters Union - Representing the Fire Support Bargaining Unit
Effective January 1, 2025

Grade	FLSA	Position Title	Monthly			Annually		
			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
FS20	NE	Fire Support Administrative Assistant	\$5,615	\$6,457	\$7,301	\$67,380	\$77,484	\$87,612
FS21	NE	Fire Support Administrative Specialist	\$6,027	\$6,933	\$7,838	\$72,324	\$83,196	\$94,056
FS35	NE	Fire Support Department Administrative Coordinator	\$6,537	\$7,681	\$8,826	\$78,444	\$92,172	\$105,912
FS25	NE	Fire Support Program Coordinator	\$7,248	\$8,337	\$9,423	\$86,976	\$100,044	\$113,076
FS30	NE	Fire Mechanic	\$7,383	\$8,489	\$9,595	\$88,596	\$101,868	\$115,140
FS40	NE	Fire Apparatus Program Supervisor	\$8,489	\$9,762	\$11,035	\$101,868	\$117,144	\$132,420



Memorandum

Date: 11/12/2024

Meeting of: Committee of the Whole - Finance, Administration, and Communications

File No. CM 24-538

Type: Committee Memo

TO: Committee of the Whole - Finance, Administration, and Communications

FROM: Mayor Angela Birney

DEPARTMENT DIRECTOR CONTACT(S):

Finance	Kelley Cochran	425-556-2748
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DEPARTMENT STAFF:

Finance	Nida Hermoso	Interim Finance Manager
Finance	Haritha Narra	Deputy Finance Director

TITLE:

2022 Impact Fee Collection and Distribution Report

OVERVIEW STATEMENT:

The Revised Code of Washington (RCW) and the City of Redmond Municipal Code (RMC) require an annual report to the Mayor and City Council on impact fee receipts, earnings, and system improvements financed in whole or part by impact fees. This report summarizes the 2022 impact fee activity and is presented for information purposes only.

The Impact Fee Report is provided to Council after the State Auditors complete the financial statement audit. The 2022 financial audit was delayed due to D365 system preparation and implementation in June 2023, and the audit did not start until January 2024 and lasted through October 15, 2024 (which is longer than usual). A typical financial statement audit year starts in April and ends in June.

The 2023 financial statement audit is estimated to start mid-November 2024 with a completion target date of March 2025, and the 2023 Impact Fee Report will be provided to Council upon completion. The estimated timeline to complete the 2024 Impact Fee Report for the Council is July or August of 2025.

Additional Background Information/Description of Proposal Attached

REQUESTED ACTION:

Receive Information Provide Direction Approve

REQUEST RATIONALE:

- **Relevant Plans/Policies:**
N/A
- **Required:**
Revised Code of Washington (RCW) 82.02.070 Impact fees: Annually, each county, city, or town imposing impact

fees shall provide a report on each impact fee account showing the source and amount of all moneys collected, earned, or received and system improvements that were financed in whole or in part by impact fees.

Redmond Municipal Code (RMC) 3.10.190 Annual Impact Fee Report: The provision requires the Finance Department to prepare a report on each impact fee account showing the source and amount of all money collected, earned, or received and the system improvements financed in whole or in part by the impact fees. This Impact Fee Report is presented to meet the reporting requirements of RMC 3.10.190.

- **Council Request:**
N/A
- **Other Key Facts:**
N/A

OUTCOMES:

The City collected \$27,545,034 in impact fees in 2022 and spent \$3,081,996. The total collected and spent for each category is shown in attachment A, Impact Fee Table.

Overall, impact fee collections for 2022 increased by \$10,950,540, or 66%, compared to 2021. The increase is associated with growth and strong development activity resulting in a heightened demand for infrastructure and public services.

In 2022, \$7,206,117 was collected for school impact fees and disbursed to Lake Washington School District. School impact fees are determined by the school district.

Transportation

Four transportation projects received impact fee funding in 2022. The projects and amounts received are as follows, totaling \$1,358,307:

- NE 40th Shared Use Path: \$696,410
- NE 70th Improvements (Redmond Way to 180th): \$166,939
- Redmond Way Bridge & 76th St Widening: \$23,708
- Couplet Bond Debt: \$471,250

Transportation impact fees remaining at the end of 2022 totaled \$42,864,044.

Parks

Two Park projects received impact fee funding in 2022. The projects and amounts received are as follows, totaling \$1,723,689:

- Senior & Community Center Renovation: \$1,373,314
- Senior & Community Center Renovation Debt: \$350,375

Parks impact fee remaining at the end of 2022 totaled \$15,701,384.

Fire

Fire Impact Fees remaining at the end of 2022 totaled \$1,926,610.

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:

N/A

Other budget impacts or additional costs:

Yes

No

N/A

If yes, explain:

N/A

Funding source(s):

N/A

Budget/Funding Constraints:

N/A

Additional budget details attached

COUNCIL REVIEW:

Previous Contact(s)

Date	Meeting	Requested Action
N/A	Item has not been presented to Council	N/A

Proposed Upcoming Contact(s)

Date	Meeting	Requested Action
N/A	N/A	N/A

Time Constraints:

Redmond Municipal Code section 3.10.190 Annual Impact Fee Report requires the Finance Department to report the revenues and expenditures associated with impact fees.

ANTICIPATED RESULT IF NOT APPROVED:

Date: 11/12/2024

Meeting of: Committee of the Whole - Finance, Administration, and Communications

File No. CM 24-538

Type: Committee Memo

N/A

ATTACHMENTS:

Attachment A: Impact Fee Table

Attachment B: Impact Fee Annual Report - 2022 Impact Fee Summary

Attachment C: Impact Fee Activity Summary for 2022

Attachment A: Impact Fee Table

Impact Fee Overview

	<u>Beginning Balance</u>	<u>Collected</u>	<u>Spent</u>	<u>Interest</u>	<u>Balance</u>
Transportation	\$24,934,196	\$18,840,127	\$1,358,307	\$448,028	\$42,864,044
Parks	\$ 9,085,493	\$ 8,184,605	\$1,723,689	\$154,975	\$15,701,384
Fire	\$ 1,385,918	\$ 520,302	\$0	\$ 20,390	\$ 1,926,610

2022 IMPACT FEE SUMMARY

Attachment B

TYPE	MONTH	BEGINNING BALANCE	FEES RECEIVED	INTEREST EARNED	AMOUNT DISTRIBUTED	ENDING BALANCE
PARKS	JAN	9,085,492.89	11,138.88	3,257.63		9,099,889.40
TRANSPORTATION	JAN	24,934,196.15	22,074.93	8,938.71		24,965,209.79
FIRE	JAN	1,385,918.28	305.64	496.68		1,386,720.60
LWSD	JAN	1,081,323.43	37,994.00	200.54	(1,081,323.42)	38,194.55
PARKS	FEB	9,099,889.40	24,203.33	3,644.80		9,127,737.53
TRANSPORTATION	FEB	24,965,209.79	36,748.39	9,993.43		25,011,951.61
FIRE	FEB	1,386,720.60	1,252.63	554.94		1,388,528.17
LWSD	FEB	38,194.55	36,547.00	14.95	(38,194.54)	36,561.96
PARKS	MAR	9,127,737.53	43,306.24	3,888.49		9,174,932.26
TRANSPORTATION	MAR	25,011,951.61	65,160.72	10,643.93		25,087,756.26
FIRE	MAR	1,388,528.17	1,061.04	590.35		1,390,179.56
LWSD	MAR	36,561.96	151,976.00	40.06	(36,561.95)	152,016.07
PARKS	APR	9,174,932.26	37,892.96	4,903.40		9,217,728.62
TRANSPORTATION	APR	25,087,756.26	57,015.63	13,395.34		25,158,167.23
FIRE	APR	1,390,179.56	928.41	741.68		1,391,849.65
LWSD	APR	152,016.07	132,979.00	76.00	(152,023.83)	133,047.24
PARKS	MAY	9,217,728.62	264,225.20	5,609.90		9,487,563.72
TRANSPORTATION	MAY	25,158,167.23	2,644,626.75	15,888.29		27,818,682.27
FIRE	MAY	1,391,849.65	30,658.15	844.31		1,423,352.11
LWSD	MAY	133,047.24	94,985.00	68.41	(133,047.23)	95,053.42
PARKS	JUN	9,487,563.72	1,109,143.91	7,615.29		10,604,322.92
TRANSPORTATION	JUN	27,818,682.27	1,231,234.56	21,562.68		29,071,479.51
FIRE	JUN	1,423,352.11	68,416.58	1,105.32		1,492,874.01
LWSD	JUN	95,053.42	1,091,825.00	450.02	(95,053.41)	1,092,275.03

2022 IMPACT FEE SUMMARY

TYPE	MONTH	BEGINNING BALANCE	FEES RECEIVED	INTEREST EARNED	AMOUNT DISTRIBUTED	ENDING BALANCE
PARKS	JUL	10,604,322.92	683,172.08	10,945.91		11,298,440.91
TRANSPORTATION	JUL	29,071,479.51	7,295,385.45	32,719.17	(0.27)	36,399,583.86
FIRE	JUL	1,492,874.01	84,231.43	1,534.99		1,578,640.43
LWSD	JUL	1,092,275.03	94,985.00	593.63	(1,092,275.02)	95,578.64
PARKS	AUG	11,298,440.91	987,049.98	14,946.32		12,300,437.21
TRANSPORTATION	AUG	36,399,583.86	1,837,626.87	47,301.07		38,284,511.80
FIRE	AUG	1,578,640.43	60,975.32	2,039.57		1,641,655.32
LWSD	AUG	95,578.64	1,015,436.00	704.11	(95,578.64)	1,016,140.11
PARKS	SEPT	12,300,437.21	1,281,968.09	18,527.80		13,600,933.10
TRANSPORTATION	SEPT	38,284,511.80	1,644,764.85	55,988.04		39,985,264.69
FIRE	SEPT	1,641,655.32	73,626.88	2,403.01		1,717,685.21
LWSD	SEPT	1,016,140.11	1,246,881.00	1,619.95	(1,016,140.11)	1,248,500.95
PARKS	OCT	13,600,933.10	27,961.34	22,078.85		13,650,973.29
TRANSPORTATION	OCT	39,985,264.69	42,469.05	64,877.21		40,092,610.95
FIRE	OCT	1,717,685.21	1,476.63	2,786.71		1,721,948.55
LWSD	OCT	1,248,500.95	40,057.00	1,044.81	(1,248,500.95)	41,101.81
PARKS	NOV	13,650,973.29	1,165,136.44	27,696.10		14,843,805.83
TRANSPORTATION	NOV	40,092,610.95	1,038,662.55	79,024.07		41,210,297.57
FIRE	NOV	1,721,948.55	65,822.01	3,414.66		1,791,185.22
LWSD	NOV	41,101.81	1,114,117.00	1,123.93	(41,101.80)	1,115,240.94

2022 IMPACT FEE SUMMARY

TYPE	MONTH	BEGINNING BALANCE	FEES RECEIVED	INTEREST EARNED	AMOUNT DISTRIBUTED	ENDING BALANCE
PARKS	DEC	14,843,805.83	2,549,406.73	31,861.00	(1,723,689.00)	15,701,384.56
TRANSPORTATION	DEC	41,210,297.57	2,924,356.86	87,696.06	(1,358,307.00)	42,864,043.49
FIRE	DEC	1,791,185.22	131,547.85	3,877.95		1,926,611.02
LWSD ***	DEC	1,115,240.94	2,148,335.00	3,407.72	(1,115,240.93)	2,151,742.73

***School impact fees are determined by the school district.

Impact Fee Activity Summary for 2022

Attachment C

Impact Fee Type	Beginning Balance 1-Jan-2022	Impact Fees collected during 2022	Refunds 2022	Net Amount Collected	Interest Earned	Impact Fees Spent in 2022	Ending Balance 31-Dec-2022
Transportation	\$24,934,196	\$18,840,127	\$0	\$18,840,127	\$448,028	(\$1,358,307)	\$42,864,044
Parks	\$9,085,493	\$8,184,605	\$0	\$8,184,605	\$154,975	(\$1,723,689)	\$15,701,384
Fire	\$1,385,918	\$520,302	\$0	\$520,302	\$20,390	\$0	\$1,926,610
Total	\$35,405,607	\$27,545,034	\$0	\$27,545,034	\$623,393	(\$3,081,996)	\$60,492,038



Memorandum

Date: 11/12/2024

File No. CM 24-536

Meeting of: Committee of the Whole - Finance, Administration, and Communications

Type: Committee Memo

TO: Committee of the Whole - Finance, Administration, and Communications

FROM: Mayor Angela Birney

DEPARTMENT DIRECTOR CONTACT(S):

Finance	Kelley Cochran	425-556-2748
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DEPARTMENT STAFF:

Finance	Haritha Narra	Deputy Finance Director
Finance	Hailey Zurcher	Interim Financial Planning Manager
Finance	Daniel Morgan	Senior Financial Analyst

TITLE:

Quarterly Overtime Report: January 1, 2023, through September 30, 2024

OVERVIEW STATEMENT:

The Quarterly Overtime Report provides citywide data from January 1, 2023, through September 30, 2024.

Additional Background Information/Description of Proposal Attached

REQUESTED ACTION:

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:

- **Citywide** overtime costs are 36.2% above target and total \$11.4 million through the third quarter of 2024.
- **Total Salaries**, including regular salaries and overtime, are 3.0%, or \$5.6 million under target.
- **Fire Department** overtime costs are 29.2% above target and total \$7.9 million, primarily driven by firefighter backfill while new recruits attend the Fire Academy.
- **Police Department** overtime costs are 95.5% above target and total \$2.4 million, primarily driven by significant position vacancies resulting in regular salary savings, and overtime caused by Sound Transit.
- **All Other Departments'** overtime costs are 4% above target and total \$920 thousand, driven, in part, by staffing at special events, lack of need for winter storm response, and the Right of Way (ROW) inspection workload, which has been in excess of what can be completed in a regular work week.

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, Strategic and Responsive, and Vibrant and Connected

Other budget impacts or additional costs:

Yes

No

N/A

If yes, explain:

N/A

Funding source(s):

N/A

Budget/Funding Constraints:

N/A

Additional budget details attached

COUNCIL REVIEW:

Previous Contact(s)

Date	Meeting	Requested Action
N/A	Item has not been presented to Council	N/A

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

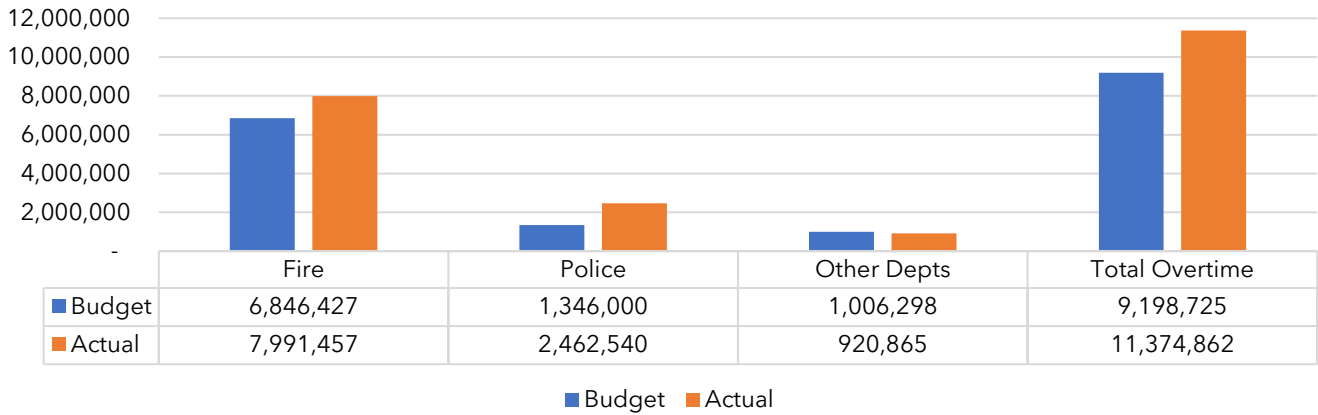
ATTACHMENTS:

Attachment A: Quarterly Overtime Report - January 1, 2023, through September 30, 2024

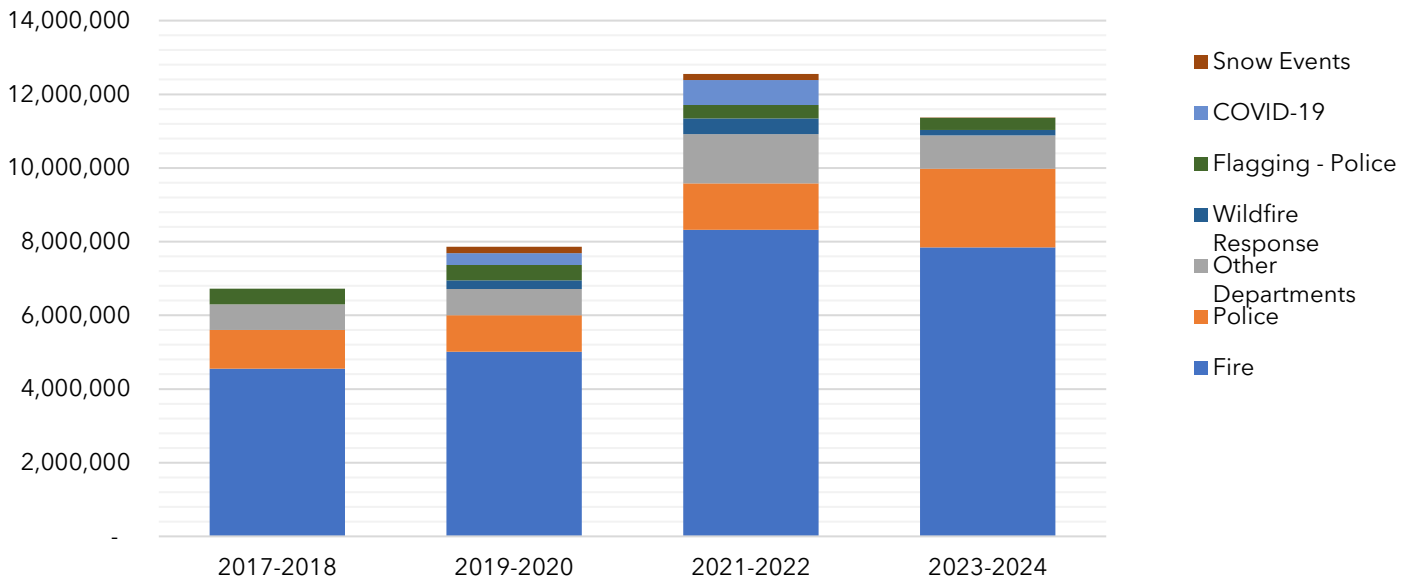
Quarterly Overtime Report January 1, 2023, Through September 30, 2024

Citywide overtime costs are 36.2% above target and total \$11.4 million through the third quarter of 2024. Excluding overtime costs that are fully reimbursable, citywide overtime costs are 66.8%, or \$2.9 million, above target. Total salaries, including regular salaries and overtime, are 3%, or \$5.6 million, under target. Explanations by department are provided below.

2023-2024 Overtime Expenditures Through September 30, 2024



Total Overtime by Driver - All Funds



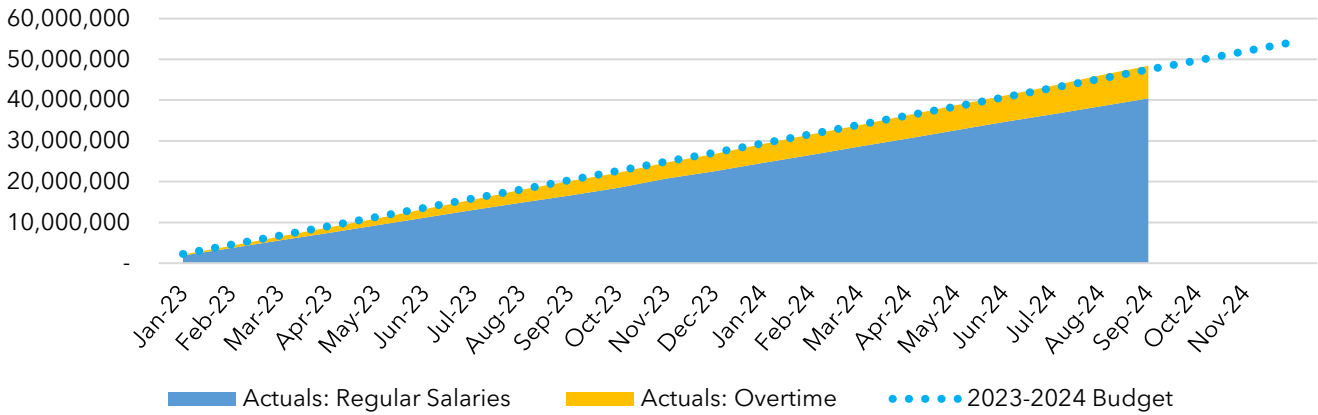
Fire Department

Regular and overtime salaries combined are 89.2% of budget relative to an 87.5% target through the third quarter of 2024.

Overtime costs are 29.2% above target and total \$7.9 million primarily due to the following:

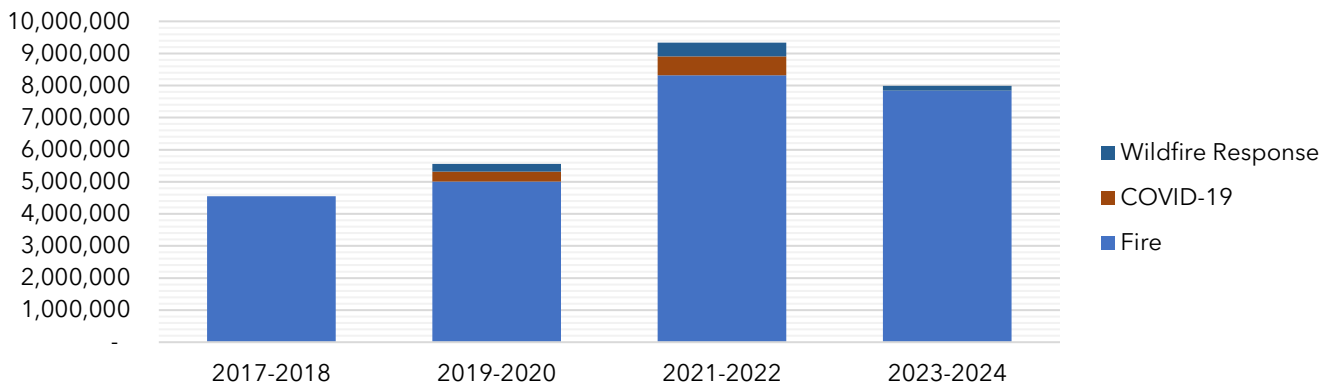
- Fire Suppression overtime is 59%, or \$1.4 million, above target and can be attributed to the following:
 - The Fire Department has filled a higher than typical number of vacancies in 2023-2024, leaving less salary savings to offset overtime. Fire Fighter recruits are paid while attending the Fire Academy, and since they are not yet working on the line, overtime by other staff is required to meet minimum staffing levels.
 - Several Fire personnel are serving on light or modified duty mainly due to injuries. While these staff continue to support department work, their unavailability for line service increases overtime costs.
 - The Fire Department is actively working to minimize overtime expenses for the remainder of the biennium while ensuring proper staffing levels.
 - Fire Fighters from participating Eastside Metro Training Group (EMTG) agencies, including Redmond, serve as trainers and are unavailable to serve on the line when working in this capacity, thereby requiring overtime backfill. The cost of these trainers is fully reimbursed.
- Advanced Life Support (ALS) Levy-funded overtime is 4.9%, or \$153,206, above target. There have been \$2.8 million in reimbursable overtime costs related to ALS operations, the Mobile Integrated Health Program, and Fire Fighters enrolled in the University of Washington/Harborview Medical Center Paramedic Training Program.
- Fire Prevention overtime is 115%, or \$115,039, above target. There have been \$202,539 in reimbursable overtime costs related to after-hours work performed by Fire Prevention.
- Fire Wildland overtime total is 2.4%, or \$148,253, above target. The overtime is fully reimbursable by regional agencies.
- Personnel within the Fire Department were required to be deployed during emergencies, causing the Urban Search and Rescue overtime to total \$161,198. The overtime is fully reimbursable.

Fire Department Regular & Overtime Salaries



Fire Department	2023-2024 Budget	2023-2024 Actual	% Spent	% Over (Under) Expected	\$ Over (Under) Expected
Regular Salaries	\$ 47,391,493	\$ 40,363,188	85.2%	-2.3%	\$ (1,104,368)
Overtime Salaries	6,846,427	7,991,457	116.7%	29.2%	\$ 2,000,833
Total Salaries	\$ 54,237,920	\$ 48,354,645	89.2%	1.7%	\$ 896,465

Fire Department Overtime by Driver



Police Department

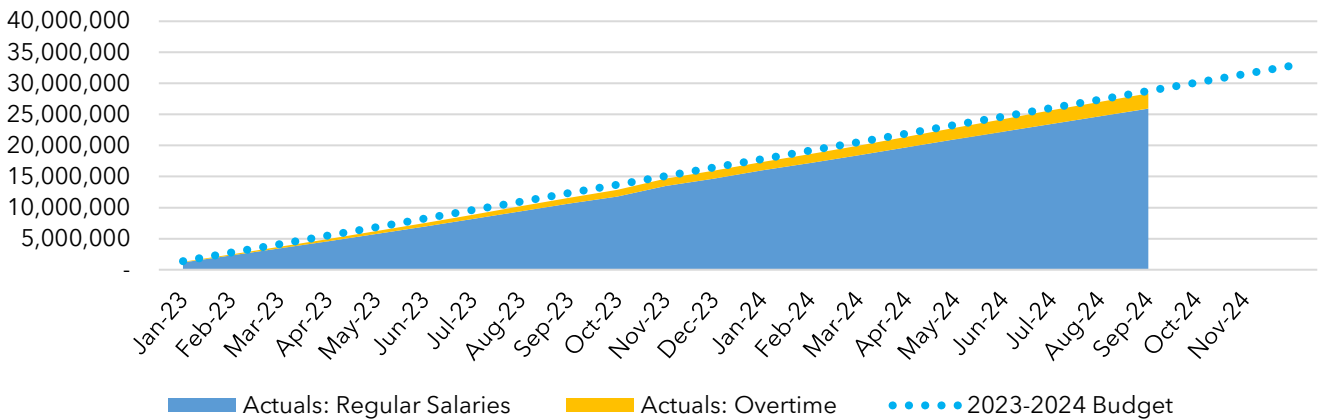
Regular and overtime salaries combined are 86.3% of budget relative to an 87.5% target through the third quarter of 2024 as shown below.

Overtime costs are 95.5% above target and total \$2.4 million due to the following:

- The Police Department has experienced significant position vacancies due to the length of time required between hire, training, academy, and certifications. The vacancies have resulted in overtime costs for existing staff, and regular salary savings to offset the overtime overage.

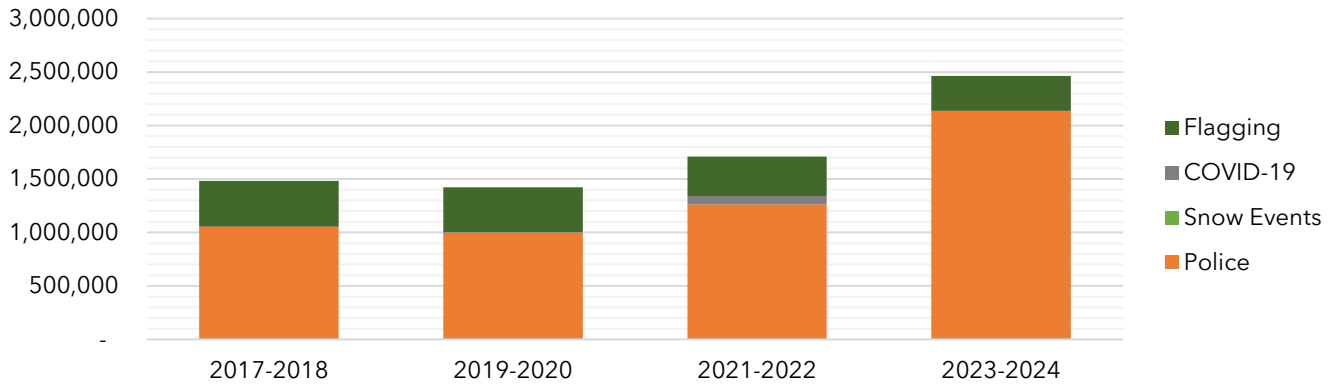
- The Sound Transit program has also begun, which has led to a spike in overtime in the third quarter of 2024.
- Police overtime is partially offset by reimbursement received from the Washington State Criminal Justice Training Commission for Redmond officers conducting training for them and reimbursement for Duvall dispatch calls. The total received is \$750,344 for the biennium through the third quarter of 2024.
- Police overtime is also offset by flagging reimbursement revenues of \$325,383.

Police Department Regular & Overtime Salaries



Police Department	2023-2024 Budget	2023-2024 Actual	% Spent	% Over (Under) Expected	\$ Over (Under) Expected
Regular Salaries	\$ 31,539,158	\$ 25,927,564	82.2%	-5.3%	\$ (1,669,199)
Overtime Salaries	1,346,000	2,462,540	183.0%	95.5%	\$ 1,284,790
Total Salaries	\$ 32,885,158	\$ 28,390,104	86.3%	-1.2%	\$ (384,409)

Police Department Overtime by Driver



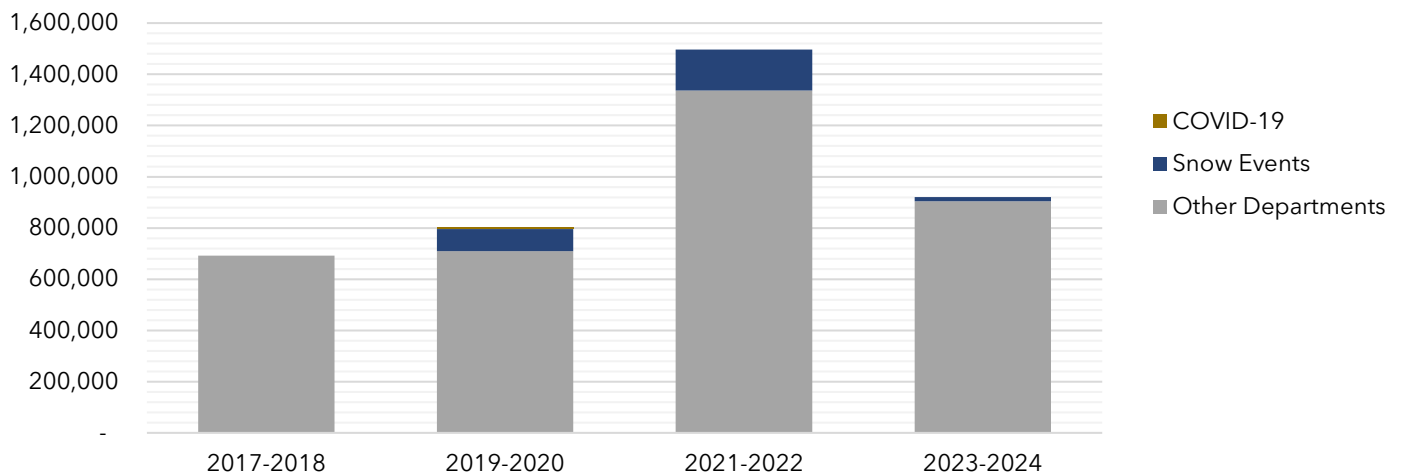
All Other Departments

Regular and overtime salaries combined are 81.5% of budget relative to an 87.5% target through the third quarter of 2024.

Overtime costs for all other departments are 4% above target and total \$920,865.

All Other Departments	2023-2024 Budget	2023-2024 Actual	% Spent	% Over (Under) Expected	\$ Over (Under) Expected
Regular Salaries	\$ 99,385,378	\$ 80,848,733	81.3%	-6.2%	\$ (6,113,473)
Overtime Salaries	1,006,298	920,865	91.5%	4.0%	\$ 40,354
Total Salaries	\$ 100,391,676	\$ 81,769,598	81.5%	-6.0%	\$ (6,073,119)

All Other Departments Overtime by Driver



- Public Works Department overtime costs are 10.4% below target and total \$566,688.
 - Regular and overtime salaries combined for the department are 80.7% of budget, relative to an 87.5% target through the third quarter of 2024.
 - The Right of Way (ROW) inspection workload has been in excess of what can be completed in a regular work week, and there have been a significant number of night work inspection requirements.
 - The largest overtime savings are in the Streets division due to a lack of need for winter storm response overtime.
 - The upgrades to multiple lift stations have also led to a considerable decrease in overtime call outs.
- Parks and Recreation Department overtime costs are 92.7% above target and total \$177,279.
 - Regular and overtime salaries combined for the Parks Department are 89.5% of budget, relative to an 87.5% target through the third quarter of 2024.
 - Parks Operations, Events, and Customer Service staff have worked overtime at city events produced by external third parties, including Derby Days and Redmond Lights. Reimbursements in the amount of \$41,021 have been received from the organizers for Parks overtime at these events.
- Planning Department overtime costs total \$68,211 and are 44% below budget expectations.
 - Regular and overtime salaries combined are 80.3% of budget, relative to an 87.5% target through the third quarter of 2024.
 - Reimbursements in the amount of \$36,450 have been received for after-hours inspections.



Memorandum

Date: 11/12/2024

File No. CM 24-537

Meeting of: Committee of the Whole - Finance, Administration, and Communications

Type: Committee Memo

TO: Committee of the Whole - Finance, Administration, and Communications

FROM: Mayor Angela Birney

DEPARTMENT DIRECTOR CONTACT(S):

Finance	Kelley Cochran	425-556-2748
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DEPARTMENT STAFF:

Finance	Haritha Narra	Deputy Finance Director
Finance	Hailey Zurcher	Interim Financial Planning Manager

TITLE:

Adoption of an Ordinance for the 2023-2024 Budget Adjustment #5

OVERVIEW STATEMENT:

An Ordinance amending Ordinance Nos. 3110, 3129, 3130, 3135, and 3164 by adjusting the City’s 2023-2024 Biennial Budget to recognize new and increased revenue sources, appropriate funds for projects and programs previously approved by Council, and make minor corrections identified throughout the biennium.

General Fund (100): \$508,214

a) Port of Seattle Grant - \$60,000

On May 21, 2024 (AM No. 24-067), Council approved a grant from the Port of Seattle to finance Economic Development programs including the Startup425 Program, an Eastside Made small business market in the Overlake Intercultural District, and the Innovation Triangle.

b) Department of Commerce Climate Planning Grant - \$200,000

On May 7, 2024 (AM No. 24-059), Council approved a Climate Planning grant from the Department of Commerce to support the evaluation of resilient stormwater infrastructure design, regional electrification planning efforts, and support public electric vehicle infrastructure planning. While the awarded amount is \$350,000, \$150,000 will be included in the proposed 2025-2026 budget, making the impact for 2023-2024 \$200,000.

c) Office of Public Defense SPAR Funding - \$24,000

On October 9, 2024, the Planning Department was awarded \$24,000 in SPAR funding from the Washington State Office of Public Defense. The funding is to be used to reimburse Redmond's eligible expenses related to public defense services for indigent adults facing charges under RCW 69.50.4011(1)(b) or (c), 69.50.4013, 69.50.4014, or 69.41.030(1), or under local ordinances involving allegations of possession or public use of a controlled substance, counterfeit substance, or legend drug.

d) Urban Search and Rescue Reimbursement - \$224,214

The Fire Department received reimbursement for its participation in Washington State Task Force 1 (WA-TF1), a FEMA Urban Search and Rescue (USAR) team that responds to major disasters across the country. FEMA covers deployment costs such as overtime, equipment, travel, and logistics. In August 2023, the Fire Department responded to the wildfires in Maui, Hawaii, and received a reimbursement from FEMA totaling \$224,214.

Fire Equipment Reserve Fund (020): \$87,000

e) Private Donation from Williams Energy Company - \$87,000

The Fire Department received donations from Williams Energy Company, Amazon.com, and a private donor, to support the purchase of an electric fire engine to support Redmond’s vision for carbon neutrality.

Advanced Life Support (ALS) Fund (122): \$224,000

f) Stryker Contract - \$224,000

On November 6, 2023 (AM No. 23-160), Council approved a six-year lease agreement between Stryker and the City of Redmond to replace critical equipment in the Fire Department. The cost of the contract will be reimbursed by Advanced Life Support revenues. \$224,000 is the 2024 cost.

Transportation Benefit District Fund (150): \$640,000

g) Electric Street Sweeper Purchase - \$640,000

The Public Works Streets Division aims to acquire an Electric Street Sweeper to enhance its fleet. This purchase supports the City’s objective of incorporating more electric vehicles while boosting the overall capacity of the street sweeping program. Additionally, the sweeper operates much more quietly, allowing for use in downtown areas during off-peak hours. The estimated cost of the electric sweeper is \$640,000.

General Government Capital (319): \$72,478

h) Fire Station 12 EV Charging Station - \$72,478

As preparations for the electric fire engine continue, the installation of an EV charging station is underway. This initiative is essential for ensuring that our new electric apparatus can be efficiently charged and maintained. To support this project, a portion of the funding will come from the Fire Apparatus Fund (020), which will be used to install a dedicated EV charging station at the Fire Station 12 facility.

Stormwater Operating Fund (405): \$80,000

i) Department of Ecology Grant - \$80,000

On December 5, 2023 (AM No. 23-176), the Council approved a grant from the Washington Department of Ecology to support Municipal Stormwater Permit implementation. The total grant amount is \$130,000, with \$50,000 already included in the 2023-2024 budget, so the impact of this request is \$80,000.

Additional Background Information/Description of Proposal Attached

REQUESTED ACTION:

Receive Information

Provide Direction

Approve

REQUEST RATIONALE:

- **Relevant Plans/Policies:**
Fiscal Policies
- **Required:**
RCW 35A.33.120 Funds-Limitations on expenditures-Transfers and adjustments.
- **Council Request:**
N/A
- **Other Key Facts:**
N/A

OUTCOMES:

This budget adjustment is necessary to align city financial records to account for Council decisions and corrections to the existing budget.

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: \$971,692

Approved in current biennial budget: Yes No N/A

Budget Offer Number:

N/A

Budget Priority:

N/A

Other budget impacts or additional costs: Yes No N/A

If yes, explain:

N/A

Funding source(s):

N/A

Budget/Funding Constraints:

Date: 11/12/2024

Meeting of: Committee of the Whole - Finance, Administration, and Communications

File No. CM 24-537

Type: Committee Memo

N/A

Additional budget details attached

COUNCIL REVIEW:

Previous Contact(s)

Date	Meeting	Requested Action
N/A	Item has not been presented to Council	N/A

Proposed Upcoming Contact(s)

Date	Meeting	Requested Action
11/19/2024	Business Meeting	Approve

Time Constraints:

All budget adjustments for the 2023-2024 biennium must be approved no later than December 31, 2024.

ANTICIPATED RESULT IF NOT APPROVED:

The adopted budget would not align city financial records with decisions made and corrections in budgeted funds.

ATTACHMENTS:

Attachment A: Ordinance - 2023-2024 Budget Adjustment #5

Attachment B: Summary of 2023-2024 Budget Adjustments #1-5

NON-CODE

**CITY OF REDMOND
ORDINANCE NO. _____**

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF REDMOND, WASHINGTON, AMENDING ORDINANCE NO. 3110, 3129, 3130, 3135, AND 3164 BY MAKING ADJUSTMENTS TO THE CITY'S 2023-2024 BIENNIAL BUDGET, IN EXHIBIT 1.

WHEREAS, the Finance Director has identified the need to make certain revisions to the 2023-2024 biennial City budget; and

WHEREAS, the City Council has reviewed the proposed adjustments to the budget and has determined that they should be made.

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

Section 1. Ordinance No. 3110 adopting the 2023-2024 biennial budget, passed by the City Council on December 6, 2022, and Ordinance No. 3129 and 3130 amending the 2023-2024 biennial budget, passed by the City Council on October 3, 2023, Ordinance No. 3135 amending the biennial budget to recognize revenue and expenditure for Transportation Benefit District program and staffing, and Ordinance No. 3164 amending the biennial budget passed by Council on April 16, 2024, are hereby amended to recognize new and increased revenue sources, appropriate funds for projects and programs previously approved by Council, and make minor corrections identified throughout the biennium.

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 of any other section, sentence, clause, or phrase of this ordinance.

Section 3. Effective date. This ordinance shall take effect five (5) days after passage and publication of an approved summary thereof consisting of the title.

ADOPTED by the Redmond City Council this _____ day of _____, 20XX.

CITY OF REDMOND

ANGELA BIRNEY, MAYOR

ATTEST:

CHERYL XANTHOS, MMC, CITY CLERK

(SEAL)

APPROVED AS TO FORM:

DANIEL P. KENNY, CITY ATTORNEY

FILED WITH THE CITY CLERK:
PASSED BY THE CITY COUNCIL:
SIGNED BY THE MAYOR:
PUBLISHED:
EFFECTIVE DATE:
ORDINANCE NO.

EXHIBIT 1

Summary of 2023-2024 Budget Adjustments

Fund Number	Fund Name	2023-2024 Adopted	#1 Beginning Fund	#2 Clean-Up	#3	#4 Clean-Up	#5A Port of	#5D NPDES	#5E Climate	#5F OPD
		Budget (Ord 3110)	Balances Adjustment (Ord 3129)	Adjustment (Ord 3130)	Transportation Benefit District (Ord 3135)	Adjustment (Ord 3164)	Seattle	Capacity Grant	Planning Grant	SPAR Funding
100	General Fund	\$ 281,104,253	\$ -	\$ 966,750	\$ -	\$ 1,283,275	\$ 60,000	\$ -	\$ 200,000	\$ 24,000
011	Arts Activity	750,907	167,399	-	-	-	-	-	-	-
012	Parks Maintenance & Operations	4,448,771	108,377	-	-	-	-	-	-	-
013	Community Events	1,243,403	82,869	-	-	-	-	-	-	-
019	Human Services Grant Fund	5,253,344	898,757	-	-	-	-	-	-	-
020	Fire Equipment Reserve	5,970,809	2,200,627	-	-	75,000	-	-	-	-
021	Operating Reserve	7,846,892	(36,629)	-	-	-	-	-	-	-
025	COVID Recovery Fund	9,564,843	-	-	-	-	-	-	-	-
027	Capital Replacement Reserve	7,142,453	175,610	-	-	-	-	-	-	-
030	Business Tax	13,876,976	2,971,216	-	-	-	-	-	-	-
031	Real Property Fund	3,249,341	(45,582)	-	-	-	-	-	-	-
035	Public Safety Levy Fund	14,739,784	347,287	-	-	-	-	-	-	-
037	Parks Levy Fund	860,173	215,392	-	-	-	-	-	-	-
095	Parks Maintenance Projects	4,750,277	161,588	-	-	-	-	-	-	-
096	Transportation Maintenance Project	22,275,672	4,832,177	(2,500,000)	(3,307,568)	-	-	-	-	-
099	General Governmental Maint	18,759,606	3,391,818	569,590	-	-	-	-	-	-
110	Recreation Activity	6,217,816	193,920	-	-	-	-	-	-	-
115	Development Review	13,897,625	(240,066)	-	-	-	-	-	-	-
117	Cable Access Fund	110,817	(25,183)	-	-	-	-	-	-	-
118	Operating Grants	2,193,435	91,280	-	-	-	-	-	-	-
122	Advanced Life Support	24,151,007	(2,174,992)	-	-	-	-	-	-	-
124	Fire Donations Fund	606,171	79,274	-	-	-	-	-	-	-
125	Real Estate Excise Tax	38,173,102	928,700	-	-	-	-	-	-	-
126	Drug Enforcement	32,704	1,640	-	-	-	-	-	-	-
131	Tourism (Hotel/Motel Tax)	1,769,325	27,452	-	-	-	-	-	-	-
140	Solid Waste Recycling	3,802,288	97,052	-	-	23,609	-	-	-	-
150	Transportation Benefit District	-	-	-	5,500,000	-	-	-	-	-
233	Non-Voted GO Bonds - Parks	12,124,311	27,314	-	-	-	-	-	-	-
315	Parks Capital Projects	50,804,051	6,880,139	39,401	-	3,700,000	-	-	-	-
316	Transportation Capital Project	57,869,857	20,029,027	4,270,000	-	-	-	-	-	-
319	General Governmental Capital	22,634,673	(1,432,374)	(550,000)	-	-	-	-	-	-
361	CFD 2014-1	6,830,878	-	-	-	-	-	-	-	-
362	CFD 2016-1	9,295,888	-	-	-	-	-	-	-	-
401	Water/Wastewater	111,634,126	1,597,113	-	-	-	-	-	-	-
402	UPD - Water/Wastewater	25,927,473	(55,091)	-	-	-	-	-	-	-
403	Water/Wastewater Capital Proj	28,870,554	5,982,759	-	-	-	-	-	-	-
404	Wastewater Capital Project	9,924,698	2,636,299	-	-	-	-	-	-	-
405	Stormwater Management	38,426,702	2,881,803	181,000	-	-	80,000	-	-	-
406	Stormwater Management Capital	49,041,912	7,350,524	-	-	-	-	-	-	-
407	UPD - Capital Projects	15,210,439	854,619	-	-	-	-	-	-	-
408	UPD Wastewater Capital Project	16,805,410	169,459	-	-	-	-	-	-	-
501	Fleet Maintenance	12,966,840	(393,250)	12,552	20,000	-	-	-	-	-
510	Insurance Claims & Reserves	6,993,307	648,044	(1,000)	-	-	-	-	-	-
511	Medical Self Insurance	37,823,262	759,163	-	-	-	-	-	-	-
512	Worker's Compensation	6,518,965	880,056	-	-	-	-	-	-	-
520	Information Technology	27,317,539	1,497,655	150,000	-	-	-	-	-	-
		\$ 1,039,812,677	\$ 64,763,244	\$ 3,138,293	\$ 2,212,432	\$ 5,081,884	\$ 60,000	\$ 80,000	\$ 200,000	\$ 24,000

Notes:
Ordinance #3110 establishing the 2023-2024 budget was approved by Council on December 6, 2022.
Ordinance #3129 amending the 2023-2024 budget was approved by Council on October 3, 2023.
Ordinance #3130 amending the 2023-2024 budget was approved by Council on October 3, 2023.
Ordinance #3135 amending the 2023-2024 budget was approved by Council on November 21, 2023.
Ordinance #3164 amending the 2023-2024 budget was approved by Council on April 16, 2024

EXHIBIT 1

Summary of 2023-2024 Budget Adjustments

Fund Number	Fund Name	#5G Urban Search and Rescue	#5H Stryker Contract	#5I Fire Station 12 EV Charging Station	#5J Fire Electric Engine-Private Donation	Revised 2023-2024 Budget
100	General Fund	\$ 224,214	\$ -	\$ -	\$ -	\$ 283,862,492
011	Arts Activity	-	-	-	-	918,306
012	Parks Maintenance & Operations	-	-	-	-	4,557,148
013	Community Events	-	-	-	-	1,326,272
019	Human Services Grant Fund	-	-	-	-	6,152,101
020	Fire Equipment Reserve	-	-	-	87,000	8,333,436
021	Operating Reserve	-	-	-	-	7,810,263
025	COVID Recovery Fund	-	-	-	-	9,564,843
027	Capital Replacement Reserve	-	-	-	-	7,318,063
030	Business Tax	-	-	-	-	16,848,192
031	Real Property Fund	-	-	-	-	3,203,759
035	Public Safety Levy Fund	-	-	-	-	15,087,071
037	Parks Levy Fund	-	-	-	-	1,075,565
095	Parks Maintenance Projects	-	-	-	-	4,911,865
096	Transportation Maintenance Project	-	-	-	-	21,300,281
099	General Governmental Maint	-	-	-	-	22,721,014
110	Recreation Activity	-	-	-	-	6,411,736
115	Development Review	-	-	-	-	13,657,559
117	Cable Access Fund	-	-	-	-	85,634
118	Operating Grants	-	-	-	-	2,284,715
122	Advanced Life Support	-	224,000	-	-	22,200,015
124	Fire Donations Fund	-	-	-	-	685,445
125	Real Estate Excise Tax	-	-	-	-	39,101,802
126	Drug Enforcement	-	-	-	-	34,344
131	Tourism (Hotel/Motel Tax)	-	-	-	-	1,796,777
140	Solid Waste Recycling	-	-	-	-	3,922,949
150	Transportation Benefit District	-	-	-	-	5,500,000
233	Non-Voted GO Bonds - Parks	-	-	-	-	12,151,625
315	Parks Capital Projects	-	-	-	-	61,423,591
316	Transportation Capital Project	-	-	-	-	82,168,884
319	General Governmental Capital	-	-	72,478	-	20,724,777
361	CFD 2014-1	-	-	-	-	6,830,878
362	CFD 2016-1	-	-	-	-	9,295,888
401	Water/Wastewater	-	-	-	-	113,231,239
402	UPD - Water/Wastewater	-	-	-	-	25,872,382
403	Water/Wastewater Capital Proj	-	-	-	-	34,853,314
404	Wastewater Capital Project	-	-	-	-	12,560,997
405	Stormwater Management	-	-	-	-	41,569,505
406	Stormwater Management Capital	-	-	-	-	56,392,436
407	UPD - Capital Projects	-	-	-	-	16,065,058
408	UPD Wastewater Capital Project	-	-	-	-	16,974,869
501	Fleet Maintenance	-	-	-	-	12,606,142
510	Insurance Claims & Reserves	-	-	-	-	7,640,351
511	Medical Self Insurance	-	-	-	-	38,582,425
512	Worker's Compensation	-	-	-	-	7,399,021
520	Information Technology	-	-	-	-	28,965,194
		\$ 224,214	\$ 224,000	\$ 72,478	\$ 87,000	\$ 1,115,980,223

Notes:
 Ordinance #3110 establishing the 2023-2024 budget was approved by Council on December 6, 2022.
 Ordinance #3129 amending the 2023-2024 budget was approved by Council on October 3, 2023.
 Ordinance #3130 amending the 2023-2024 budget was approved by Council on October 3, 2023.
 Ordinance #3135 amending the 2023-2024 budget was approved by Council on November 21, 2023.
 Ordinance #3164 amending the 2023-2024 budget was approved by Council on April 16, 2024



Memorandum

Date: 11/12/2024

Meeting of: Committee of the Whole - Finance, Administration, and Communications

File No. CM 24-523

Type: Committee Memo

TO: Committee of the Whole - Finance, Administration, and Communications

FROM: Mayor Angela Birney

DEPARTMENT DIRECTOR CONTACT(S):

Finance	Kelley Cochran	425-556-2748
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DEPARTMENT STAFF:

Finance	Haritha Narra	Deputy Finance Director
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TITLE:

2025-2026 Budget Process Monthly Update

OVERVIEW STATEMENT:

Council will be provided with timely and consistent updates related to the development of the 2025-2026 budget. Updates will be provided monthly until final budget adoption and will cover the forecast, internal processes, and community involvement and engagement. Other updates will be provided as requested by Council or as needed by staff.

Additional Background Information/Description of Proposal Attached

REQUESTED ACTION:

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:

The following information will be provided to Council:

1. Technology Update
2. 2025-2026 Budget Community Questionnaire Results

3. 2025-2026 Capital Investment Project Addition
4. Long-Range Financial Strategy & Fiscal Policy Updates
5. Business License Exemption Threshold Update
6. 2025-2026 City Council Baseline Budget

COMMUNITY/STAKEHOLDER OUTREACH AND INVOLVEMENT:

• **Timeline (previous or planned):**

On July 16, 2024, the first public hearing on the 2025-2026 biennial budget was held. This public hearing provided an opportunity for the community to share feedback on the proposed 2025-2030 Capital Investment Program and Business Technology Investment program, the first two years of which will be incorporated into the 2025-2026 biennial budget that is currently being developed.

On October 1, 2024, the second public hearing on the 2025-2026 biennial budget was held. This public hearing provided an opportunity for the community to share feedback regarding the proposed tax and fee increases in the preliminary 2025-2026 biennial budget.

On October 15, 2024, a third public hearing on the preliminary 2025-2026 biennial budget was held. This public hearing provided an opportunity for the community to share feedback regarding the preliminary 2025-2026 biennial budget.

The fourth public hearing on was held on November 4, 2024, to provide a final opportunity for community input into the adopted budget.

Members of the community have also been able to submit comments via email to budget@redmond.gov.

A community questionnaire for the 2025-2026 budget was also open August 5-September 20, 2024.

• **Outreach Methods and Results:**

The public hearings were noticed in The Seattle Times, the Redmond City Hall Lobby, and on www.redmond.gov/1202/Public-Hearing-Notices.

The Budget Questionnaire was posted on the Let’s Connect Redmond platform. It was promoted on eNews, Facebook, Twitter, and Nextdoor, as well as in the Parks & Rec newsletter and the Plans, Policies, and Regulations newsletter.

• **Feedback Summary:**

Comments from public hearings and received via email are being compiled into a matrix.

A total of 157 responses were submitted.

BUDGET IMPACT:

Total Cost:

N/A

Approved in current biennial budget:

Yes

No

N/A

Date: 11/12/2024

Meeting of: Committee of the Whole - Finance, Administration, and Communications

File No. CM 24-523

Type: Committee Memo

Budget Offer Number:

N/A

Budget Priority:

Strategic and Responsive

Other budget impacts or additional costs: Yes No N/A

If yes, explain:

N/A

Funding source(s):

N/A

Budget/Funding Constraints:

N/A

Additional budget details attached

COUNCIL REVIEW:

Previous Contact(s)

Date	Meeting	Requested Action
2/13/2024	Committee of the Whole - Finance, Administration, and Communications	Provide Direction
2/27/2024	Study Session	Provide Direction
3/19/2024	Committee of the Whole - Public Safety and Human Services	Provide Direction
4/9/2024	Committee of the Whole - Finance, Administration, and Communications	Provide Direction
4/23/2024	Study Session	Provide Direction
5/28/2024	Committee of the Whole - Parks and Environmental Sustainability	Provide Direction
6/11/2024	Committee of the Whole - Finance, Administration, and Communications	Provide Direction
6/25/2024	Study Session	Receive Information
7/9/2024	Committee of the Whole - Finance, Administration, and Communications	Receive Information
7/9/2024	Study Session	Provide Direction
7/16/2024	Business Meeting	Receive Information
8/13/2024	Committee of the Whole - Finance, Administration, and Communications	Receive Information
9/10/2024	Committee of the Whole - Finance, Administration, and Communications	Receive Information

Date: 11/12/2024

Meeting of: Committee of the Whole - Finance, Administration, and Communications

File No. CM 24-523

Type: Committee Memo

9/24/2024	Study Session	Receive Information
10/1/2024	Business Meeting	Receive Information
10/8/2024	Committee of the Whole - Finance, Administration, and Communications	Receive Information
10/15/2024	Business Meeting	Receive Information
10/22/2024	Special Meeting	Provide Direction
10/29/2024	Special Meeting	Provide Direction
11/4/2024	Special Meeting	Receive Information

Proposed Upcoming Contact(s)

Date	Meeting	Requested Action
11/12/2024	Special Meeting	Provide Direction

Time Constraints:

N/A

ANTICIPATED RESULT IF NOT APPROVED:

N/A

ATTACHMENTS:

Attachment A: Budget Questionnaire Results

Attachment B: Project Information Sheet-Joint Use - Kirkland South Reservoir Tank Painting and Seismic Retrofit

Attachment C: Long-Range Financial Strategy_redline

Attachment D: Fiscal Policy_redline

Attachment E: Business License Exemption Threshold Increase Recommendation and Presentation

Attachment F: City Council Baseline Budget Recommendation

Attachment G: 2025-2026 Biennial Budget Public Comment Matrix_as of 11-08-2024

2025-26 Budget Questionnaire

SURVEY RESPONSE REPORT

05 July 2019 - 29 October 2024

PROJECT NAME:

2025-26 Budget



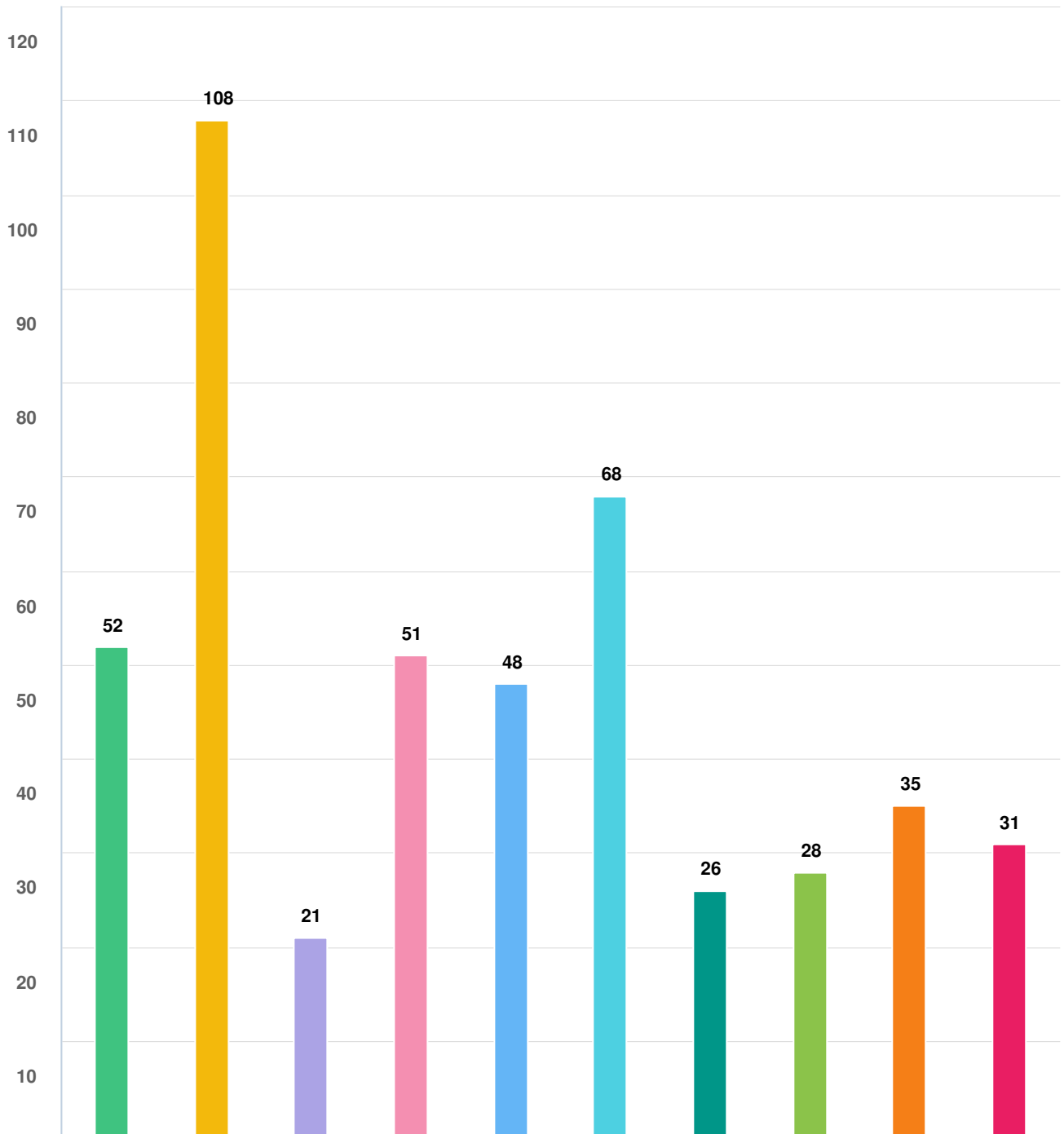
SURVEY QUESTIONS

Q1 | Please rank these budget priorities by importance to you:

OPTIONS	AVG. RANK
Safe and Resilient - We value a thriving community where all people feel safe.	2.29
Strategic and Responsive - We value a city that is welcoming, service oriented, and fiscally responsible.	2.41
Vibrant and Connected - We value a well-planned and supported community that provides a sense of place.	2.63
Healthy and Sustainable - We value a healthy environment that supports an active community.	2.64

*Optional question (154 response(s), 3 skipped)
Question type: Ranking Question*

Q2 Healthy and Sustainable - We value a healthy environment that supports an active community.(Choose top 3)

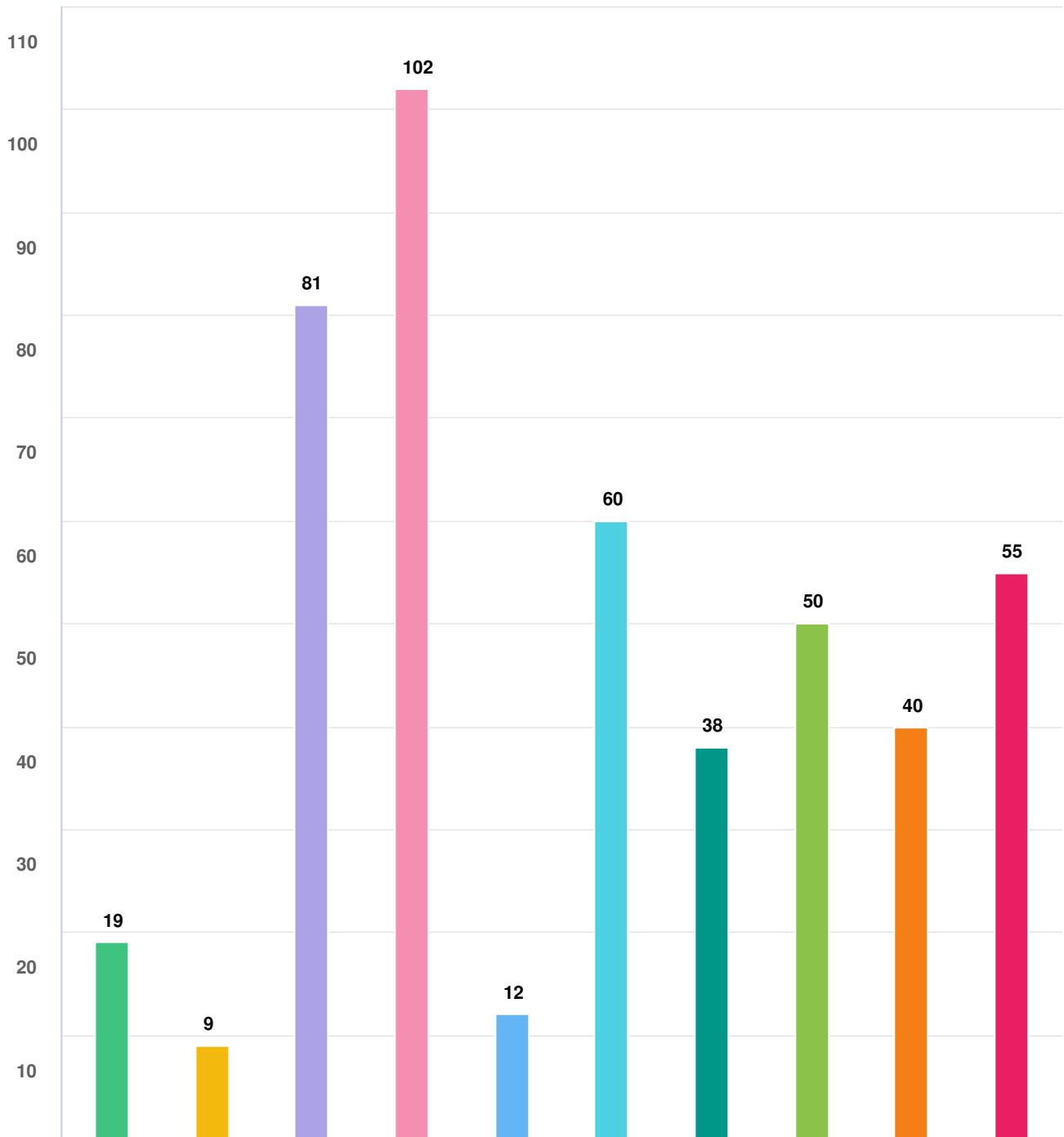


Question options

- Tree Canopy Expansion ● Safe Drinking Water ● Flood Control ● Stream Protection and Rehabilitation
- Park Planning and Development ● Park Maintenance ● Teen Programs ● Senior Programs
- Recreation Programs ● Carbon Emission Reduction

*Optional question (157 response(s), 0 skipped)
Question type: Checkbox Question*

Q3 Safe and Resilient - We value a thriving community where all people feel safe. (Choose top 3)

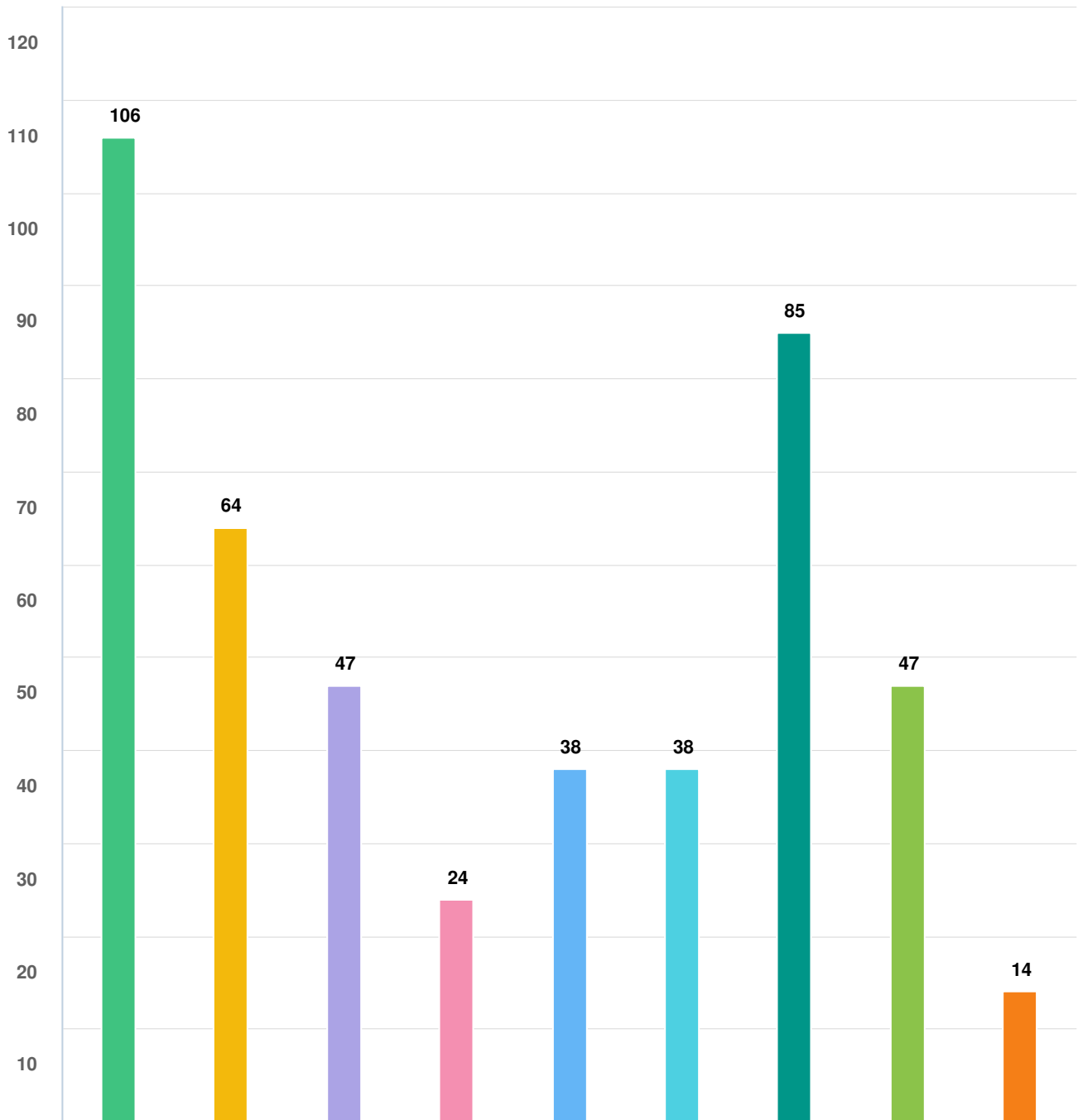


Question options

- Fire Prevention
- Construction and Building Inspections
- Street and Traffic Safety
- Police Patrol and Response
- Fire Suppression
- Emergency Medical Services
- Public Defense and Criminal Prosecution
- Criminal Investigation
- Emergency Planning and Response
- Mental Health Support

*Optional question (157 response(s), 0 skipped)
Question type: Checkbox Question*

Q4 Strategic and Responsive - We value a city that is welcoming, service oriented, and fiscally responsible.(Choose top 3)

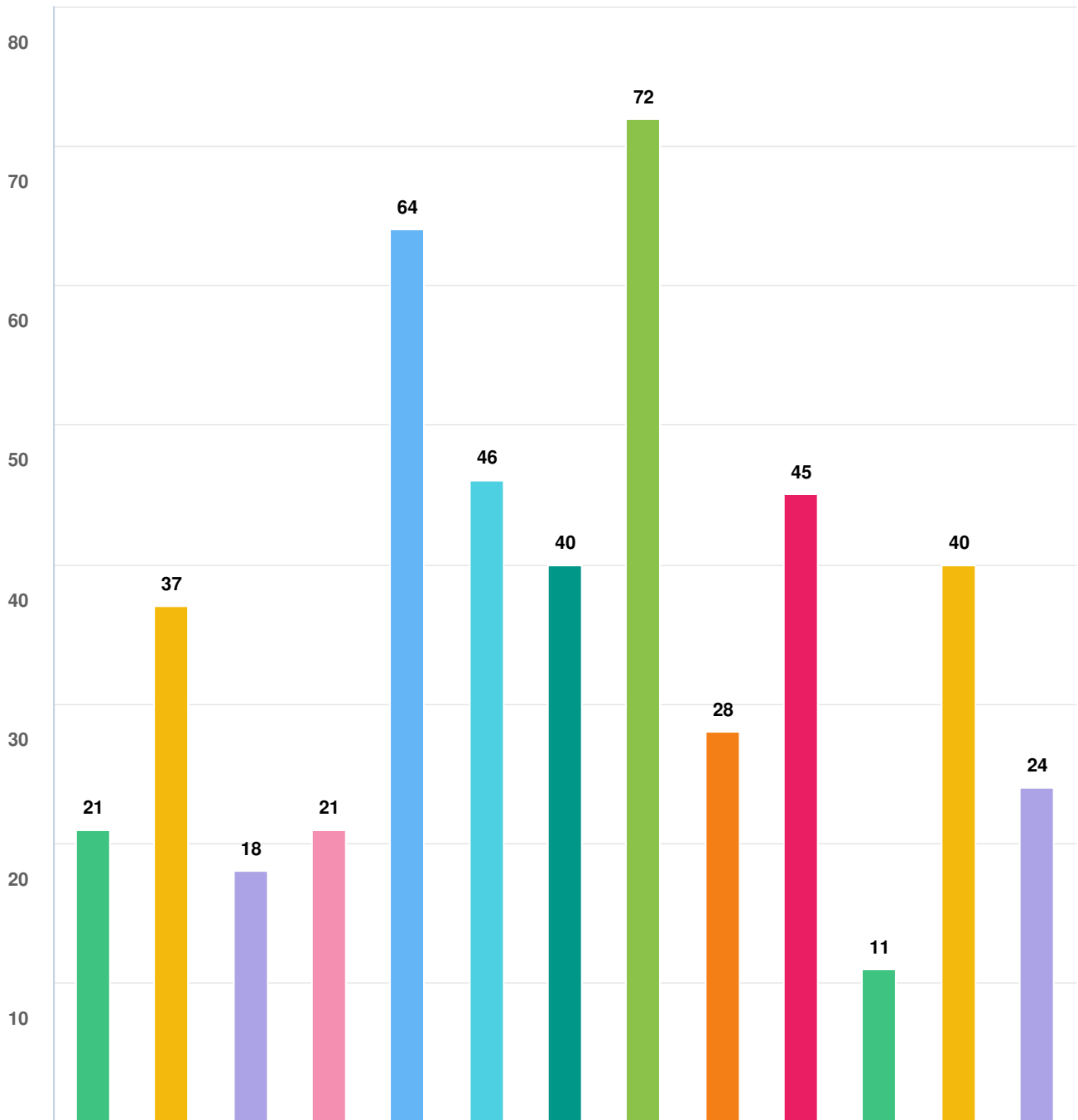


Question options

- Financial Accountability ● Financial Resiliency ● Diversity, Equity, and Inclusion ● Staff Recruitment and Retention
- City Technology Network Security and Availability ● Citywide Communications
- Community Involvement and Engagement ● Regional Coordination and Planning
- Organizational Development and Training

Optional question (156 response(s), 1 skipped)
Question type: Checkbox Question

Q5 Vibrant and Connected - We value a well-planned and supported community that provides a sense of place. (Choose top 3)

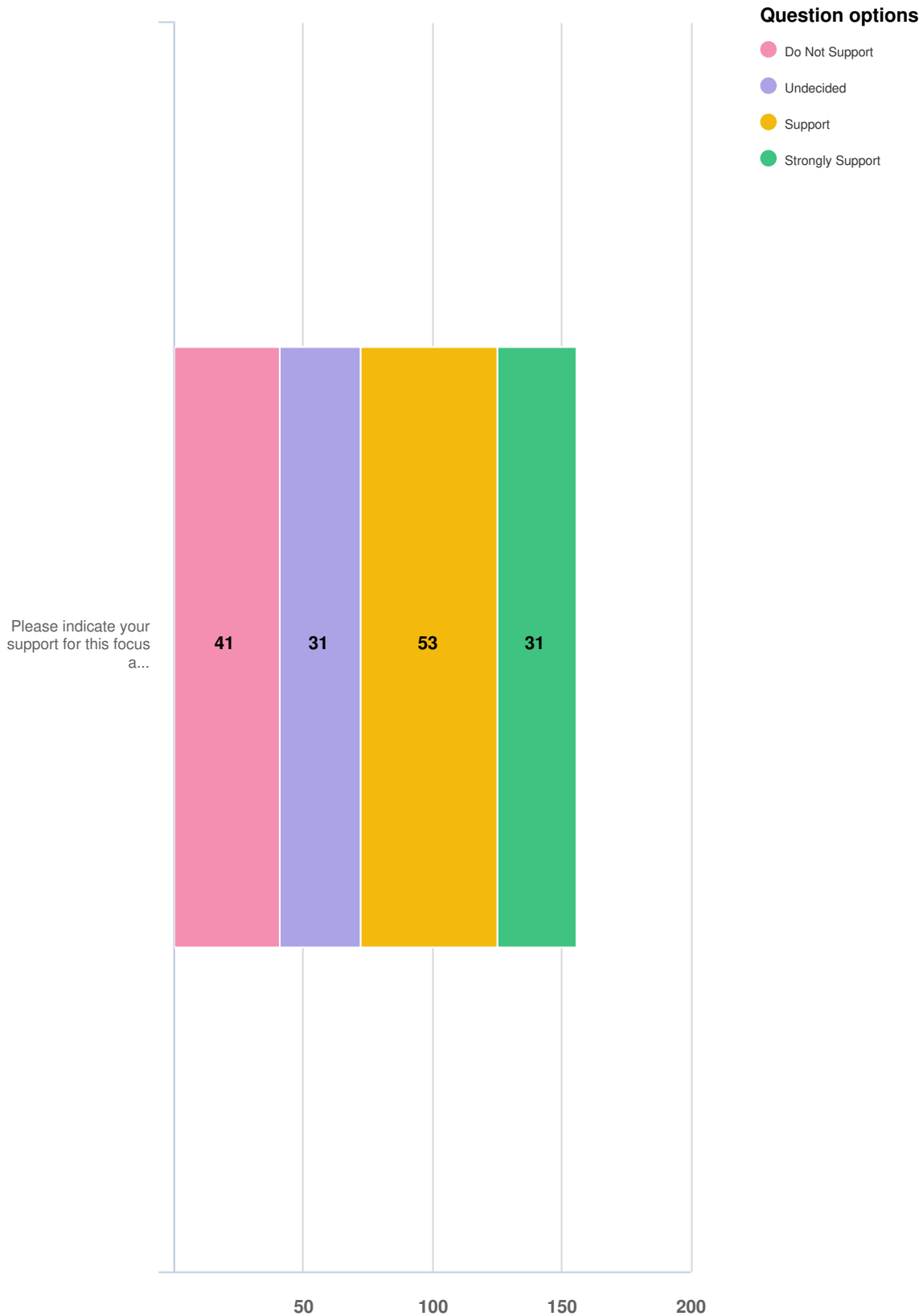


Question options

- Arts and Cultural Programs
 ● Community Events
 ● Development Permitting and Inspection
- Alternative Modes of Transportation
 ● Housing Affordability
 ● Homelessness
 ● Human Services
- Infrastructure Development, Maintenance, and Replacement
 ● Community and Economic Development
- Transit Planning
 ● Parking Enforcement
 ● Local Business Support
 ● Code Enforcement

*Optional question (157 response(s), 0 skipped)
Question type: Checkbox Question*

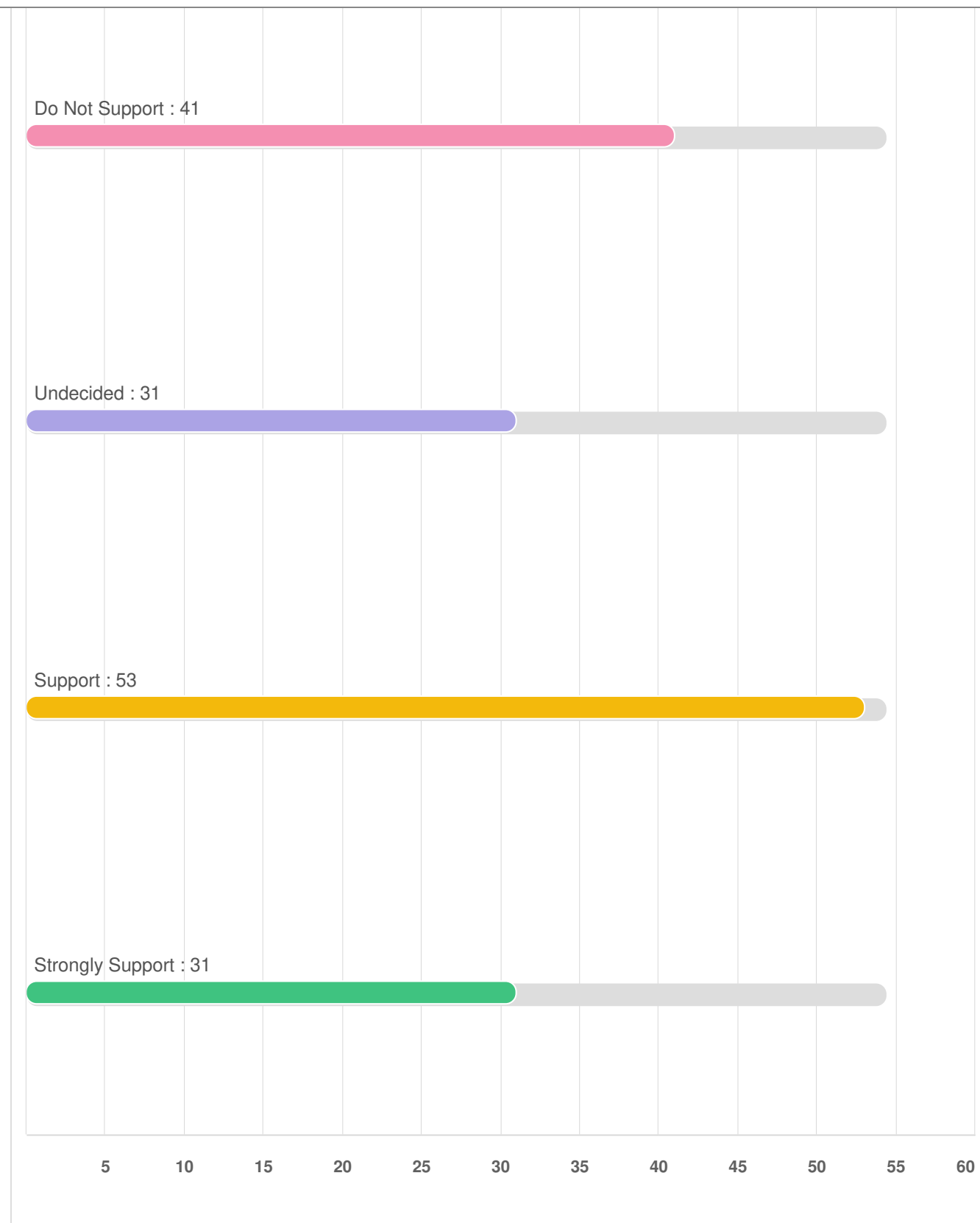
Q6 Language access services during business technical assistance visits. We would commit additional translation and interpretation services for business owners with limited English proficiency during visits from city staff. These improvements would be ...



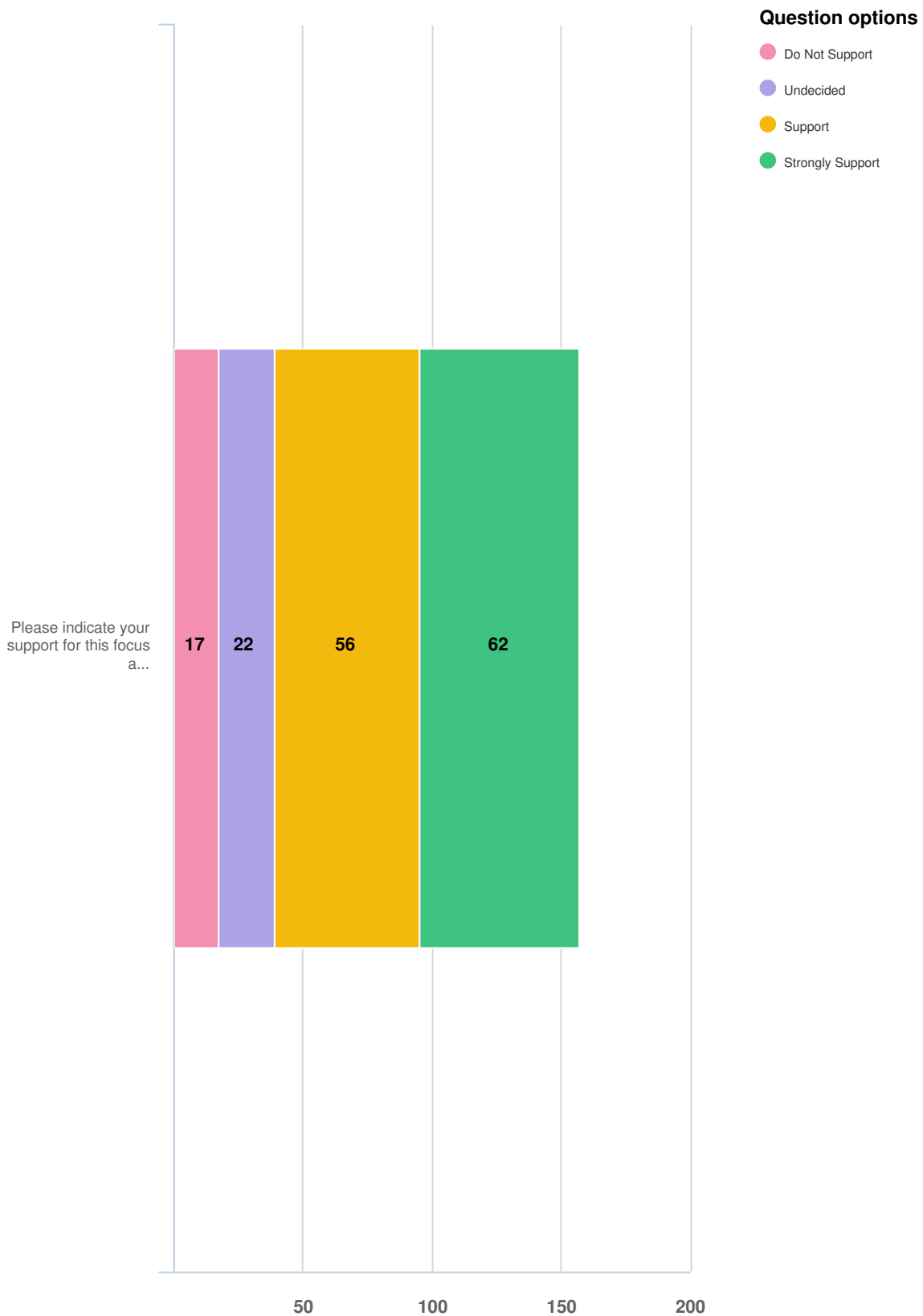
Optional question (156 response(s), 1 skipped)
Question type: Likert Question

Q6 | Language access services during business technical assistance visits. We would commit additional translation and interpretation services for business owners with limited English proficiency during visits from city staff. These improvements would be ...

Please indicate your support for this focus area



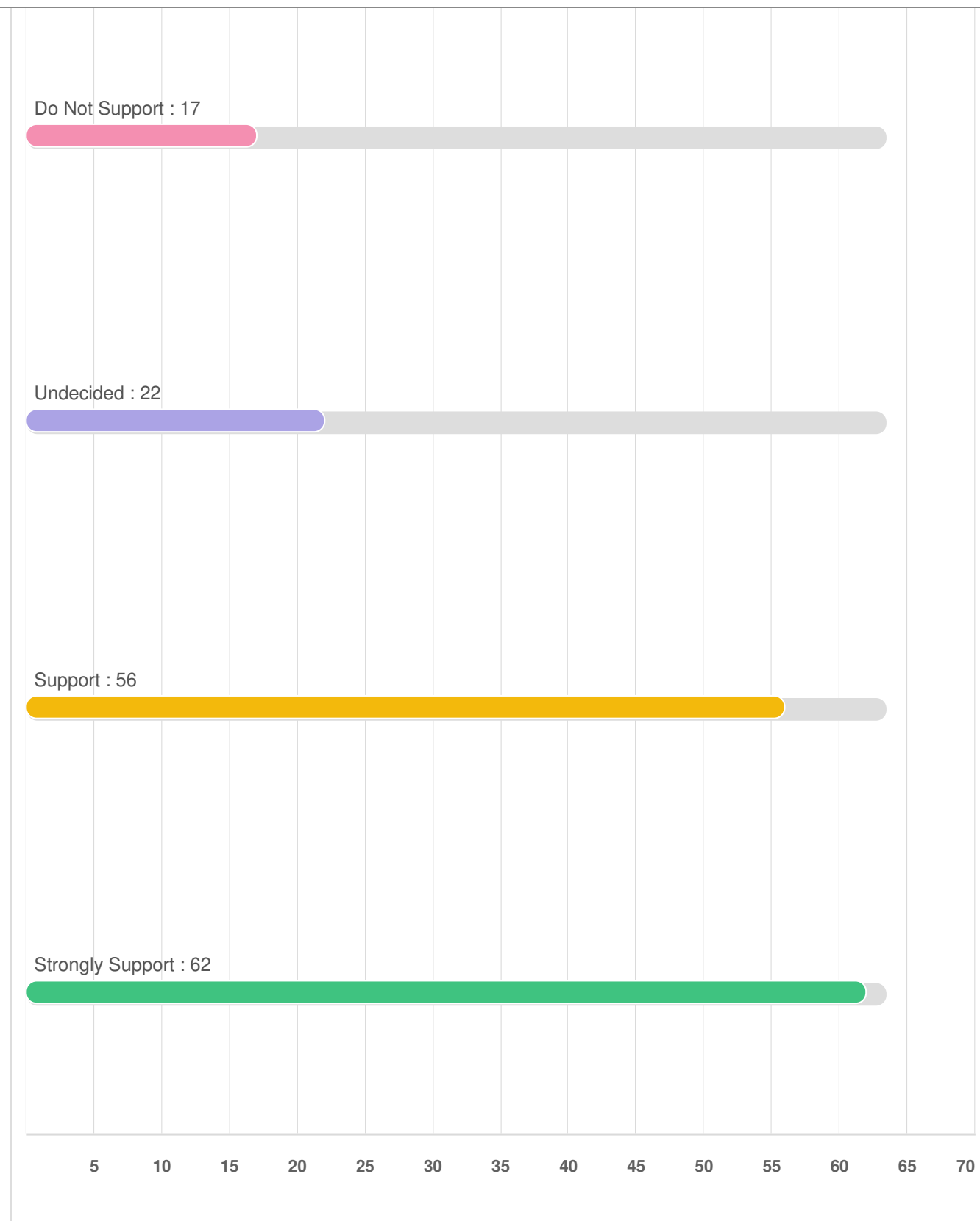
Q7 | Mass communications during a major incident. To improve equity in this focus area, we would commit additional financial resources to emergency public outreach and education. Such steps could include:working to increase enrollment in Alert King Coun...



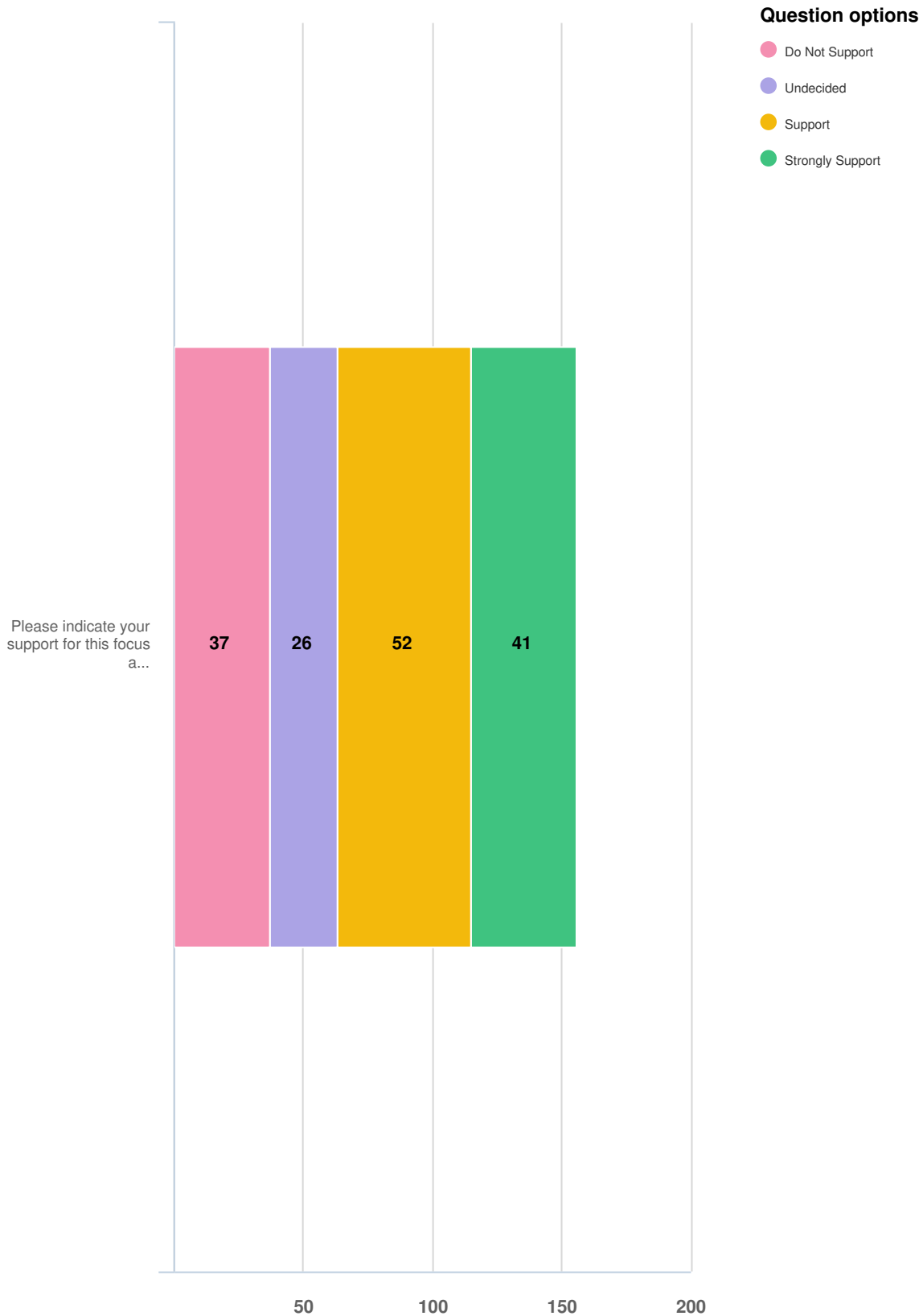
Optional question (157 response(s), 0 skipped)
Question type: Likert Question

Q7 | **Mass communications during a major incident. To improve equity in this focus area, we would commit additional financial resources to emergency public outreach and education. Such steps could include:working to increase enrollment in Alert King Coun...**

Please indicate your support for this focus area



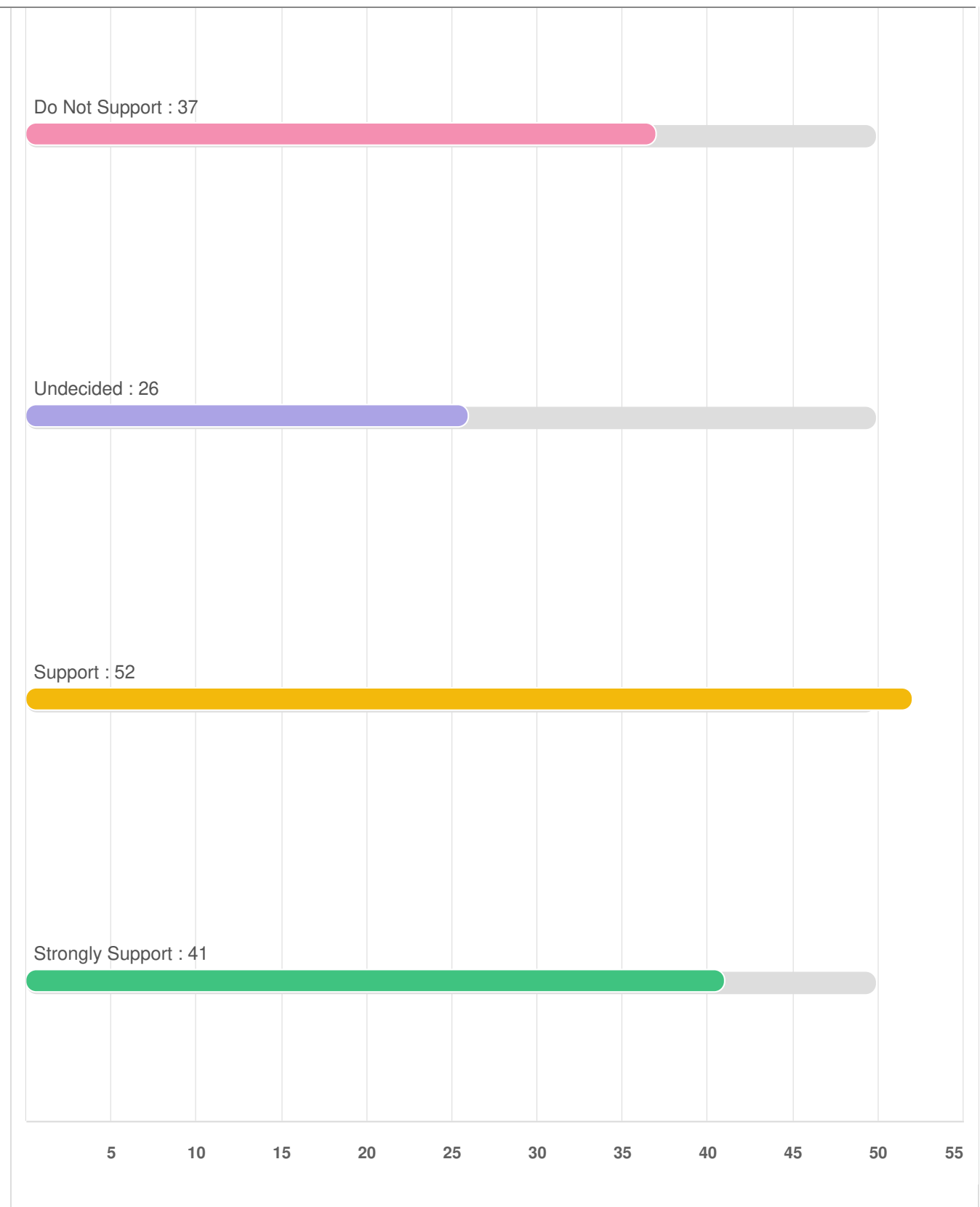
Q8 Real-time language translation services. We would invest in technology enabling real-time translation through a pair of tablets that can understand speech and immediately convert it into text and voice interpretations. These devices would be deployed...



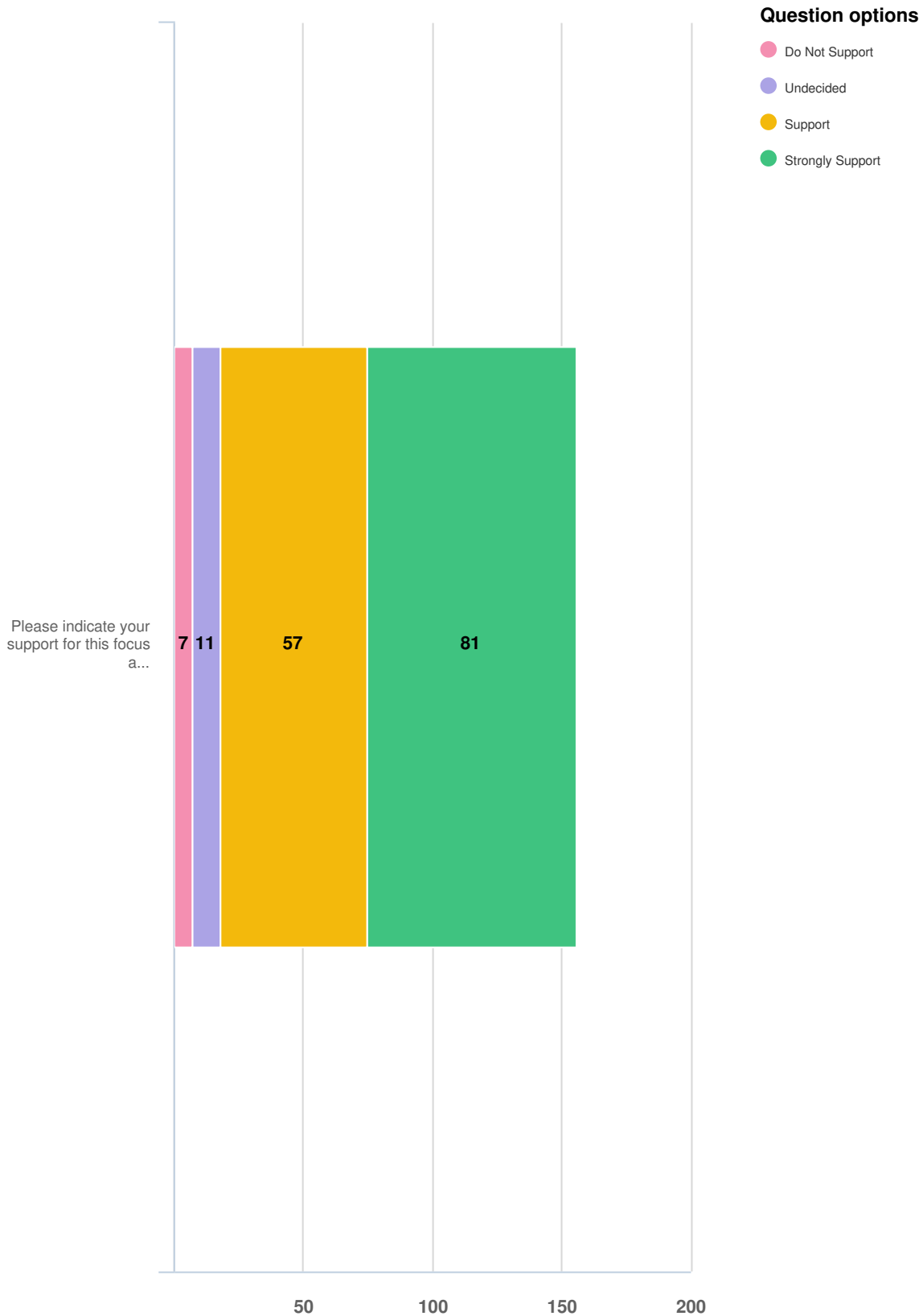
Optional question (156 response(s), 1 skipped)
Question type: Likert Question

Q8 | Real-time language translation services.We would invest in technology enabling real-time translation through a pair of tablets that can understand speech and immediately convert it into text and voice interpretations. These devices would be deployed...

Please indicate your support for this focus area



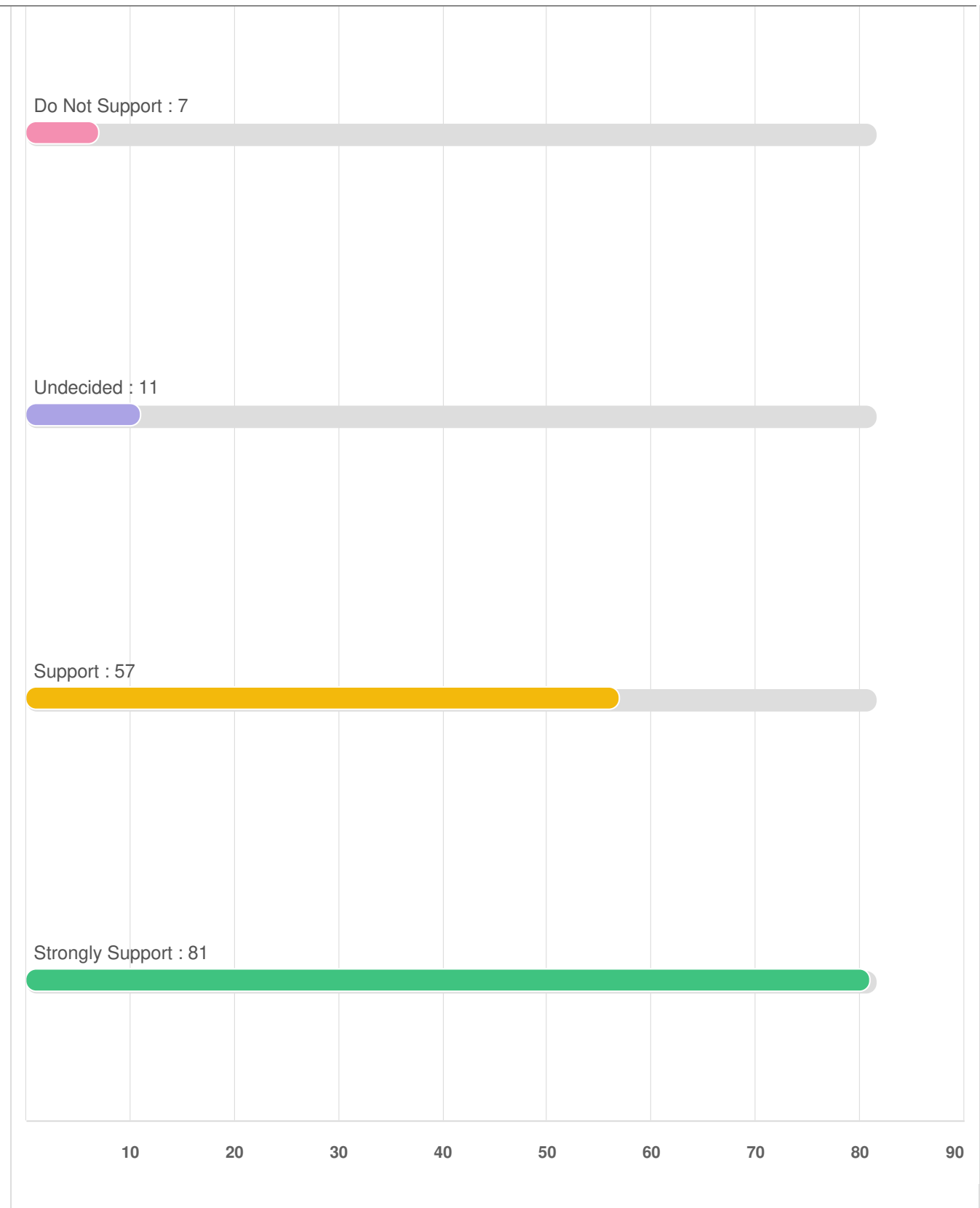
Q9 | ADA upgrades to sidewalks, ramps, and other mobility and multi-modal facilities. We would commit more funding to upgrade Redmond's 249 miles of sidewalks and paved trails to meet modern ADA standards and fill in missing gaps in sidewalks and address...



Optional question (156 response(s), 1 skipped)
Question type: Likert Question

Q9 | ADA upgrades to sidewalks, ramps, and other mobility and multi-modal facilities. We would commit more funding to upgrade Redmond's 249 miles of sidewalks and paved trails to meet modern ADA standards and fill in missing gaps in sidewalks and address...

Please indicate your support for this focus area



Q10 | Do you have any other comments about the City budget or the Budgeting for Equity approach?

Sayna

8/03/2024 10:44 AM

Expanding bus routes to reduce reliance on having cars. Currently the bus routes are so limited that they force people to use cars.

Anonymous

8/05/2024 09:33 AM

I believe the current approach to the City budget, specifically the Budgeting for Equity approach, is misguided. Budgeting should be based on objective needs and priorities rather than focusing on equity as a primary factor. Equity, in this context, seems to imply providing financial advantages based on ethnicity or demographic factors, which I think detracts from the principle of meritocracy and individual effort that is fundamental to the American ethos. The American way emphasizes working hard and earning one's success rather than relying on handouts or special considerations due to one's ethnicity or background. Budgeting should focus on ensuring efficient allocation of resources, promoting economic growth, and supporting those genuinely in need without discriminating based on demographic factors.

Anonymous

8/05/2024 09:52 AM

Please consider adding QR codes for resident opt in / optional funding for activity specific and park specific Pickle Ball Courts. Specifically, please add this to Meadow Park. I think it would be great to add local resident opt in / optional funding for pickle ball court maintenance and upgrades. Expand the courts to include 4 total courts, move the basketball hoops to a separate fenced area. Add lighting for night play, add fencing between courts to prevent cross game interference, and later add court canopies to allow for inclement weather play, covered courts will also help them last longer. Continue to restripe courts yearly and remove cracks and frost heaves to limit potential for injuries related to park use.

Anonymous

8/05/2024 10:07 AM

Other countries, such as Japan, encourage use of real-time language translation services provided by an ecosystem of non-commercial and commercial applications on smartphones. The Windows operating system also has this built-in. etc. I'd like to see the city try to stick to industry standard solutions and not reinvent the wheel or engage a third party for custom development services.

Anonymous

8/05/2024 10:22 AM

We need more condo not more appartements. We need to have home - small or condo for a good start or downsizing. We have way too many apartments without enough green space for hose living in

apartments.

Anonymous

8/05/2024 10:22 AM

City employee pay and benefits have gotten completely out of control. It's time to end automatic cost of living raises for city employees (let's use merit only). Also, city employees need to start paying premiums for their health insurance.

Anonymous

8/05/2024 10:30 AM

As a person with disabilities my main concern in getting around Redmond on foot is wheeled vehicles moving at speed on sidewalks and trails, mixing with pedestrians (many of whom already move faster than I do.) The bike lanes on streets are generally not safe for kids and teens on wheels and people on scooters should not use them, and usually don't. But the presence on sidewalks and trails of all these wheeled users endangers pedestrians. I don't think there are easy solutions to this, but keeping awareness high about how to share the sidewalks and roads always helps; there are always new people coming here, kids with newly-acquired bikes, etc. I really like pedestrian signals and those vertical signs that go in the middle of the road at crossings, too. Cyclists who use trails can be particularly scary for pedestrians and I avoid most trails for that reason. It's easier to see them coming on sidewalks. I'm hearing impaired so "On your left" is almost useless for me.

Anonymous

8/05/2024 10:36 AM

I would like to be a part of a board that is multicultural and has proven effectiveness in equity in action

Anonymous

8/05/2024 01:48 PM

Bring back waste management days to drop off anything from home.

Anonymous

8/05/2024 03:46 PM

Keep roads better maintained for traffic safety and efficient movement.

Anonymous

8/05/2024 04:51 PM

Thank you :)

Anonymous

8/05/2024 08:23 PM

Allocate more funds to the police department. They are doing a great job. The City is both safe and pursuing progressive policing policies and tools.

Anonymous

8/06/2024 10:15 AM

There are lots of small retail establishments being forced out by large housing blocks. Even though there is supposed to be retail moving

back into these at ground level it's sporadic and often unappealing retail. The downtown core is losing it's vibrancy. Please bring back the small town feel with better planning.

Anonymous

8/07/2024 09:42 AM

More funding for non-profit organizations providing transportation. Such as Sound Generations, Hyde Shuttle.

Anonymous

8/07/2024 10:28 AM

ADA upgrades is a federal law and civil rights mandate. It is imperative the city take an active role to not only comply with federal law on ADA but also better meet the increasing needs of an aging population.

Anonymous

8/08/2024 07:10 PM

Inclusivity for all

Anonymous

8/08/2024 10:41 PM

We should not be assisting in language barrier problems, I moved here as an immigrant and leaned the language like anyone else. I also think our roads need urgent attention, I pay thousands in taxes and my road is worse than Swiss cheese and Avondale is one of the busiest roads.

Anonymous

8/11/2024 05:43 PM

Equitable access to clean, efficient energy, heating, cooling, and transportation options.

Anonymous

8/14/2024 09:52 AM

Please continue to allocate and give funding to children, youth, and families mental health services to providers

Anonymous

8/15/2024 12:32 PM

It is imperative that the City be completely transparent BEFORE spending taxpayer money or allocating public lands to private entities. Plymouth Housing is a perfect example of totally disregarding the citizen's of Redmond wants and needs.

Anonymous

8/15/2024 02:20 PM

fix the roads and bike trails.

Anonymous

8/16/2024 03:58 AM

Nothing mentioned here addresses the need for faith discrimination and acts of hate against religious populations.

Anonymous

Good infrastructure, design, and planning works best when it does

8/16/2024 08:42 AM

not focus on one particular group/groups to be effective. It is designed for humans, which is for all. Focusing on how it can best suit one group does not suit everyone at all. We must take wholistic approaches when laying the roadmap for our future.

Anonymous

8/16/2024 09:48 AM

I would like to see decisions made about the city of Redmond to be more responsive to the needs of people living downtown. Are decisions made that impact downtown actually being made by those living downtown? Although, people living downtown are more likely renters, it does not mean they are short-timers. Outdoor spaces, pedestrian safety, affordability, walkability, recreation... I've lived in downtown Redmond for about 15 years and feels as if the development is to simply pack the people in with nothing to do, nowhere to go and no sense of community.

Anonymous

8/18/2024 10:40 AM

This is a discriminatory racial approach. The US Supreme Court already decided on this.

Anonymous

8/18/2024 02:00 PM

Safe drinking water is not "prioritizable". It is a fundamental need for living... unclear how tablets would make language more accessible and seems limiting availability, have more accessible options been considered (how is this better than Google translate?) ... without actual dollar amounts attached, determining to support is difficult, since there is a limited budget.

Anonymous

8/18/2024 05:58 PM

Reduce begging in traffic lights and signals.

Anonymous

8/18/2024 09:15 PM

Better planning for growth with schools is needed - can't keep growing the city and not have sufficient schools.

Anonymous

8/19/2024 01:19 PM

Need more pickleball courts (tennis surface with pickleball nets and lights) please.

Anonymous

8/19/2024 02:29 PM

Please stop with all the inclusiveness and homelessness focused initiatives, we care about public safety, clean parks and strong small businesses (not that other crap)!

Anonymous

8/19/2024 06:23 PM

I do not support emergency management outreach budget increase. Current EM staff destroyed the volunteer program that provided this service at minimal cost to the City for many years.

Anonymous

8/19/2024 10:26 PM

Make it illegal for corporations to buy residential properties,

Anonymous

8/30/2024 01:23 PM

I don't like the word equity. We should be offering all services equally.

Anonymous

8/30/2024 05:39 PM

Please do more for senior housing and food

Anonymous

8/31/2024 04:56 PM

Support environmental upgrades for people limited by language, finances, or lack of knowledge.

Anonymous

9/09/2024 02:09 PM

Help the landmark areas of Redmond to look nice and presentable. Some historical landmarks in Redmond does not look well maintained.

Anonymous

9/18/2024 07:52 PM

Less DEI (and related) more security and offenders behind bars,

Anonymous

9/19/2024 07:27 AM

Please be mindful that transit is not an option for everyone, especially in neighborhood and steep hills. We need to understand that transportation options need to be friendly to people who need cars, part or all of the way. This means safe roads lighting parking.

Anonymous

9/19/2024 09:17 AM

Public safety should be the #1 priority. Police staffing should be at 110% to allow for turnover/temporary disabilities. Traffic enforcement needs to resume; racing vehicles, modified exhaust systems all denigrate the community. Shoplifting needs to be curtailed through a partnership of business/police. Law/order needs to be re-established as it was circa 2019, pre Covid, pre George Floyd. And PLEASE, do not tolerate camping on streets in or outside of vehicles; don't let Redmond turn into Seattle.

Anonymous

9/19/2024 03:24 PM

ADA accommodations, DEI, and community assistance (especially for homeless and/or special needs individuals) should be a priority.

Anonymous

9/19/2024 04:08 PM

Love the recreation programs, especially the farm and teen center! Make sure we keep those open for years to come. And build a new pool!!!

Anonymous

9/20/2024 10:26 AM

While this all sounds great on some level - Do we have the money to do them?

Anonymous

9/20/2024 10:39 AM

Be more bike friendly, separate bike lanes from traffic.

Anonymous

9/20/2024 03:07 PM

Fiscal responsibility shall be the top priority.

Anonymous

9/20/2024 05:09 PM

Equity should be one of the biggest drivers of how decisions are made

Anonymous

9/20/2024 06:22 PM

I do not support the concept of Budgeting for Equity and don't understand why ADA standards are included in this category. Am I correct in assuming that the City already has some sort of mandate to make these improvements over time? It makes me wonder if this was included so that you could get more positive responses to the overall concept of Budgeting for Equity. It seems to me that the City is veering away from the available resources part of Budgeting by Priorities. Isn't a large part of Budgeting by Priorities the relationship between the available resources and priorities (using the available resources to first fund the highest priorities)? Someone may say that they are interested in some or all of the Budgeting by Equity focus areas, but their response may change if it meant less police/fire services for example I hope that the City will focus on financial accountability and resilience and avoid what some local governments seem to do, which is to fund lower priority items and then ask the citizens to pay more for essential services (like police/fire) later on when the essential services have been underfunded.

Anonymous

9/20/2024 10:27 PM

The trail along Sammamish river is not very safe for walking do to so many defriend type of users, speeding bicycles, roller blading, etc.

Anonymous

9/21/2024 07:50 AM

Please don't allow for more new construction apartment high rise buildings. We have enough, our suburban town is almost unrecognizable downtown!

Anonymous

9/21/2024 09:02 AM

Keep track of and question overspending on projects- I don't want another park or other city project that costs more than a similar one in another Washington jurisdiction. Use the resources and tools already available for Pollution Prevention Assistance and Source Control

translation and interpretation services, get outside funding from grants, and do not allocate more money than has been budgeted in the past for these services. Comply with ADA but don't allocate more money to do so. In addition to first responders, pilot real time translation tablets with PPA and Source control programs. Keep Sammamish trail users safe by enforcement- people should use the trail like a road- walkers on the right, bikers passing safely on the left, if stopping or not moving, get off to the side. Improve lane width to accommodate traffic on the trail. Pressure and require King County to fund trail enforcement and improvements.

Anonymous

9/21/2024 11:30 AM

Stop catering to every flavor. English is our official language. If you want community connection, then force people that live here to join the community by learning the regional language. this is not racism to expect this.

Anonymous

9/21/2024 11:40 AM

ADA upgrades and improved accessibility are mandated by the Civil Rights Act and federal law. The ADA upgrades citywide should as a matter of law supersede some of the other discretionary areas you are proposing budget allocation such as language translation not required by law.

Anonymous

9/21/2024 05:37 PM

> City Council and Mayor to be more transparent and accountable for spending! > *Communicate* (transparency!) to the residents when a "proposed" development - before *any* approval - has been submitted for resident's input! > Resolve parking issue! I repeat, Resolve parking issue!!! Remove "restrictive" parking signs, limit them to areas where "necessary," ie. medical facilities, 1st responders. City "permit" parking is *not* available within a one block radius of residence. BTW are there any permits currently available? > Lastly, no one in city gov't, with the exception of 'manual laborers' should even *consider* an increase in salary! You get a raise - distribute city funds to its residents also. I'm on SSA and expect a 2.5 to 2.7 increase - surely that will cover the cost of groceries, fuel, electricity, *rent* exponentially! Reminder: This is the era of The Boomers!

Anonymous

9/21/2024 06:22 PM

We need to spend less on police and more on social services.

Anonymous

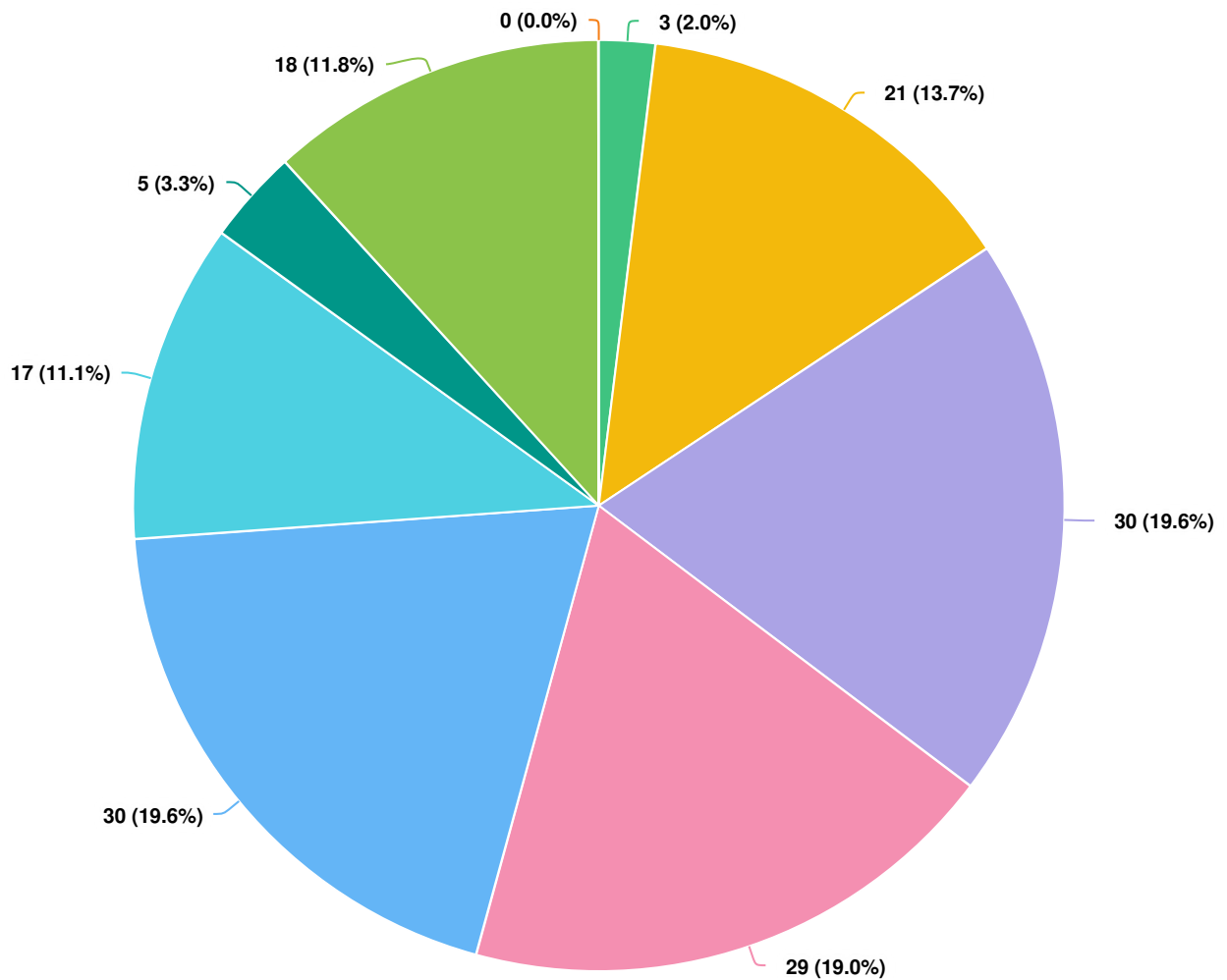
9/22/2024 10:08 AM

Why do I only get to choose from these options? What about the rest of the budget? Why do you not take my feedback on the rest of the budget?

Optional question (54 response(s), 103 skipped)

Question type: Essay Question

Q11 | In which decade were you born?

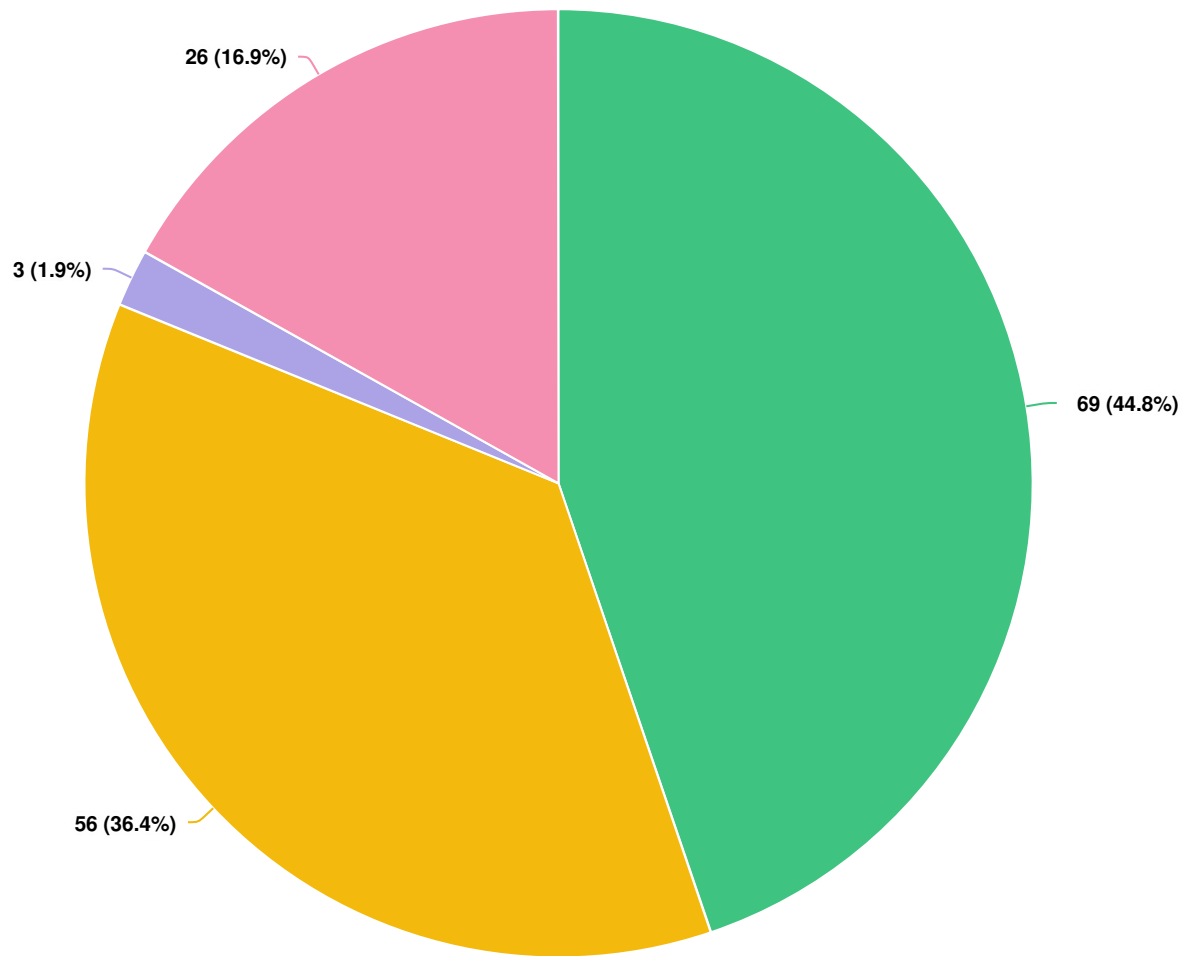


Question options

- Before 1940
- I prefer not to answer
- 1940-1949
- 1950-1959
- 1960-1969
- 1970-1979
- 1980-1989
- 1990-1999
- 2000 or after

Optional question (153 response(s), 4 skipped)
Question type: Radio Button Question

Q12 What gender do you identify with?

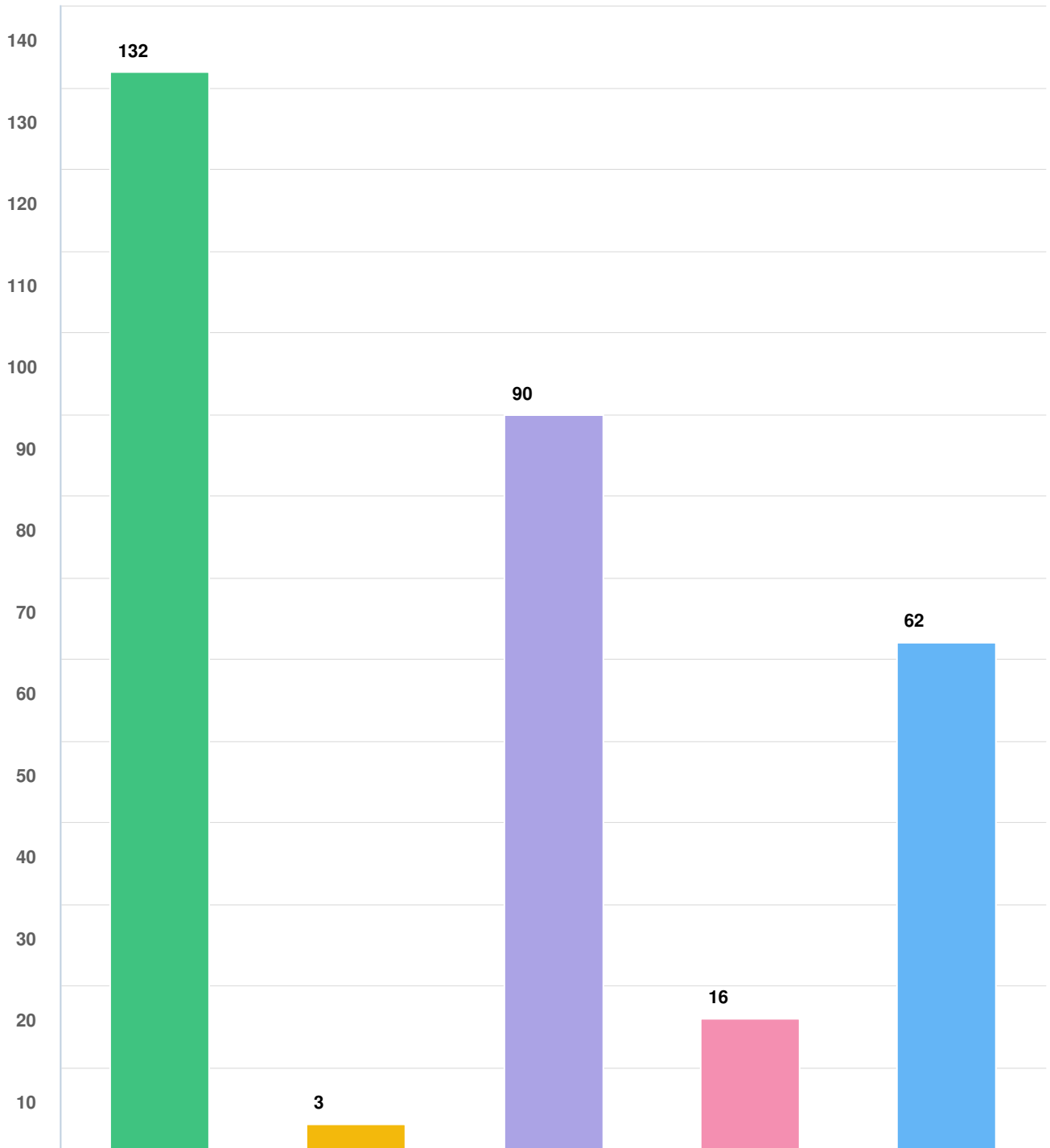


Question options

- I prefer not to answer
- Transgender or Gender-variant
- Male
- Female

Optional question (154 response(s), 3 skipped)
Question type: Radio Button Question

Q13 Which of the following best describes you? Please select all that apply.

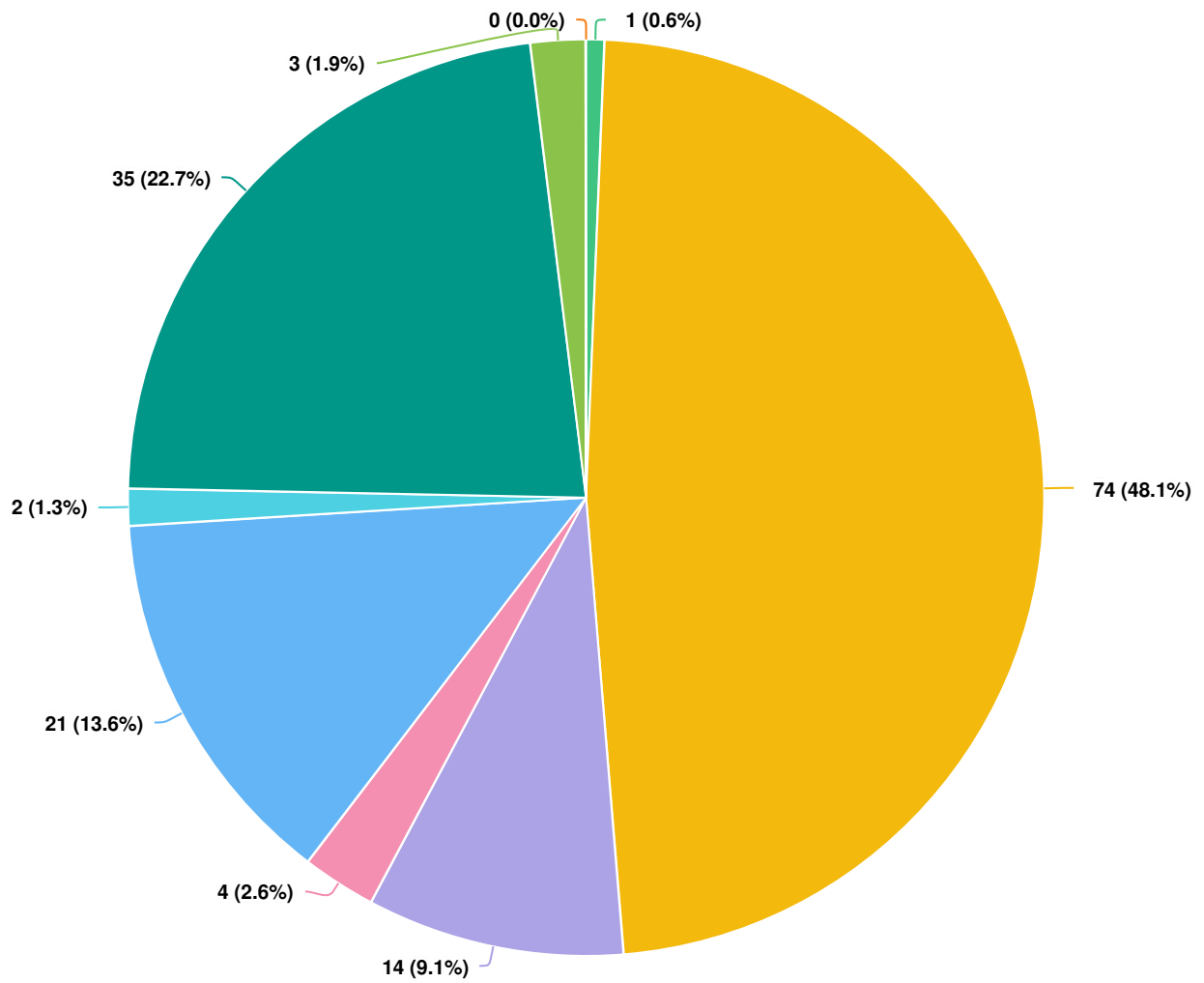


Question options

- I work in Redmond
- I own or operate a business in Redmond
- I shop, dine, socialize, or recreate in Redmond
- I attend school in Redmond
- I live in Redmond

*Optional question (155 response(s), 2 skipped)
Question type: Checkbox Question*

Q14 Which of the following best describes your racial and ethnic heritage?



Question options

- Native American
 Other (please specify)
 I prefer not to answer
 African American
- Asian American/Pacific Islander
 Latinx
 Multi-racial
 White/Caucasian
 Arab American

Optional question (154 response(s), 3 skipped)
 Question type: Radio Button Question



CIP Project Information Sheet

Project Name: Joint Use - Kirkland South Reservoir Tank Painting and Seismic Retrofit

Project Status: Existing

Functional Area(s): Water

Relevant Plan(s): Water System Plan, Utilities Strategic Plan

Neighborhood: Willows & Rose Hill

Time Frame: 2024-2028

Budget Priority: Healthy and Sustainable

Citywide Rank: 8

Functional Area Priority: High

Location: NE 65th Street and 130th Avenue NE (Kirkland)

Description:

Investigation of the current water tank determined that the best path forward is to demolish the existing tank and build a larger new one. Tank is owned by Bellevue, Kirkland, and Redmond. Costs shown below are Redmond's percentage of the project.

Anticipated Outcomes: *Primary:* Rehabilitation *Secondary:* New water tank will have an increased capacity of 14.97 MG. (Redmond's share will go from 3.29MG to 4.40MG of storage).

Request: *Primary Reason(s):* Scope Change

Budget:	Prior	2025	2026	2027	2028	2029	2030	Future	Total
Original Budget	\$1,200,000								\$1,200,000
Approved Changes	\$971,842	\$728,158							\$1,700,000
Current Approved Budget	\$2,171,842	\$728,158							\$2,900,000
Proposed New Budget	\$667,904	\$670,320	\$3,958,416	\$4,948,020	\$989,604				\$11,234,264
Proposed changes due to	<input checked="" type="checkbox"/> Scope Change	<input checked="" type="checkbox"/> Schedule Change		<input checked="" type="checkbox"/> Budget Change					

Project Phasing:	Prior	2025	2026	2027	2028	2029	2030	Future	Total
Preliminary Design (0-30%)	\$84,543								\$84,543
Right of Way									
Design (31-100%)	\$583,361								\$583,361
Construction		\$670,320	\$3,958,416	\$4,948,020	\$989,604				\$10,566,360
Contingency									
Total	\$667,904	\$670,320	\$3,958,416	\$4,948,020	\$989,604				\$11,234,264

Estimated M&O Impacts:	Prior	2025	2026	2027	2028	2029	2030	Future	Total
Cost									

Explanation: No M&O costs expected.

Proposed Funding Sources:	Prior	2025-2030	Future	Total
Water CIP	\$667,904	\$10,566,360		\$11,234,264
Total	\$667,904	\$10,566,360		\$11,234,264



DRAFT UPDATE March 2024

Redmond's Financial Strategy

A six-year long-range financial strategy

A joint work product of the Mayor and City Council
of the City of Redmond Washington

Revision Number 6

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Presented

Mayor Angela Birney

Draft Proposed to:

Finance, Administration and Communications Committee of the Whole
Steve Fields, Chair – Finance, Administration and Communications Committee of
the Whole

Foreword¹

What is a long-range financial strategy?

The long-range financial strategy is the framework which the City of Redmond uses to align financial capacity with long-term service objectives. It encourages a deeper understanding of the City of Redmond service commitments to our community and our plan to meet those commitments in a sustainable and responsible manner.

How does the development of this financial strategy help us?

A long-range financial strategy provides insights into future financial capacity so that strategies can be developed to achieve long term sustainability in light of Redmond's service outcomes and financial challenges. As a result, the City has shifted the manner in which we think about the budget. This shift moved us from a process that focuses on incremental cost to one that focuses on results. Our community understands what it expects from its city and our budget should directly focus on these expectations.

Why did we change the budgeting paradigm?

Local government fiscal environments are always changing. The traditional budget model, incremental budgeting focused on expenditures, leads to a spending profile that attempts to sustain existing programs and services, without the financial resources to support those services or the mechanisms to easily explain the need for new resources.

A budget should be predicated on what the community values economically, socially and environmentally to meet the needs of the present without compromising the ability of future generations to meet their own needs. Budgeting by priorities asks what the community desires based on their values. Cities struggle to sustain programs when revenues do not keep pace with costs. A budget that first asks what results our community desires, stratifies those results in order of importance, and then allocates the limited resources across those results which is preferable to the traditional incremental cost approach. In this way, regardless of the City's ability to fund existing programs, an outcome-oriented approach will help ensure that results are sustainable, that funding is allocated to priority programs, and that a triple bottom line of economic, social and environmental impacts is taken into account.

What are the guiding philosophies for this long-range financial strategy?

1. Recognize that there is a limited amount of resources that any community wants to invest in its governmental services.
2. Acknowledge the relationships between taxes, the economics of businesses and individuals, perceptions, and the services delivered to the community.
3. Focus on aligning organizational resources to bridge the gap between present conditions and the envisioned future in the Community Strategic Plan.

¹This forward is based in part on that which was included in the "Navigating the Rapids" documenting the City Council's Long-Range Financial Strategy dated November 2005. For more information on this previous work see Appendix B.

- 4. Continue to shift the City of Redmond’s financial planning towards service priorities and results in support of the community’s expectations.
 - 5. Define the priorities for services to be delivered from the perspective of the service recipient.
- With these issues and philosophies in mind, the Redmond City Council, in partnership with the Mayor and the Directors Team, developed this long-range financial strategy. It is intended to be a working framework document that is subject to frequent discussion and biennial review at a minimum.

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Purpose and Background

Our Vision for the Community and its Government

The vision of Redmond is a connected community that enhances livability, sustains the environment and places Redmond as a leader locally, regionally and nationally. To fulfill our vision, the Mayor and City Council build relationships with the Community, serve on regional boards on behalf of the City or Sound Cities Association and represent the Community on policy issues. The creation and adoption of the Community Strategic Plan in 2019 and revised in 2024, maps key work plan elements and provides guidance for the City's work. The major initiatives include Environmental Sustainability, Diversity, Equity and Inclusion (DEI), Public Safety and Infrastructure including housing choices, along ~~with associated~~with associated objectives, strategies, measures, and actions that will be implemented within the community over a specific period of time. The Community Strategic Plan is an important building block in the City's overall planning framework.

Redmond city government is committed to engaging with the community as we strive to understand its needs and interests. The work of the City isn't done in isolation. This work occurs in the context of the role of a city as described by the State of Washington. The Growth Management Act (GMA)² clarifies that cities are urban service providers. The GMA calls for the setting of growth targets for cities as well as a planning model for providing services to meet resulting community needs and interests. The adopted growth targets for core cities in King County calls for the absorption of 40% of the increased population by 2050. Of that increase, 67% is slated to occur in the urban centers of the Downtown and Overlake areas. Sixty percent of new commercial space is expected to occur in the urban centers as well. As a result, our vision needs to preserve the character of our community while accommodating the growth that is projected to occur.

Consistent with the Community Strategic Plan, the City's infrastructure investments reinforce livability in the urban centers, Downtown and Overlake, as the primary growth areas and preserve the character of Redmond's residential neighborhoods. Light rail ~~will be began~~ arriving at stations in the Overlake in 2024 and will be complete in Downtown and SE Redmond Urban Centers in 2023 and 2024, respectively, generating additional growth. Also anchored by a new light rail station, the emerging urban center of Marymoor Village is further anticipated to add over 1,400 dwelling units and one million square feet of new office space by 2030. Redmond's neighborhoods are a key focus area in terms of maintaining the public infrastructure and expanding it, if needed.

Development of the Downtown urban center is progressing, with thousands of new housing units having come online and many hundreds more programmed over the next several years, complemented by strategic investments in the new Downtown Park and reconfiguration of Redmond Way and Cleveland Streets. Planning efforts are currently focused on the City's Comprehensive Plan update through 2050.

Overlake is thoughtfully evolving into the envisioned urban center. Major redevelopment of the Microsoft campus will generate new opportunities and new challenges for the city's infrastructure and services as more than an estimated 810,000 new jobs are located in the area. The project is expected to be complete in 2025. Other large projects like Esterra Park, for example, have seen this largely suburban area start to take on a more urban feel, replete with needs for large-scale infrastructure investments like the recently-

² Chapter 36.70A RCW

completed regional stormwater [vaults infrastructure](#), the construction of the pedestrian bridge over State Route 520, and other infrastructure investments by other entities such as Sound Transit.

The Comprehensive Plan ([Redmond 2050](#)), which is currently being updated, articulates the vision for growth in our centers that is supported by state law, regional planning approaches, several functional area plans, and numerous project-specific efforts that implement our vision. ~~It is important to note that the Long Range Financial Strategy update is being done in a time of economic and social stress as a result of the pandemic. However,~~ Redmond has a history of conservative financial practices and economic resiliency that enables the City to withstand downturns in the economy [and strategically plan for the future](#).

Why we maintain a Long-Range Financial Strategy

Cities operate in a continuum of intended financial stress. By design, cities are challenged to meet a wide range of community needs and desires while utilizing as little of the community's resources as possible. This stress is evidenced by the ongoing debates over what services and levels of those services are really needed by the community and how much should they have to pay (in taxes and in other forms) for their city government to provide these services. A budget is the political process where these policy issues get debated and resolved.

In order to accomplish this important policy responsibility, the City can look to "best practices" for guidance in how to do it well. The Government Finance Officers Association is a recognized leader in such matters. Their best practice for "Long Term Financial Planning"³ states that "financial planning is the process of aligning financial capacity with **long-term** service objectives" (emphasis added). To state it another way, providing sustainable, long-term services requires sound financial planning. The intent of the Long-Range Financial Strategy (LRFS) is to ensure smooth, uninterrupted delivery of services into the future.

The LRFS will evaluate the city's financial planning goals, the tools available to the City to do this work, and the results of how we intend to use these tools to manage this important responsibility.

A brief history of the Long-Range Financial Strategy

Redmond's LRFS got its start in 2005 when some members of the Redmond City Council felt the need to clarify policy guidance for future budget development. At the time, the subtitle of the LRFS was "*Navigating the Rapids*" referring to the challenges of keeping the city's fiscal ship afloat (and avoid the known problem areas ahead). There was significant concern that fiscal stress was going to be severe for the next biennial budget. The City Council wanted to prepare for the upcoming budget process, in part, by having the policy discussions about level of service and amounts of needed community revenue early. One aspect of this approach was to advise the Mayor (who is charged with proposing a preliminary budget from which the City Council's work would start) of the policy parameters that City Council preferred.

While the initial effort accomplished the goal of clarifying policy intent, it did not result in some of the desired organizational changes. The budget process was largely consistent with past efforts (focusing on incremental costs and not adequately addressing community outcomes). The clarification of policy intent

³ Long-Term Financial Planning - Best Practice, approved by GFOA's Executive Board: February 2008

was more instrumental in the 2008 budget process (for the 2009/2010 biennial budget). It was then that many of the tools and processes cited in the current LRFS got their start.

Another outcome from the development of the LRFS was a clarification of the revenue options available to the City and when the City Council might find it advisable to make changes to the revenue profile. Examples of resulting changes include submitting a property tax levy lid lift to the voters (passed in 2007) and other changes in taxes and fees which were at the City Council's discretion. A more complete history of the LRFS and the changes in the revenue profile can be found in Appendix A.

The Philosophy

Balancing the financial burden on the community with the level of service

The City of Redmond believes the city exists to deliver our community's priorities in support of a dynamic Redmond⁴.

In order to excel at service delivery, the city requires resources. These resources come primarily in the form of taxes and user fees (representing 20% and 25% of total resources respectively). Balancing the amount of resources required with the value of the services provided is an important policy responsibility of the Redmond City Council.

In their book, "The Price of Government, Getting the Results We Need in an Age of Permanent Fiscal Crisis"⁴, David Osborne and Peter Hutchinson suggest that finding the right "price of government" is the policy art-form of balancing revenue requirements with real community needs. They observe that if the "price" is too high then communities will object to the high tax and fee rates. If the rates, and resulting resources, are too low then the services being provided will likely not meet community expectations. Finding this right "price of government" is a key policy obligation of the City.

Also note, Osborne and Hutchinson include the phrase "an Age of Permanent Fiscal Crisis" in the title of the book. This is recognition of the ongoing challenge of making the case for local government resources with a skeptical public. The tension between finding the right "price" and addressing the right levels of service for community priorities is healthy but difficult. While there may (or may not) be a "permanent fiscal crisis," the City of Redmond recognizes the importance of building strong credibility with our community with regard to spending community resources on outcomes that matter to them. It is essential that the City continues to focus on the priorities of the people and businesses that live and work within its borders, especially in times of fiscal and social stress being felt currently and in the future.

Being intentional in how the revenues are structured

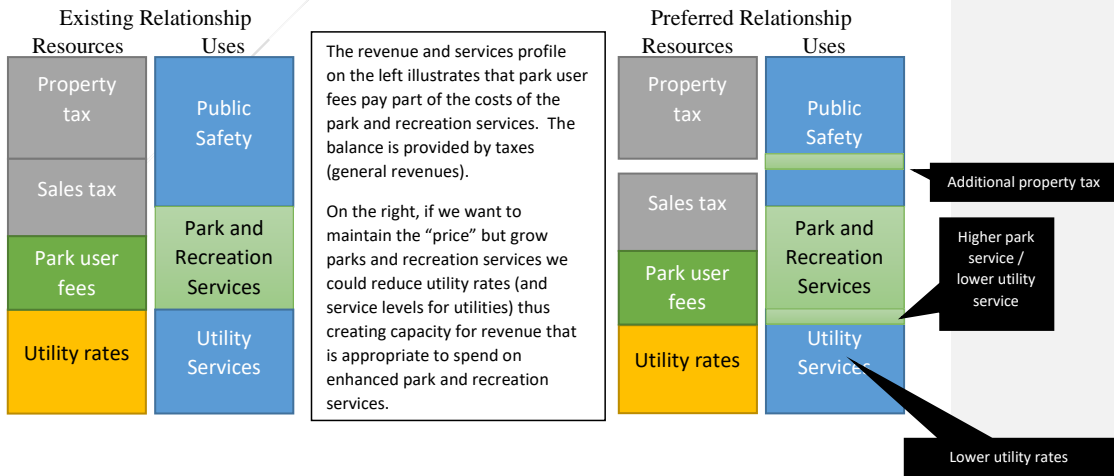
The "Price" is made up of all the resources available to the city, not just taxes. From taxpayer perspective, there is no clear distinction between many of the different taxes or fees collected by the city. They all add up to represent the financial burden on the community for the provision of services. In one respect, the City has very limited options for its tax related revenues. Within the constraints of state law (and some federal laws) the city is confronted with several limitations and procedural requirements as to how it can raise tax revenues. User fees (such as utility rates or park user fees) generally experience fewer imposed constraints by other levels of government. Additionally, the uses of certain taxes and fee revenues are restricted to certain types of services to be provided by the city. For example, water rate revenues can only be used for those costs associated with providing water service to the community. A tax related example is the lodging tax (hotel/motel tax), which is restricted to tourism promotion, acquisition of tourism-related facilities, and operation of tourism-related facilities.

In a different respect, however, the City Council has significant discretion in aligning the levels of taxes and fees with the corresponding level of city services. For example, if the city had a very high level of water service (and corresponding higher rates), it could choose to forgo future increases in water rates (or even lower the water rates) and lower the amount or quality of water related services to the community. This revenue capacity (from a community wide perspective) could then be shifted to an area where higher

⁴ "The Price of Government", Osborne & Hutchinson, 2004

service levels were desired. This ability to manage the levels of service among city services by adjusting the corresponding tax and fee rates is an important consideration in structuring city revenues.

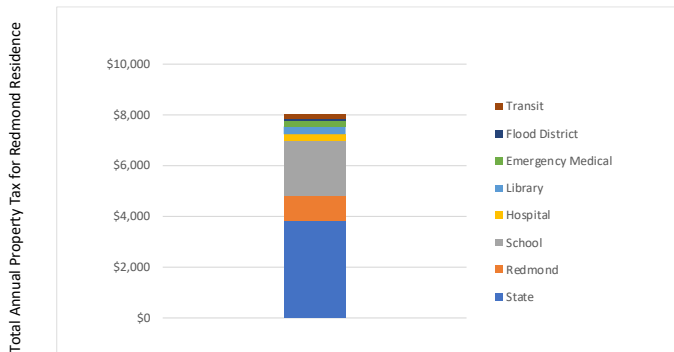
The following overly simplified illustration will clarify this point. A historic relationship exists between the different revenue sources and their appropriate uses. After some community input and policy discussion, the City Council can adjust the sources of revenues in response to the desired mix of services and service levels as illustrated on the right.

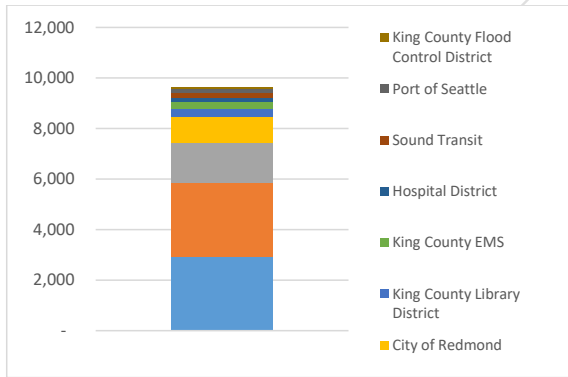


In addition, the City does not work in a vacuum of governmental service providers. Other levels and types of governmental agencies are also assessing taxes and fees of different types. King County, the Lake Washington School District, and the State of Washington are just a few of the other jurisdictions that levy some type of fee or tax on Redmond residents and businesses.

While the City of Redmond does not yield its responsibility to address the community services that the city provides, it is aware of how these different layers of governance interact. The overall governmental burden on our community is important to understand. The City may choose to interact with these other governments with regard to the overall mix of tax and fee burden while addressing community needs.

This illustration portrays the property tax burden on a typical Redmond resident for the 2024 tax year.





The Strategy

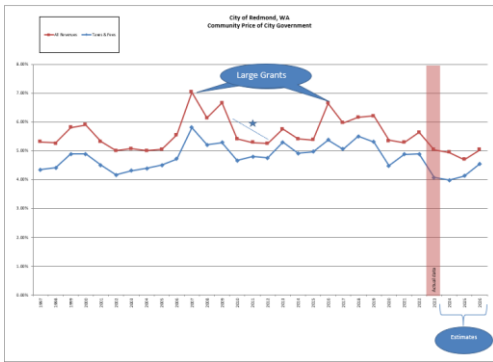
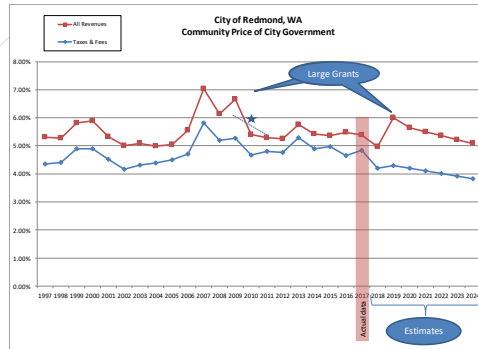
Community based budgeting – the context for our approach

The City provides services to the Redmond community. Some City services are required by state law, while other services are essential in an urban environment. Additionally, the City provides optional services that are important to its residents and businesses. In all cases, the services provided by the City should be of value to the community. The City of Redmond uses a community-based budgeting approach that validates the use of public resources to meet community needs and interests. It is likely that all elements of the community won't agree on the right set of services to be provided by the City. Therefore, the City should strive to find the right mix and level of services that address the majority of the community's interests.

A community-based approach relies on good feedback from the community about what it wants from its City government. The City of Redmond will work to maintain strong feedback from the community in a variety of forms as the basis for its spending choices. The resulting financial plans should illustrate how this community input results in the spending choices made by the City.

The Price of Government

Osborne and Hutchinson devote a significant amount of space in their book to finding the right "Price of Government". As previously described, the right "price" is essential to maintaining support for the level of services provided to the community. To arrive at a "price of government" they divide all the governments' revenues by "community income" (per-capita income times the population). The resulting ratio reflects how much of the community income is invested by that community in city services.



In Redmond, we have analyzed the “price” going back to 1997. The chart depicts that ratio over time broken into three different types of city revenues. Each layer is additive such that the total “price” is typically between 5% and 6% of community income. A few exceptions occur in the form of large one-time contributions or spikes in the economy as described in the chart.

The analysis of the “price” looks primarily at the City’s own history rather than at comparisons or external benchmarks. Each city is unique and attempts to compare cities are frustrated by these unique characteristics.

A sense of the total burden of City revenue on the Redmond community helps the “how much revenue is enough” policy discussion that every city council should have.- In Redmond, the City Council has evaluated this data and determined that the “right price of Redmond City government is between 5% and 5.5% of community income. This percentage can vary significantly depending on economic conditions (e.g., high level of development activity or disruption caused by a pandemic), .

Note that the analysis above projects the “price” out into the future. The uptick in the price in 2016 is attributable to one-time revenues (real estate excise tax and impact fees) from the development surge the City experienced. Other drivers such as the Microsoft development agreement for the redevelopment of the company’s campus and the Sound Transit light rail construction will also figure into the price.

A sense of the anticipated burden on the Redmond community along with alignment to longer term financial planning helps the City prepare for economic changes. The goal is to create stability for the community (as to the “price” and the services provided) and for the City as it works to provide financially sustainable services and amenities.

Revenue Philosophy

In addition to established fiscal policies related to City revenues, the City Council has developed the following philosophy related to City revenues. These philosophies are intrinsic in City Council deliberations related to City revenues and are a foundation for establishing future and revised fiscal revenue policy. This philosophy encompasses a desire to build resiliency so that the City can adapt and grow through chronic stress to the system and to look at the triple bottom line of economic, social and environmental impact when making decisions.

- **Assess and maintain fair, equitable and stable sources of revenue**

Given the parameters in State law, the City needs to look for stable and progressive tax streams in the context of the price of government.

- **Prioritize less volatile revenues sources over revenues more sensitive to changes in the economic climate, such as sales tax (particularly construction-related sales tax).**

Issues of volatility should be reflected in the decision-making process, with core services being primarily funded by revenue sources that are less volatile.

- **The “total” tax bill should be considered when increasing rates**

When assessing total tax impacts to taxpayers, increases in non-general fund rates need to be included in the total cost. Additionally, broader tax and utility fee obligations imposed by all taxing jurisdictions should be considered, recognizing that Redmond has little control of these assessments.

- **Limits to taxation**

There is an acknowledgement that there is a limit to total revenues available to operate Redmond city government. The residents are pressured by an increasing cost of living from many factors, plus increases in taxes from other levels of government. There should be an appropriate and community-accepted “price of government” expressed as a percentage of personal income⁵ and a shared understanding of the impacts of the price of government falling too low.

⁵ See Appendix for how the “price of government” is determined

There should be a clear “value proposition” which enables the evaluation of the benefit received for being located in Redmond versus the cost of doing business in Redmond. There is a risk that increasing the cost of doing business in Redmond will cause businesses to move or shift some of their functions to other locations. If tax and fee increases are too significant, the result could cause a net decrease in revenue.

• **Voters should be asked to approve tax increases when the proposed increase is above historical rates**

It is the policy of the City of Redmond to fully include Redmond taxpayers in deliberations over service level options and tax rate increases, particularly where tax rates approach the limits of the acceptable price of the services the City intends to provide with those tax revenues.

• **Assess regional approaches to funding capital improvements**

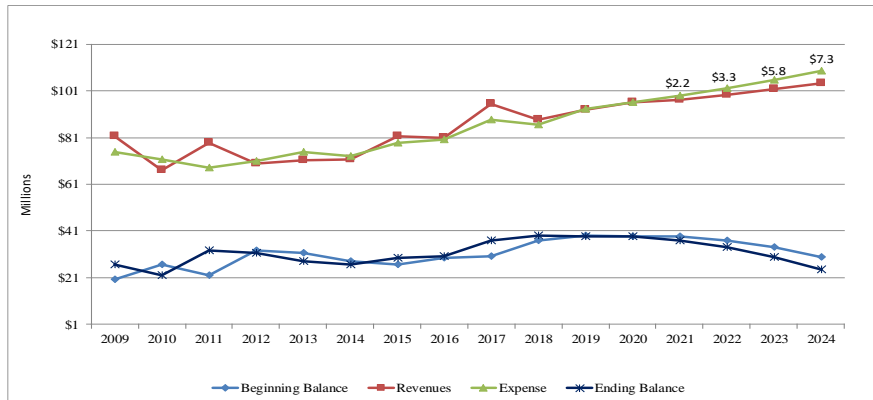
To achieve high value for the dollars invested, apply a more regional approach by leveraging internal dollars with those available from other governments and organizations through grants and partnerships.

Long-range financial planning

The GFOA’s best practice cited earlier calls for governments to plan “five to ten years into the future.” In their book, Osborne and Hutchinson recommend a “five by five” where five essential numbers are forecasted five years into the future (the 5 essential numbers are beginning fund balance, revenues, expenditures, net difference and ending fund balance). The City of Redmond has been developing a long-range financial plan for several years now. This plan is the basis for illustrating the interconnection between revenues, anticipated expenditures (to maintain current services) and the financial burden on the community (the “price”). The most recent long-range financial plan is contained in the 2023-2024 adopted budget.

(to be updated with adopted budget)

Commented [KC1]: Update with Adopted budget



Consistent with our adherence to other elements found in “The Price of Government” the City uses a “five by six” approach in its long-range financial plan. The five essential numbers over a period of six years to coincide with Redmond’s biennial budget.

The long-range financial plan illustrates a common principle known as “the crossing lines.” Commonly in local government the incremental costs of doing business typically exceed the anticipated incremental revenues. Budgets balance these “gaps” every biennial budget cycle.

Financial planning goals

Managing the long-term financial well-being of the city is enhanced by consistent focus on certain goals. These include stability in resources, equity in the financial burden imposed on our community, sustainability of core programs and services, and others.

To meet these goals the City has adopted fiscal policies. These policies are found in each biennial budget (which is located on the City’s web page – www.redmond.gov/budget). The City will review and update these fiscal policies, if needed, each biennial budget planning period.

It is the intent of the City that the combination of the strategies contained herein and the fiscal policies result in stable, long-term predictability of the City’s revenue (tax) burden, services, and financial well-being.

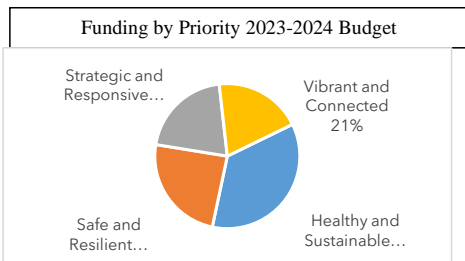
Maintaining Reserves

One way the City addresses the financial and service goals above is to reserve resources for unexpected circumstances such as economic downturns and natural calamities. These resources and their respective target levels are found in the City’s fiscal policies. Establishing these reserves is a GFOA best practice⁶. The City’s fiscal policies call for at least a 12% General Operating Reserve and at least a 5% Economic Contingency as well as various reserves for the utilities, capital equipment replacement, and debt service. These policies are reviewed during each budget cycle.

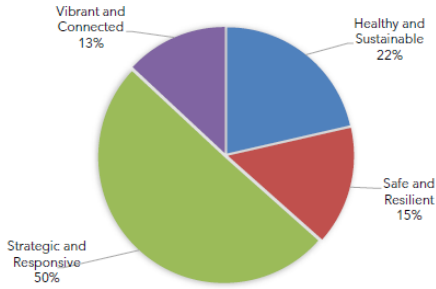
Budgeting by Priorities

The City uses a Budgeting by Priorities (BP) type budget. This is also known as Budgeting for Outcomes. It is very similar as the methodology described in “The Price of Government” text. In Redmond we use BP for several different reasons, including:

Focusing the budget on community priorities (not City departments) – Cities typically budget based on last year’s funding levels (incremental budgeting) and around the construct of how they are organized (departments) rather than community needs (priorities). At the City of Redmond, several community meetings in 2008 formed the basis for the six priority areas which are the focus of the City’s budget planning. These priority areas are depicted in the chart below (and illustrated in each budget) in a way that indicates the amount of community resources invested in each priority area.

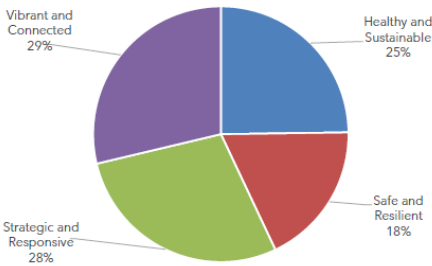


⁶ Appropriate Level of Unrestricted Fund Balance in the General Fund - Best Practice, approved by GFOA's Executive Board: September 2015



(to be updated with adopted budget)

Funding by Priority 2025-2026 Budget



Commented [KC2]: Update with Adopted total

The community priorities are revalidated with each budget cycle through the periodic community survey (in 2024, 86% agreed that these remain the right priorities).- The City conducts community outreach each budget cycle to also gather feedback about what types of programs and investments are desired within each of the priority areas.

Commented [KC3]: Final numbers available 10/30

Citywide Collaboration – Most city budgets are a “win/lose” proposition. Departments are motivated to “win” more of the budget resources so that they can deliver more service. (The fact that departments are motivated to deliver more service is a positive testament to the desire for public servants to provide service). However, this does not always result in the best overall outcome for the city. Those that “play the budget game” better than others tend to get the resources.

Redmond uses BP to encourage a citywide approach to building “the best budget for the City”. In this way we ask participants to think about the City as a whole and not just their program, service or department. We also ask staff to think about the budget from the community’s perspective. This is unusual in local government budgeting as well. In fact, budget offers (proposals) encourage interdepartmental cooperation to deliver value to taxpayers.

Increases the Level of Financial Awareness – As described below, the City uses Results Teams to help develop recommendations to the Mayor for the preliminary budget. These teams are made up of staff and community members who would otherwise not be exposed to the issues described in this financial strategy. The increased level of financial awareness helps sensitize City staff to the importance of using community resources as wisely and carefully as possible.

Value Delivered – As described next, BP is focused on value.- Most budgets describe what is being spent. Few budgets describe what value is being delivered.

The “Value Proposition” (performance measurement)

In order to ensure the result being delivered is of the right quantity and quality, the City will use a robust performance measurement program, integrated with the budget offers. The “value proposition” has been defined as $\text{value} = (\text{quality} + \text{quantity}) / \text{cost}$. For example: If the cost is constrained, typically the quality or quantity of a service will also be constrained.

The value of a budget proposal is illustrated within each priority. The measures illustrate what the desired outcome of the priority is and how the City’s programs will move the Community towards the vision as outlined in the Community Strategic Plan. It is the desire of the City to look at a triple bottom line approach as described earlier in this document.

The City uses performance measures to evaluate the value being delivered to the community by each offer within the budget. Redmond aspires to use the analysis of the data contained in the models in an ongoing assessment of the value actually being delivered to the community. To this end, the City seeks to develop the means to adjust service delivery methods and quantities to meet the needs and expectations of the Redmond community.

Financial and Performance Reporting

The City has a long tradition of transparency and accountability. Redmond publishes its financial results each month on its web site in a timely fashion. The City provides an in-person review of financial results to the City Council each quarter (see [www.redmond.gov/Financial Reports](http://www.redmond.gov/Financial_Reports)) and the City’s financial condition is reflected in the City’s Annual Comprehensive Financial Report (ACFR).

The City has provided performance reporting as well. Redmond staff aspire to provide performance reporting as thoroughly and frequently as appropriate as many of the performance indicators do not change much from month to month. Reports will be focused on a citywide performance dashboard or measures illustrating the desired results at the overall priority level. Beyond that, reports will reflect the many indicators of successful results and/or gaps illustrated in the budget offers.

Capital Investments

One of the more important choices the city makes is investments in capital facilities. While the City provides services and programs, it also provides public facilities such as parks and recreation centers, transportation systems (roads, sidewalks, trails and bikeways), utility infrastructure (water, wastewater and surface water systems), technology infrastructure and other amenities. Once created, these facilities need to be maintained in a safe manner and preserved to maximize the investment value.

Maintaining the prior investments

One of the top priorities of the City is to maintain the facilities that have already been developed. In the feedback from our community described above, the City consistently hears that maintaining the value of prior investments is very important to the Redmond community. In fact, maintaining what we have is consistently the top concern of our community with regard to capital investments. As a result, Redmond conducted a facilities strategic plan cataloging the maintenance needs of all city facilities which has been an integral part of future investments.

The Capital Facilities Plan as an element of the Comprehensive Plan

The [Comprehensive Plan](#) (update to Redmond 2050 after adoption) is a comprehensive land use policy described earlier in this strategy. The plan interprets the obligations of the City within the context of the state Growth Management Act (GMA)⁷. The plan adopted by the City describes how the City will manage the growth and provide the required amenities of a city under the GMA. An important element of the Comprehensive Plan is the permitted land uses around the City and how those land uses are to be enabled (and even prosper) by City investments in necessary facilities.

Commented [HN4]: This is Redmond 2030...will change to Redmond 2050 after adoption

To make this connection between planned land uses, development of a city and the needed capital investments each Comprehensive Plan is required to include a [Capital Facilities Plan](#) (CFP)⁸. The CFP includes (a) an inventory of existing capital facilities owned by public entities, including locations and capacities; (b) a forecast of the future needs for such capital facilities; (c) proposed locations and capacities of expanded or new capital facilities; (d) at least a six-year plan that will finance such capital facilities within projected funding capacities including anticipated resources; and (e) a requirement to reassess the planned land uses if funding falls short of meeting needs. The CFP includes utilities, transportation, and park and recreation facilities.

Commented [HN5]: Need to update this link as well.

The City of Redmond embraces the opportunity presented by the GMA in both its management of the overall city planning as well as the CFP. Consistency with the Comprehensive Plan is the primary criteria for the development of the City’s Capital Facilities Plan.

The Capital Investment Strategy

To realize the potential of the role that capital facilities can play in encouraging the type of development desired by the City and documented in the Comprehensive Plan (Page 12-10), the City has created a [Capital Investment Strategy](#) (CIS). The CIS describes the long-term projects, costs, sequence, forecasted revenues, and strategic actions needed to deliver Redmond’s long-term vision. While the Capital Facilities Plan under the GMA calls for a six-year plan of capital investments, the City of Redmond believes that looking six years into the future is not sufficient. The CIS planning horizon mirrors the Comprehensive Plan. As a result, the CIS includes the assessment of needed projects through 2050 to

⁷ Growth Management Act – RCW 36.70A

⁸ CFP required under RCW 36.70A.070

provide for the needed public facilities to support the land uses provided for under the Comprehensive Plan.

The CIS is the capital investment planning context for the City's biennial budget and is used to provide the necessary analysis to construct the six-year Capital Investment Program (CIP). This element of the CIS will comply with state law regarding identification of the planned capital investments.

The Capital Investment and Business Technology Programs

The City's biennial budget will include a Capital Investment Program. This plan, once approved by City Council as part of the budget, represents the anticipated capital investments for the next six years. The plan will be balanced with anticipated resources. In order to be included in the CIP, a project must cost \$50,000 or more, have a useful life of five years or more, be a cost directly related to a project and/or be a planning effort that results in a specific capital improvement.

The first two years of planned investments will be included in the appropriation ordinance approving the budget. As a result, no further City Council action is required prior to the expenditure of funds. The projects can take a variety of forms. For instance, a project may contain planning, design and construction elements of buildings or other infrastructure. Additionally, a project may provide funds leveraged with other partners to further the City's affordable housing goals. The CIP clearly illustrates the level of approval for each project.

In a similar fashion, in 2020, the City ~~will be planning the established a Business Technology & Investment Program to identify technology projects that represent a short and mid-term plan for technology implementations to fully support the City's strategic goals, long-term outlook for technology investments needed.~~ These investments ~~will include on premise and software as a service programs to further the City's technology goals.~~ serves to advance the City's vision for a livable, environmentally sustainable, and connected community that places Redmond as a leader locally, regionally, and nationally

Tools

Fiscal policies

As described above, the adoption of fiscal policies is a best practice recommended by the GFOA. The GFOA recommends that the policies include the following topics:

1. *General fund reserves.* Policies governing the amount of resources to be held in reserve and conditions under which reserves can be used.
2. *Reserves in other funds.* Policies for other funds (especially enterprise funds) that serve a similar purpose to general fund reserve policies.
3. *Grants.* Policies that deal with the administration and grants process.
4. *Debt.* Policies that govern the use of government debt, including permissible debt instruments, conditions under which debt may be used, allowable levels of debt, and compliance with continuing disclosure requirements.
5. *Investment.* Policies that provide guidance on the investment of public funds, including permissible investment instruments, standards of care for invested funds, and the role of staff and professional advisors in the investment program.
6. *Accounting and financial reporting.* Policies that establish and guide the use of an audit committee, endorse key accounting principles, and that ensure external audits are properly performed.
7. *Risk management and internal controls.* Policies that address traditional views of risk management and internal controls as well as more modern concepts of enterprise risk management.
8. *Procurement.* Policies that are most essential for adoption by the governing board in order to encourage efficient, effective and fair public procurement.
9. *Long-term financial planning.* A policy that commits the organization to taking a long-term approach to financial health.
10. *Structurally balanced budget.* Policies that offer a distinction between satisfying the statutory definition and achieving a true structurally balanced budget.
11. *Capital.* Policies that cover the lifecycle of capital assets, including capital improvement planning, capital budgeting, project management, and asset maintenance.
12. *Revenues.* Policy guidance through the designing of efficient and effective revenue systems that guarantee the generation of adequate public resources to meet expenditure obligations.
13. *Expenditures.* Policies addressing a range of issues around how the money is expended, including personnel, outsourcing, and funding long-term liabilities.
14. *Operating budget.* Policies that describe the essential features of the budget development process as well as principles that guide budgetary decision making.

Governing Magazine (an authoritative resource for local government management) publishes “[Guides to Financial Literacy](#).” In volume 2, they identify the adoption of financial policies as a way to improve organizational financial health.

The City will review its fiscal policies during each biennial budget cycle. This review will start with a staff review, followed by a review by the designated City Council Committee (currently the Finance, Administration and Communications (FAC) Committee) and, if changes are proposed by the FAC Committee, the full City Council.

The Budget Process

As described above, the City uses a Budgeting by Priorities (BP) process for all city resources. This includes operations as well as capital investments. This approach helps ensure that all community resources are invested in community programs, services or amenities in the context of community priorities and input.

The budget process is a key decision-making framework for any local government. The type of budget process helps determine how investing public resources align with desired outcomes. The City’s use of

BP requires more effort and time than the traditional incremental approach. However, as described above, the City uses a BP approach to achieve unique benefits as previously described.

Each budget cycle will start with the development of a calendar to describe the elements for that budget. The calendar will be reviewed by the Finance, Administration and Communications Committee and adopted by the City Council. The primary elements of the budget process in Redmond, in chronological order, are:

1. Development of a budget calendar with City Council approval
2. Initial community input, including a statistically valid community survey
 - a. Community input may also include other forms such as neighborhood meetings, focus groups, on-line feedback, etc.
3. Budget planning retreats – administrative and/or City Council retreats to set the policy guidance for the upcoming budget
4. City Council provides input to Mayor regarding overall policy approaches, allocation of resources, areas of emphasis for use in developing the preliminary budget
5. Appointment of Results Teams – both staff and [community-civics](#) teams
 - a. Results Teams develop preferred strategies to address priority areas
 - b. Capital Investment Strategy and [Business](#) Technology Strategy work products are also reviewed and updated at this time
6. Communication of parameters and instructions to staff for preparation of the budget and capital investment program
7. Development of budget offers
 - a. Preliminary review of offers
 - b. Final review and stratification of offers by the Mayor and Directors Team
8. Mayor and Director's Team review budget programs
 - a. Includes discussions with each team
9. Mayor and Directors finalize Preliminary Budget
10. Preliminary Budget presented to City Council
 - a. Public hearing on Preliminary Budget (RCW 84.55.120)
 - b. City Council workshops to review and recommend changes to the Preliminary Budget
 - c. City Council's questions and suggestions are captured in a working matrix for documentation purposes
11. City Council commences work on the final biennial budget⁹
 - a. Public hearing on final biennial budget
12. City Council adopts Biennial Budget
 - a. All Community and City Council comments regarding the Preliminary Budget are documented in the Budget Adoption packet.
13. Administration implements the Biennial Budget

An assessment of the effectiveness of the budget process is conducted at the end of each budget cycle with all the participants. The feedback helps inform changes for subsequent processes. As a result, the above process is expected to change, to some degree, each budget cycle.

⁹ RCW 35.33.061 Budget – Notice of hearing on final budget

Revenues available to cities in Washington State

Development Fees

City Council supports the philosophy of full cost recovery for development fees. Development fees are to be updated annually either by Consumer Price Index (CPI) or the Cost-of-Living adjustment for salary, whichever is higher, for inflation and reviewed in each biennial budget cycle. All fees shall be reviewed and adjusted every five years to ensure the rates are equitable and cover the full cost of service. A periodic review will be performed on the cost recovery basis for the fees.

Parks and Recreation Fees

City Council supports the pyramid methodology adopted in 2017 to set the levels of cost recovery for parks and recreation fees. City Council believes a basic level of park and recreation service is free (supported by tax revenues) and fees are a responsible and necessary supplement. In addition, programs that support the community as a whole should be tax supported while those that support individuals should be funded through fees. In terms of cost recovery, the larger the individual benefit the higher the cost recovery rate will be, taking into account economic climate, alternative providers and market rates. Finally, fee reductions will be available in the case of economic need.

Business & Occupation Tax – Gross Receipts Tax

The City does not levy a Gross Receipts Business and Occupancy Tax, utilizing instead a business license fee coupled with a business transportation tax based on the number of full-time equivalent (FTE) employees per business (see below).

Business License Fee

City Council believes the concept of a business license fee based on Full Time Equivalent (FTE) employees is a positive structure based on relative business size. City Council will review the fees for inflationary increases during each biennial budget. Business license fees will be adjusted biennially based on the Consumer Price Index, with an additional adjustment to account for any cumulative changes in the CPI over the two-year period. City Council will review the fees ~~for inflationary increases~~ during each biennial budget.

The Business License Transportation surcharge is assessed in the same manner as the business license fee and shall be considered and adopted concurrent with the business license fee. These fees are to be updated annually for inflation in line with the budget.

Eligible uses of the Business Transportation Tax shall include all programs and services identified in the Transportation Improvement Program/Transportation Facilities Plan (TIP/TFP), including maintenance of transportation infrastructure and travel options programs, as well as expenses related to traditional transportation capital investments.

Note that the Business Transportation Tax revenues go directly to the Capital Investment Program or to the Transportation Demand Management (TDM) budget.

Utility Taxes

In 2006 the City Council increased the utility tax rate to 6% of gross revenues for electric, gas, and telecommunications utilities as allowed by law (note: the utility tax rate can exceed 6% with a vote of the people). City Council instituted a 3% utility tax on cable services in 2015 and then increased it to 6% in 2019.

City Council understands in the future that a utility tax could be levied on the City provided utilities (water, sewer, storm drainage). At this time, however, City Council does not generally support levying a tax on City provided utilities.

[In 2025, the City proposed to impose a new utility tax of 1% on the City's stormwater, wastewater, and water utilities to support public safety needs in the General Fund.](#)

Sales & Use Tax (In Progress)

Commented [HN7]: In progress

Property Tax – City Council Authority

City Council intends that the total price of government not exceed the policy boundaries discussed elsewhere in this document. To that end, alternative assumptions related to property taxes will be included in the long-range financial forecasts as part of this strategy. Adopting longer term thinking will enable the City Council to balance the intent of keeping property taxes low with maintaining services within the overall price of government. A review of different scenarios will illustrate the overall effect of each assumption.

Property Tax – Voted

There are two types of voted property tax levies: levy lid lifts and excess levies. Levy lid lifts can be used to fund operations or capital projects, and they have a simple majority voter approval requirement. Excess levies are used to pay the debt service (principal and interest) on unlimited tax general obligation (UTGO) bonds, which have been issued to fund one or more capital projects. They have a 60 percent voter approval requirement.

City Council placed a levy lid lift on the ballot in November 2007, which was approved by voters, taking effect in 2008. The levy- was for- \$4.46 million in improvements to fire, police and parks maintenance services. In August 2015, City Council placed two different six-year, limited term property tax initiatives on the ballot amounting to \$0.35 per \$1,000 of assessed value.- Both measures, which would have provided for safety and park improvements, failed.

[A new public safety levy lid lift needs to go to the voters in November 2022, because the revenue generated by the November 2007 levy lid lift no longer cover the costs of the services funded by the levy due to the 1.0 percent annual levy increase limitation.](#)

Parks Bond Measure

City Council has contemplated a ballot measure to fund Parks acquisition and development as a priority. The Parks Board and Parks & Recreation Department have been working towards identifying the proper levels of service and facilities needed to provide a regional and Redmond-centric park and recreation program. The City has leased space to relocate Redmond's Community Center and is in discussions regarding the financing of a new Senior Center.

Transportation Bond Measure

City Council has identified mobility of people and property as a top priority and recognizes that adequate infrastructure adds to the economic vitality of the City. The City Council reserves the option to ask voters to support a transportation bond measure to secure funding to implement the Transportation Master Plan.

Other User Fees

The City will periodically review other fees and charges to ensure those costs for services have been taken into consideration in terms of its overall revenue strategy.

Additional Options

City Council could consider the formation of a Metropolitan Park District, which requires voter approval, as a funding strategy for regional park facilities.

City Council could also consider a Transportation Benefit District as authorized by state law.

The table on the next page illustrates the revenue options described above.

(to be updated with adopted budget)

Revenue Source	Current Rate	Authority Limit	Indexed?	Decision Maker	Volatility Rating
Property Tax	\$1.09/\$1,000 of AV	1% year	No	City Council	Low
“Multi-Year Bump” Levy Lid Lift (can exceed 1% limitation for up to 6 consecutive years)	0	\$3.10 / \$1,000	Yes	Voters	Low
“Single Year Bump” Levy Lid Lift (can exceed 1% limitation in first year of levy only) ¹	0	\$3.10/ \$1,000	No	Voters	Low
Utility Tax (Electric, Gas, Telephone, Cable) ²	6%	6%	No	City Council	Medium
Utility Tax (City Utilities) ²	0.1%	None	No	City Council	Low
Sales Tax	0.895%	0.985%	No	City Council	High
Restricted Local Sales Tax	0%	0.1%-0.3%	No	Voters	High
Gross Receipts (B&O)	0%	0.2%	Yes	City Council	Medium
Business License Fee ³	\$6050.00	None	Yes	City Council	Medium
Business Transportation Tax ⁴	\$6781.00	None	Yes	City Council	Medium
Development Review Fees	Full Cost Recovery	None	Yes	City Council	High
Recreation Fees	Direct Cost Recovery	None	Yes	City Council	Medium

Commented [HN8]: In process

¹ “Single year bump” levy lid lifts have been approved by voters as follows:

When	Purpose	Amount (Historical)
2007	Fire Service	\$2,201,858
2007	Police Service	\$2,051,300
2007	Parks Maintenance & Operations	\$205,806
1989	Parks Maintenance & Operations	\$300,000

These amounts are now part of the base city property tax levy.

² The history utility tax rate changes over the past twenty years is shown below:

When	Purpose	Service	Rate
2025	General Government Public Safety Purposes	Stormwater	1%
2025	General Government Public Safety Purposes	Wastewater	1%
2025	General Government Public Safety Purposes	Water	1%
2018 (ord. 2942)	Cable Services	Cable	6%
2014 (ord. 2769)	Cable Services	Cable	3%
2014 (ord. 2716)	Fire Suppression Services	Water	0%
2013 (ord. 2673)	Fire Suppression Services	Water	8.53%
2010 (ord. 2545)	Fire Suppression Services	Water	9.23%
2006 (ord. 2281)	General Government Purposes	Elec. Tele. Nat. Gas	6.0% (was 5.8%)
2004 (ord. 2239)	General Government Purposes	Elec. Tele. Nat. Gas	5.8% (was 5.5%)
1996 (ord. 1923)	General Government Purposes	Elec. Tele. Nat. Gas	5.5% (was 4.5%)
1995 (ord. 1867)	General Government Purposes	Elec. Tele. Nat. Gas	4.5% (was 5.5%)

³ The history of business license fee changes over the past ten years is shown below:

When	Purpose	Rate
2026	General Government Purposes	\$69.00
2025	General Government Purposes	\$66.00
2024	General Government Purposes	\$60.00
2023	General Government Purposes	\$56.00
2022 (ord. 3025)	General Government Purposes	\$52.00
2021 (ord. 3025)	General Government Purposes	\$51.00
2019 (ord. 2940)	General Government Purposes	\$50.00
2018 (ord. 2940)	General Government Purposes	\$49.00
2017 (ord. 2862)	General Government Purposes	\$48.00
2016 (ord. 2862)	General Government Purposes	\$45.00
2015 (ord. 2770)	General Government Purposes	\$42.90
2013 (ord. 2667)	General Government Purposes	\$35.00
2004 (ord. 2238)	General Government Purposes	\$28.25
2000 (ord. 2088)	General Government Purposes	\$12.50
1998 (ord. 2003)	General Government Purposes	\$10.00

⁴ The history business transportation tax changes over the past ten years is shown below:

When	Purpose	Rate
2026	Transportation & Transportation Demand Management Programs	\$91.00
2025	Transportation & Transportation Demand Management Programs	\$87.00
2024	Transportation & Transportation Demand Management Programs	\$81.00
2023	Transportation & Transportation Demand Management Programs	\$76.00
2022 (ord. 3025)	Transportation & Transportation Demand Management Programs	\$70.00
2021 (ord. 3025)	Transportation & Transportation Demand Management Programs	\$68.00
2019 (ord. 2940)	Transportation & Transportation Demand Management Programs	\$67.00
2018 (ord. 2940)	Transportation & Transportation Demand Management Programs	\$66.00
2015 (ord. 2770)	Transportation & Transportation Demand Management Programs	\$64.00
2013 (ord. 2667)	Transportation & Transportation Demand Management Programs	\$57.00
2011 (ord. 2567)	Transportation & Transportation Demand Management Programs	\$56.00
1996 (ord. 1924)	Transportation & Transportation Demand Management Programs	\$55.00

Other City plans in relation to the financial strategy

Within the context of the Comprehensive Plan are functional area plans. These are detailed professional assessments of existing conditions, current and future facility needs, service targets, and projected funding to implement the Comprehensive Plan. These plans are adopted by the City Council and incorporated into the Comprehensive Plan's Capital Facilities element by reference.

As an element of the Capital Facilities Plan, the functional area plans indicate anticipated future improvements to provide for the growth and development of the City. They provide context for consideration of future investments in the development of the City's Capital Investment Strategy.

Appendix A

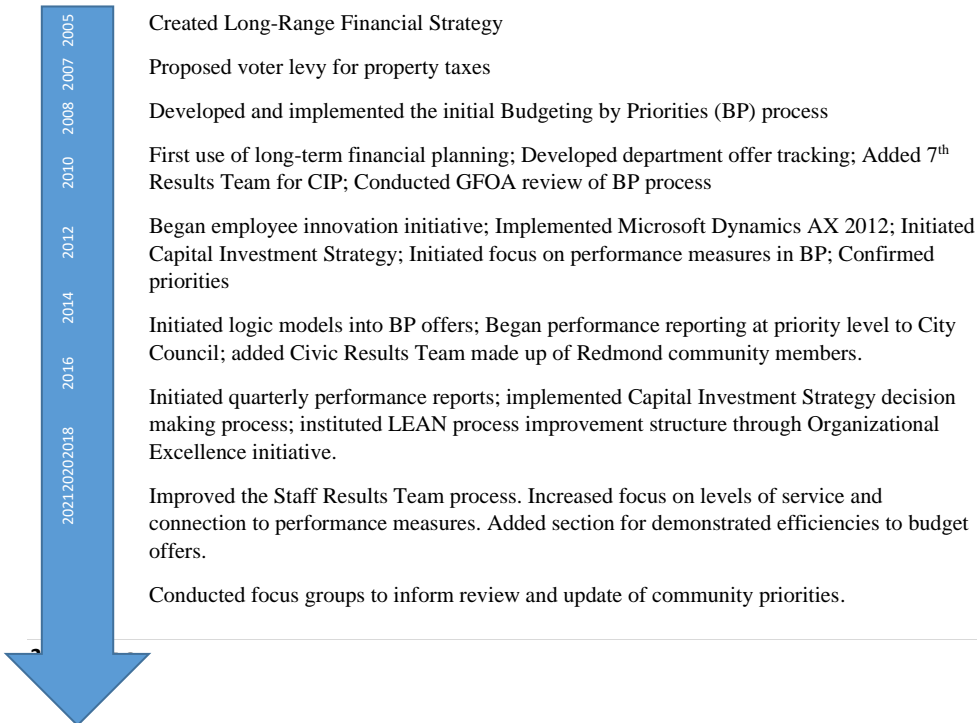
A more detailed history of the LRFS

In 2005 the Redmond City Council was advised by the administration that a period of unusual fiscal stress was approaching. The City Council wanted to be proactive in addressing any challenges. In addition, the City Council wanted to provide longer-term, strategic policy direction to the administration regarding financial matters. The result was the development by the City Council’s Public Administration and Finance Committee of the first Long-Range Financial Strategy.

Known at that time as “Navigating the Rapids,” the strategy was intended to acknowledge that the expected fiscal issues were somewhat similar to navigating a waterway through a period of “rapids.” The expectation was that while the upcoming fiscal stress may represent a limited period of time, the longer-term view was very important. The City Council was concerned with the sustainability of its decisions over time and under different types of fiscal stress.

Once developed, the LRFS provided City Council with the context from which they would review proposals by the administration. As documented in the revenue history above, the City Council has taken action several times since the initial LRFS to maintain a current revenue profile to provide for community needs. The actions taken soon after 2005 are a direct reflection of the influence of the LRFS on the policy decisions made at that time.

The chart below reflects the evolution of the City’s financial management program in the context of the issues described within this document.



Updated community priorities, outcome maps and performance measures. Revised budget narratives and expanded community involvement in the Civic Results Team process. Added a section to the budget document to communicate the Business Technology Investment Program.

Improved reporting, communication, and budgeting processes for the Capital Investment Program.

Proposed voter levy for Public Safety.

[Budgeting for Equity program implemented.](#)

The Price of Government (POG) Calculation

The price of government is the total city resources divided by community income. The 2018 price of government calculations are below.

Calculation Explanations

- Taxes make up 40% of all revenues. Other taxes include real estate excise tax, transient lodging tax, gambling tax and leasehold tax.
- Permits are primarily for development while licenses are primarily business licenses.
- User charges are the fees paid directly by beneficiaries of city services, including water, wastewater and surface water utility customers.
- Development user charges include such things as plan review, entitlements, etc.
- Intergovernmental covers capital grants and payments for intergovernmental services.
- Total resources are divided by community income.
- Community income is per-capita income times the population.
- Per-capita income is provided by the American Community Survey (a division of the US Census Bureau).
- Forecasts for future years use estimates from the State Office of the Forecast Council and the City’s financial forecasts.

POG Calculation Components	2023
Total Revenue	\$280,620,041
(less) Capital Contributions and Debt Proceeds	\$ (14,259,523)
	\$266,360,519
Redmond Community Income	
Per Capita Income (CPI-W Increase)	\$ 69,372
Population (1% Increase)	80,280
Total Community Income	\$5,569,197,695
Price of Government (All Revenue)	5.804%
Price of Government (All Revenue Less Capital Contributions and Debt Proceeds)	4.78%

(to be updated with adopted budget)

Glossary of Select Terms

Best practice – Generally a point of reference for a recommended approach. Specifically the Government Finance Officers Association (GFOA) provides a variety of “best practices” as a result of research and analysis. The GFOA best practices are recommended by member committees and adopted by their executive board. The GFOA best practices can be found at www.gfoa.org.

Budget by Priorities (BP) – Also known as Budgeting for Outcomes, this method of budget organizes the development, decision making and reporting around community priorities or desired outcomes.

Budget offers – A proposal for a program or service within the City’s BP system to accomplish specific results.

Capital Facilities Plan (CFP) – The CFP is a required element of Comprehensive Plans under the Growth Management Act. The CFP is to identify existing facilities as well as the needed future facilities that enable growth and development consistent with the goals of the Comprehensive Plan.

Capital Investment Strategy (CIS) – A method to align necessary or desired capital projects that enable the City to pursue the goals of the Comprehensive Plan. The difference between the CFP and the CIS is the length of the plan and the strategy to align funding with needed infrastructure investments.

Comprehensive Plan – The official land use plan of the City under the Growth Management Act in the State of Washington. The Comprehensive Plan is the foundation of many other policy decisions including needed infrastructure to support growth, growth targets and strategies, and functional area plans to describe specific service needs.

Fund – A method of differentiating the financial activities from one purpose to the next. Funds are specifically used to segregate different resources and tracking that those resources were used on related expenditures. Examples of funds where the resources are restricted to a specific expenditure would be utility fund (water fund or stormwater fund), capital funds, and special revenue funds (hotel / motel fund, real estate excise tax fund). Examples of a fund where the restriction on use of resources is only limited to legal governmental purposes is the City’s general fund.

Growth Management Act (GMA) – A state law adopted in the mid-80’s setting the stage for much of the capital improvement budgeting and planning in Washington cities. For example, the GMA requires a Capital Facilities Plan to provide for infrastructure needs that enable the growth called for in the Comprehensive Plan.

Government Finance Officers Association (GFOA) – An international association of finance professionals providing research, guidance, consulting services and other resources to enable and improve the quality of financial management within state and local government. The GFOA has a membership of about 18,000. www.gfoa.org

Infrastructure – Term used to capital assets intrinsic to systems. In this context, infrastructure refers to streets, roadways, sidewalks, trails, parks, utility systems and other capital assets required to enable the related services.

Long Term Financial Planning (LTFP) – A method of budget planning extending at least two years beyond a budget period. GFOA recommends LTFP of at least five years. The Price of Government authors recommend a LTFP of five years (in their “five by five” description.)

Long-Range Financial Strategy (LRFS) – A summary of history, philosophy, high level choices and policy guidance adopted by the City Council to provide clarity and advice to the City administration and the community regarding the City's fiscal affairs.

Mission – A statement of purpose for an organization. [The mission of the City of Redmond is:- Fusing compassion and ethics with innovation to champion a thriving, resilient, and inclusive community.](#)

Navigating the Rapids – The title to the 2005 version of the Long-Range Financial Strategy referring to the anticipated fiscal challenges of the period.

Price of Government – The amount that a community is willing to pay for governmental services. Mathematically it is total city resources divided by total community income.

Results Teams – Part of the budget approach. Results teams provide advice to the Mayor in developing the preliminary budget. Results teams are made up of a cross department city Staff Results team and Civic Results Team.

The Price of Government – A book written by David Osborne and Peter Hutchinson which is the basis for much of the City of Redmond's approach to financial management. The Price of Government can also refer to the amount a community pays for the services it receives.

Vision – A statement of future intent for an organization. The vision of the City of Redmond is: [A connected community that enhances livability, sustains the environment, and leads locally, regionally, and nationally.](#)~~A connected community that enhances livability, sustains the environment and places Redmond as a leader locally, regionally and nationally.~~

FISCAL POLICIES
CITY OF REDMOND, WASHINGTON

Background and Purpose

The City of Redmond's fiscal policies serve as crucial framework for effectively and sustainably managing public finances. These policies arise from the necessity to balance the demands of community services with available resources, ensuring adequate funding for essential functions such as public safety, education, and infrastructure maintenance.

By establishing clear guidelines for revenue generation and expenditure management, the City can enhance transparency, foster community engagement in decision-making, and build public trust. Ultimately, these policies aim to create a stable economic environment that promotes growth, allocates resources fairly, and upholds fiscal responsibility, contributing to an improved quality of life for all residents.

1. General Financial Goals

- a. To provide a financial base sufficient to sustain municipal services to maintain the social well-being and physical conditions of the City.
- b. To be able to withstand local and regional economic trauma, to adjust to changes in the service requirements, and to respond to other changes as they affect the community.
- c. To maintain an excellent credit rating in the financial community and assure taxpayers that Redmond city government is maintained in sound fiscal condition.
- d. To consider and provide for the needs of future generations in the Redmond community.

2. Operating Budget Policies

- a. The operating budget is the City's comprehensive two-year financial plan which provides for the desired level of city services as defined by the City's priorities. A budget will be developed every two years.
- b. The goals of the budget process are:
 - Align the budget with community priorities
 - Measure progress towards priorities
 - Get the best value for each tax dollar
 - Foster continuous learning in the City
 - Build regional cooperation
- c. The development of the operating budget should reflect sustainable levels of service.
- d. "One-time" expenses require specific authority to be carried forward into subsequent budgets.
- e. Revenues and expenditures for the General Fund and all major operating funds shall be projected for the current biennium and the ensuing four years.

- f. The biennial operating budget should include any maintenance and operating costs associated with completed capital projects.
- g. The City will maintain all its assets at a level that protects the City's capital investment and minimizes future maintenance and replacement costs.
- h. The City will maintain an equipment replacement and maintenance needs analysis for the life cycle of the equipment and will update this projection every two years consistent with budget development.
- i. All general government current operating expenditures will be paid from current revenues.
- j. The city will avoid budgetary and accounting procedures which balance the current budget at the expense of future budgets.
- k. The City of Redmond defines a balanced budget as current biennium budgeted revenues (including fund balances) being equal to or greater than current biennium budgeted expenditures.
- l. The City will not use one-time resources to fund ongoing operating costs.
- m. All supplemental appropriation requests for programs following the adoption of the original budget will be considered based on need and the availability of a new funding source (e.g., unanticipated grant). All supplemental appropriations will conform to the budget process for the biennium.
- n. Budget Calendar
 - The Mayor will propose a biennial budget calendar by the first regular City Council business meeting in April in every even year.
 - The calendar will be comprehensive in nature and generally provide for a process that resembles the Best Practices for municipal budgets as published by the Government Finance Officers Association.

3. Revenue Policies

- a. As permitted by state law, the City will strive to maintain a diversified revenue mix, encompassing elastic and inelastic revenues, to help manage the downside risks associated with economically sensitive revenue sources and to keep pace with expenditure growth. To pursue this policy goal, the City Council will consider revenue changes as part of its review of the City's Long Range Financial Strategy each biennium.
- b. To minimize the impact of an economic downturn on service levels, conservative revenue estimates will be developed for economically sensitive revenue sources.
- c. The City will estimate its biennial revenues by an objective, analytical process using best practices as defined by the Government Finance Officers Association. Economic assumptions will be influenced by reliable and relevant sources such as the Washington State Economic and Revenue Forecast Council and the King County Office of Economic and Financial Analysis.

- d. The City will project revenues for the next six years and will update this projection biennially. This projection will be consistent with policy 2d above and the overall “price of government” as described in the Long-Range Financial Strategy.
- e. The Finance Department will present to the City Council an analysis of each potential major revenue source as part of the biennial budget process.
- f. The City will refrain from making budgetary decisions (specifically allocating resources to be expended) outside of the biennial budget process or the formal budget amendment process.
- g. The City will establish all user charges at a level related to the cost of providing the service and within policy parameters established by the City Council.
- ~~h. In each odd numbered year, the City will review user fees to adjust for the effects of inflation and other factors as appropriate. The City will set fees for user activities, such as recreational services, at a level to support the direct and indirect costs of the activities in accordance with cost recovery policies adopted by the City Council.~~
- i. All development user fees and fire operational permits shall be reviewed and adjusted every five years to ensure that rates are equitable and cover the full cost of service.
- j. All user fees designed to recover the full cost of service will be adjusted annually based on either the Consumer Price Index (CPI) or the Cost of Living Adjustment (COLA) for salary, whichever amount is greater.
- k. Credit card fee surcharges shall be reviewed and evaluated every five years as part of the user fee study process to ensure that the cost of providing service is being recovered.
- l. Business license fees will be adjusted biennially based on the Consumer Price Index, with an additional adjustment to account for any cumulative changes in the CPI over the two-year period.
- m. In each odd numbered year, the City will review user fees to adjust for the effects of inflation and other factors as appropriate. The City will set fees for user activities, such as recreational services, at a level to support the direct and indirect costs of the activities in accordance with cost recovery policies adopted by the City Council.
- n. The City will set fees and user charges for each enterprise fund at a level that fully supports the total direct and indirect cost of the activities, including the cost of annual depreciation of capital assets. For rate modeling purposes, the City will utilize three financial tests: Net Income Test, Cash Flow Test, and Coverage Test to evaluate revenue sufficiency. The results of these tests will be used in the rate setting process to ensure that the enterprise funds generate the appropriate level of revenue to satisfy all operating costs, cash obligations, and the debt coverage requirement of 1.2 times annual debt service.

4. Expenditure Policies

- a. The City will maintain expenditure categories according to state statute and administrative regulation. Capital expenditures shall meet the requirements of generally accepted accounting principles (GAAP).

- b. The City will forecast its General Fund expenditures biennially for the next six years. The drivers and assumptions used in the forecast will be described.
- c. An indirect cost allocation plan will be maintained and updated as a part of each City budget. The cost allocation plan will be the basis for distributing general government costs to other funds or capital projects (also known as indirect costs).
- d. The City Council will formally amend the biennial budget as necessary to address unforeseen expenditures. The Finance Department will thoroughly analyze all funding requests. The Council will receive a comprehensive overview that includes the legal and policy rationale for the expenditure, recommended funding sources, an assessment of the fiscal impact, and a review of all reserves and previously approved amendments since the budget was adopted.

5. Capital Investment Budget Policies

- a. The City will make capital improvements in accordance with an adopted capital investment program. Capital funding sources may be used for:
 - i. Capital projects that cost at least \$50,000 and have a useful life of at least five years; or
 - ii. Allowable non-capitalizable costs such as studies, plans, and monitoring of capital asset performance; or
 - iii. Allowable planning efforts resulting in specific capital improvements identified in the City's Capital Investment Strategy and approved by the Capital Investment Program Governance Committee.
- b. The capital investment program and the base operating budget will be reviewed at the same time to ensure that the City's capital and operating needs are balanced with each other, and that the capital investment program is aligned with the City's other long-range plans.
- c. The City will develop a six-year plan for capital improvements, including related operations and maintenance costs, and update it every biennium. Capital expenditure forecasts will take into account changes in population, real estate development, and economic conditions in the City and the region.
- d. The City will identify the estimated costs and potential funding sources for each capital project proposal before it is submitted to the City Council for approval. The City will use intergovernmental revenues and other outside resources whenever possible.
- e. All staff (FTEs) involved with a capital project will charge their time directly to that capital project provided that it is part of the Capital Investment Strategy and approved by the City's Capital Investment Program Governance Committee.
- f. The City will determine the least costly financing method for all new projects.
- g. The City will annually transfer five percent (5%) of discretionary General Fund revenues plus the pavement management contribution to the capital investment program as part of the City's biennial budget.

- h. The City will develop and maintain a “Capital Investment Strategy” (also known as the “Vision Blueprint”) that addresses the facility and other capital needs of the community consistent with the City’s vision, comprehensive plan, and functional area plans (in that order).
- i. Real estate excise tax will be used for one-time capital project funding. It will not be used for general maintenance of the City’s infrastructure.
- k. Applications for grant funding will only be submitted if the project receiving the funding is part of the City’s Capital Investment Strategy and/or approved by the Capital Investment Program Governance Committee.
- l. The City will utilize the Business Fee and Tax Advisory Committee to advise the City on expenditures from the transportation surcharge portion of the Business License fees as outlined in original City Council Resolution No. 1409 (adopted in July 2014).

6. Short-Term Debt Policies

- a. Short-term debt encompasses a payback period of three years or less.
- b. The City may use short-term debt to cover temporary cash flow shortages, which may be caused by a delay in receiving tax revenues or issuing long-term debt. The City will not use short-term debt for current operations.
- c. The City may issue interfund loans rather than outside debt instruments to meet short-term cash flow needs. Interfund loans will be permitted only if an analysis of the affected fund indicates excess funds are available and the use of these funds will not impact the fund’s current operations. All interfund short-term borrowing will be subject to City Council approval and will bear interest based upon prevailing rates.

7. Long-Term Debt Policies

- a. Long-term debt encompasses a payback period of more than three years.
- b. The City will utilize long-term borrowing for capital projects that cannot be financed with available cash and/or anticipated cash flows on a pay-as-you-go basis.
- c. Current outstanding debt can be refinanced through issuing refunding bonds provided that the net present value (NPV) savings from securing lower interest rates is at least four percent (4%).
- d. The City will determine whether self-supporting bonds (such as special assessment improvement district bonds) are in the City’s best interest when planning to incur debt to finance capital improvements.
- e. The City will not use long-term debt for current operations.
- f. The City will maintain proactive communications with the investment community, including the secondary market, about its financial condition. In addition, the City will follow a policy of full disclosure on its financial reports and the bond prospectus (also known as the Official Statement).
- g. General Obligation Bond Policies

- Every project proposed for financing through general obligation debt shall be accompanied by a full analysis of the future operating and maintenance costs associated with the project.
- Bonds cannot be issued for a longer maturity schedule than a conservative estimate of the useful life of the asset to be financed.
- Before general obligation bond propositions are placed before the voters, the capital project(s) under consideration should be included in the Capital Investment Program. The source of funds should describe the intended use of bond financing.

h. Limited Tax General Obligation Bond Policies

1. As a precondition to the issuance of limited tax (i.e., non-voted) general obligation bonds, alternative methods of financing should also be examined.
2. Limited tax general obligation bonds should only be issued under certain conditions:
 - A project requires monies not available from alternative sources;
 - Matching fund monies are available which may be lost if not applied for in a timely manner; or
 - Catastrophic conditions.

i. Revenue Bonds

- a. Revenue bonds are used to finance construction or improvements to facilities of enterprise systems operated by the City in accordance with the Capital Investment Program and are generally payable from the enterprise. No taxing power or general fund pledge is provided as security. Unlike general obligation bonds, revenue bonds are not subject to the City's statutory debt limitation nor is voter approval required.

j. Financing of Lease Purchases

1. Under Washington State law, the public may vote to approve bond issues for general government purposes in an amount not to exceed 2.5% of assessed valuation. Within the 2.5% limit, the Redmond City Council may approve bond issues and/or lease purchases up to 1.5% of the city's total assessed value. In addition, state law provides for an additional 2.5% of assessed valuation for parks and open space purposes with a vote of the public.
2. Lease purchase financing may be used when the cost of borrowing or other factors make it in the City's best interest.

k. Long-Term Interfund Loans

1. The City may utilize interfund loans rather than outside debt instruments to finance capital improvements. Interfund loans will be permitted only if an analysis of the affected fund indicates excess funds are available and the use of

these funds will not impact the fund's anticipated operations. All interfund borrowing will be subject to prior approval by the City Council and will bear interest based upon prevailing rates.

2. The decision to use interfund loans rather than outside debt will be based on which is deemed to be the most cost-effective approach to finance capital improvements. Such an assessment will be reviewed by the City's Financial Advisor, who shall provide an objective analysis and recommendation to the City Council.
- l. No general obligation bonds issued for one or more capital projects shall exceed 50 percent of the total project funding without voter approval.

8. Reserve Policies

- a. The City will increase its General Operating Reserve from ~~8.5~~ 9% to at least 12% of total General Fund budgeted revenues in the current year, excluding beginning fund balance, development review revenues, and any significant one-time revenues, by the end of the 2025-2026 biennium.

This reserve shall be created and maintained to:

- 1) Provide sufficient cash flow to meet daily financial needs.
- 2) Sustain City services when there is a catastrophic event such as a natural/manmade disaster (e.g., earthquake, windstorm, flood, and terrorist attack) or a major downturn in the economy.

City Council approval is required prior to its use. In no event shall the General Operating Reserve be used to support City services longer than two years. If used, the City will endeavor to replenish it as soon as possible. Restoring the General Operating Reserve to its target level will constitute the City's first priority when there is a General Fund surplus at the end of a biennium.

- b. The City will increase its Economic Contingency from 4% to at least 5% of total General Fund revenues in the current year, excluding beginning fund balance, development review revenues, and any significant one-time revenues, by the end of the 2025-2026 biennium. This reserve shall be maintained to serve as a hedge against economic fluctuations, to fund future one-time operational and/or capital needs, and to support City services on a temporary basis pending the development of a long-term financial solution.

City Council approval is required prior to its use. In no event shall the Economic Contingency be used to support City services longer than two years. If used, the City will endeavor to replenish it as soon as possible. Restoring the Economic Contingency to its target level will constitute the City's second priority (after the General Operating Reserve, if it is below its target) when there is a General Fund surplus at the end of a biennium.

- a. Any General Fund surplus at the end of the biennium will be used to meet reserve requirements first. Then, any remaining balance can be used to fund one-time

operating and/or capital expenditures and to provide additional funding for the Capital Investment Program.

- b. A surplus is defined as the difference between the actual beginning fund balance and the originally budgeted beginning fund balance for the current biennium. It consists of unspent budgeted expenditures from the prior biennium, which are not being carried over to the current biennium, and revenues over and above what was budgeted in the prior biennium.
- c. The City will maintain operating reserves in the following funds: 12% (55 days) for the Water/Wastewater Operating Funds, excluding King County wastewater treatment expenses; 3% for King County wastewater treatment; 5% for the Stormwater Operating Fund; and 12% for the Solid Waste/Recycling Fund. The operating reserves shall be created and maintained to provide sufficient cash flow to meet daily financial needs and will be based upon total operating expenses. For budgeting purposes, operating expenses will be based on the total expense budgets in each fund, excluding ending fund balances, capital purchases, and the current year's portion of principal paid on outstanding debt.
- d. To maintain the significant investments in utility capital assets, transfers will be made from the utility operating funds to the corresponding utility capital project funds for future utility capital projects. The transfers will be based on the current year's depreciation expense, less the annual principal payments on outstanding debt.
- e. The City will maintain a revenue stabilization reserve for the Water and Wastewater utilities. The required reserve balance shall be set at 15% of the annually budgeted water and wastewater revenues collected through monthly rates, excluding King County wastewater treatment revenue. The balance of this reserve can be utilized to meet the operating reserve requirement for the Water/Wastewater Operating Funds. The revenue stabilization reserve can be used to supplement operating revenues when there is a revenue shortfall. If used, the revenue stabilization reserve will be replenished within four years.
- f. Bond reserves shall be created and maintained by the Water/Wastewater and Stormwater Utilities in accordance with the provisions set forth in the bond covenants. These shall be in addition to the reserves described above.
- g. The City shall additionally maintain the following Equipment Replacement Reserves:
 - 1) Fleet Maintenance Reserve;
 - 2) Fire Equipment Reserve; and
 - 3) Capital Equipment Replacement Reserve for general asset replacement.

The Equipment Replacement Reserves will be maintained at a level sufficient to meet scheduled equipment replacements that preserve an acceptable level of municipal services. An assessment of the adequacy of these reserves will be made during each budget cycle.

- h. The City shall also maintain the following Reserves:
 - 1. All statutorily required reserve funds to guarantee debt service;
 - 2. A vacation accrual reserve; and

3. A reserve to stabilize contributions to state retirement systems due to temporary fluctuations in state rates.

No reserve shall be established for sick leave. One-fourth of accrued sick leave is payable only upon qualifying retirement and is not considered material.

9. Investment Policies

The Finance Director will submit any recommended amendments to the City's investment policy to the City Council for review.

10. Special Revenue Fund Policies

- a. In accordance with Generally Accepted Accounting Principles, the City will establish and maintain Special Revenue Funds to account for specific revenue sources that have restrictions on their use per state statute or City ordinance, resolution, or executive order.

1) The City will comply with GASB Statement 54 which defines the appropriate use of Special Revenue Funds for reporting purposes. The City Council may determine to separate the General Fund into supporting "sub-funds" for budgeting and management purposes. These "sub-funds" will be combined for financial reporting purposes to comply with GASB Statement 54.

- c. Special Revenue Funds having biennial operating budgets will be reviewed during the budget process.

11. Accounting, Auditing, and Financial Reporting Policies

- a. The City will establish and maintain a high standard of internal controls and accounting practices. The City budgets and accounts for revenues and expenditures on a modified accrual basis in its day to day operations.
- b. The accounting system will maintain records on a basis consistent with accepted standards for local government accounting and the State of Washington Budgeting, Accounting, and Reporting Systems.
- c. Regular quarterly financial reports summarizing revenues and expenditures, with a particular focus on the General Fund, will be prepared and presented to the City Council. If there is a significant economic downturn resulting in a revenue decline that cannot be absorbed within the adopted budget, then a monthly financial status report will be prepared and presented to the City Council for as long as deemed necessary. Such reports will be available on the City's website (www.redmond.gov).
- d. The annual financial report shall conform to Generally Accepted Accounting Principles and be in the form of an Annual Comprehensive Financial Report as described by the Government Finance Officers' Association (GFOA). This report will contain all required

information necessary to comply with secondary market disclosures for outstanding bonds (see policy 7f above).

- e. A fixed asset system will be maintained to identify all City assets, their location, condition, and disposition.
- f. The City will ensure that its financial records are audited annually by the Washington State Auditor's Office. The results of the audit will be made available to the public via the City's website.

To: Members of the City Council
From: Haritha Narra, Deputy Finance Director
Date: 11/12/2024
Subject: Recommendation to Increase City of Redmond's Business License Threshold

I am writing to address the recommendation concerning the increase in the City of Redmond's business license threshold.

Currently, businesses or individuals whose annual value of products, gross proceeds of sales, or gross income within the City of Redmond is equal to or less than \$2,000, and who do not maintain a physical place of business within the City, are exempt from the City's business license fee. This threshold exemption was first adopted in 2019, and since that time, no adjustments have been made to the threshold.

In early 2024, the Association of Washington Cities (AWC) convened with cities and business stakeholders to discuss potential updates to the current threshold. After consultations with various cities, AWC is recommending the following adjustments:

- A one-time increase of the threshold to \$4,000, with the option for the City to set a higher amount if desired.
- Effective date January 1, 2026
- The threshold should be adjusted every 48 months based on the Consumer Price Index (CPI).
- To determine the adjustment,
 - o the cumulative CPI over each 48-month period would be applied.
 - o If the annual CPI decreases, no increase will be applied (0%).
 - o If the annual CPI increases by more than 5%, a 5% increase will be applied.

AWC is in the process of finalizing the model threshold language to incorporate the above changes. The timeline for adoption is currently unknown.

Based on AWC's recommendations and other identified limitations (outlined below), the following recommendations are made regarding the threshold increase:

1. One-Time Increase of the Threshold to \$4,000

- o Financial Impact: This increase will result in a revenue reduction of \$47,376. However, given that the impact is not substantial, it can be offset by the General Fund surplus.
- o Considerations: Any threshold increase beyond \$4,000 would lead to more significant revenue losses, which would need to be compensated by raising the business license fee per FTE (highlighted in the attached PPT)

2. Effective Date: January 1, 2026

The recommended effective date is based on the following limitations:

- o The state will not accept changes until January 31, 2025.
- o The state requires at least seven to eight months to process and implement the change in their system.

- If implemented on January 1, 2025, before the state has time to implement the change in their systems, there would be a significant increase in staff time due to the need for manual refunds.

3. Update threshold every four years

- In alignment with AWC recommendations and in consideration of the limitations regarding the time required for programming updates to the state software.

4. Adjust the threshold using AWC's recommended methodology

- Every four years, updating the threshold by using four-year CPI increase using each 12-month period ending from on June 30 of each prior year, and rounded to the nearest \$100.
- This approach ensures the city remains in alignment with AWC's recommended methodology.
- The adjustment will help the city keep pace with inflation over time.

Other recommendations

- **Business License Audit**

- Conduct the proposed business license audit outlined in the 2025-2026 preliminary budget to assess and gain a comprehensive understanding of the full inventory of businesses, providing insights for policy and program improvements.
- Review and update the entire business license program after the completion of the proposed audit.

Please let me know if you have any questions. The recommendation will be presented at Finance, Administration and Communications committee on November 12, 2024.



Business License Program Exemption Threshold Update

Haritha Narra, Deputy Finance Director
November 2024



Agenda

- Council request
- Current ordinance
- Background and research
- Exemption Threshold comparison
- Financial impact of increases
- Implementation challenges
- Recommendation

Council Request

Evaluate the current ordinance and determine if an increase in the exemption threshold is warranted and can be implemented for the 2025-2026 biennial budget.



Current Ordinance

Ordinance 3131 (year 2024)

(e) For purposes of the license by this chapter, any person or business whose annual value of products, gross proceeds of sales, or gross income of the business in the City is equal to or less than \$2,000 and who does not maintain a place of business within the City, shall submit a business license registration to the Director or designee, but be exempt from the City license fee therefor. The threshold does not apply to regulatory license requirements or activities that require a specialized permit.



Background and Research

- The threshold first was adopted in 2018 with effective date of January 1, 2019 as part of an effort by AWC.
- The City is allowed to increase the threshold annually.
- Per RCW 35.90.080, the City's threshold cannot be below the minimum threshold established by AWC. Currently \$2,000 and will likely increase to \$4,000 effective January 1, 2026



Background and Research - Continued

AWC Activity:

- In 2024, Association of Washington Cities (AWC) met with the cities and the business community to discuss updates to the threshold.
- Recommended effective date January 1, 2026
- One-time increase to a higher threshold to \$4,000 for out-of-city businesses (City can determine higher threshold)
- The threshold amount will be adjusted every forty-eight months on January 1, by an amount equal to the increase in the Consumer Price Index ("CPI")

Exemption Threshold Comparison

City	Threshold
Bellevue	\$2,000
Kirkland	\$12,000
Bothell	\$12,000
Renton	\$2,000
Redmond	\$2,000

Financial Impact of Threshold Increase

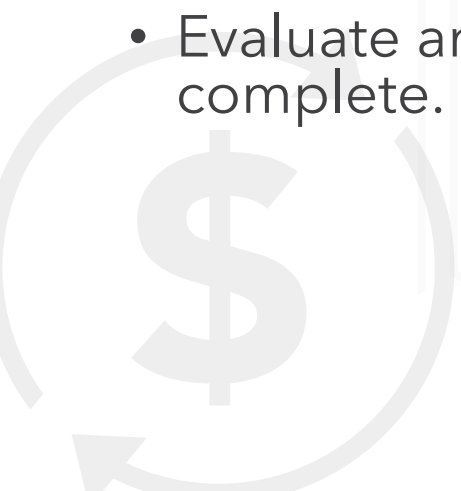
Threshold	# Exempt Businesses	Uncollected Revenue	Increased Uncollected	Required Business License Fee Increase
\$2,000 (Current)	1,728	\$255,915		
\$4,000	1,922	\$303,291	\$47,376	N/A
\$6,000	2,135	\$329,940	\$74,025	\$0.78
\$8,000	2,228	\$344,463	\$88,548	\$0.94
\$10,000	2,431	\$373,932	\$118,017	\$1.25
\$12,000	2,520	\$390,852	\$134,937	\$1.38
\$20,000	2,814	\$429,768	\$173,853	\$1.84

Implementation Challenges

- State will not accept changes to business license programs until January 31, 2025.
- State will take at least six to eight months to implement the programming change in system
- Threshold increase effective date of January 1, 2025, would create significant amount of refunds.
- Threshold increase effective date of January 1, 2025, would conflict with ACW process.

Recommendation

- Threshold increase to \$4,000
- Increase effective January 1, 2026
- Update threshold every four years (recommended by AWC)
- Complete the proposed business license audit included in the preliminary budget to identify and understand the full inventory of business and to inform policy and program improvements.
- Evaluate and update entire business license program once the proposed audit is complete.



Thank you

Any Questions?



Redmond
WASHINGTON

To: Members of the City Council

From: Kelley Cochran, Finance Director

Date: 11/12/2024

Subject: Comparison of Baseline Budget for the 2023-2024 and 2025-2026 Biennia

This memorandum provides Council's baseline budget comparison between 2023-2024 biennium and the 2025-2026 biennium. Below is a summary of the adjustments to the 2025-2026 baseline budget compared to the 2023-2024 baseline budget:

Budget Increases for the 2025-2026 Biennium:

- Salaries
 - o An increase in the salaries to **\$27,600** per year for each Councilmember and **\$30,000** per year for the Council President.
- Benefits:
 - o An adjustment of **\$155,500** to accommodate the shift to mid-range medical benefits for each Councilmember, with the assumption that all Councilmembers will opt to use these benefits.
- Meals:
 - o Allocated **\$4,000** for meals and snacks for retreats and official meetings.
- Professional Services:
 - o Allocated **\$16,000** for services related to community neighborhood events to support the ability to host new events designed to serve the community.
 - o An increase of **\$16,800** for Council retreat facilitation and group training
- Travel and Training:
 - o An increase of **\$23,920**
- Printing Services:
 - o An increase of **\$850** to cover costs associated with printing and related services.
- Contingency:
 - o An increase of **\$5,000**.

Total Increase from 2023-2024 baseline: \$263,192

Items Removed from the Baseline Budget:

- Legal: The legal budget has been removed, as there is a proposal for in-house legal staff. As outlined during Council deliberation, Ogden Murphy Wallace (OMW) will continue to provide services until the transition to in-house legal staff is fully completed. There will be no disruption in the services provided by the legal team during this transition. The budget for in-house legal services will be allocated to a separate account in Executive department.
- Cell Phones: The cell phone budget has been moved to the TIS department, as the process has been centralized.

Total decrease from 2023-2024 baseline: \$29,240

	2023-2024	2025-2026		
Council	Budget	Preliminary Budget	Baseline Budget Comparison	Notes
Salaries	350,147	391,200	41,054	\$27,600-Council Member, \$30,000 - Council President
Benefits	112,866	268,355	155,489	Increased medical benefits
Total Personnel	463,012	659,555	196,542	
Professional Services	7,120	24,000	16,880	Retreat facilitation and group training
Professional Services		16,000	16,000	Community neighborhood events
Supplies	500	500	-	
Meals	-	4,000	4,000	
Legal	20,000	-	(20,000)	In-house Legal
Cell Phone	9,240	-	(9,240)	Centralization
Travel	11,880	30,000	18,120	
Other Services	600	600	-	
Tuition/Training/Registrations	4,200	10,000	5,800	
Contingency	3,000	8,000	5,000	
Printing Services	150	1,000	850	
Total	519,702	753,655	233,952	

2025-2026 Biennial Budget | Public Comment Matrix

Public Comment from Public Hearings			
July 16, 2024 October 1, 2024 October 15, 2024 November 4, 2024			
	DATE/MEETING	COMMENT	STATUS
1.	<p>7/16/2024 <i>City Council Business Meeting</i> Public Hearing: 2025-2030 Capital Investment Program (CIP) and Business Technology Investment Program</p> <p>Kristina Wayland <i>Member of Parks and Recreation Committee</i></p>	<p>Highlight Parks CIP</p> <ul style="list-style-type: none"> • <i>SE Neighborhood Park</i>- This will bring expand access and build a stronger community. Mean so much to the community to continue the design and bring the project to completion. • <i>Permanent Dog park installation</i>- Initially was skeptical of the siding of the pop-up dog park when it was proposed. Concerned that the neighbors would find the park too noisy/busy and would miss the expansive grassy area. After two years of community use and receiving positive feedback from the community, I was proven wrong. This project fits perfectly within park plan objectives. The dog park has become a new place for new friendships and building a stronger community. Would urge to move this project from temporary to permanent installation. • <i>Redmond Connector Phase-3</i>- This CIP project has been around forever. This project will build access and community aligning with the park plan objectives. This aligns with being innovation for the future. 	Public Hearing - No response provided
2.	<p>7/16/2024 <i>City Council Business Meeting</i> Public Hearing: 2025-2030 Capital Investment Program (CIP) and Business Technology Investment Program</p>	<ul style="list-style-type: none"> • Keep climate and sustainability goals while building a budget for 2025-2030. One key priority for Redmond should be fostering sustainability growth. Redmond's unique blend of innovation and natural beauty 	Public Hearing - No response provided

2025-2026 Biennial Budget | Public Comment Matrix

Public Comment from Public Hearings			
July 16, 2024 October 1, 2024 October 15, 2024 November 4, 2024			
	DATE/MEETING	COMMENT	STATUS
	<p>David Morton <i>Community Member</i></p>	<p>makes it a desirable place to live and work. Please budget for an increase in testing drinking water for contaminants in Redmond. As businesses and residents grow in Redmond, there is a risk of contaminating Redmond’s aquifer.</p> <ul style="list-style-type: none"> • Bus stop on each side of Avondale NE 85th, there is no crosswalk there. Please budget for improvements on the road • Additional funding to maintain and expand existing Parks to develop new green spaces for underserved areas. 	
3.	<p>10/1/2024 <i>City Council Business Meeting</i> Public Hearing: Property Tax Levy and Other Revenue Sources</p> <p>David Morton <i>Community Member</i></p>	<ul style="list-style-type: none"> • This hearing is an essential step in ensuring that Redmond continues to thrive while maintaining fiscal responsibility. Would like to address several key points related to revenue considerations: • Property Taxes play a critical role in funding essential city services: public safety, infrastructure maintenance, parks. Important to balance the need for revenue with minimizing the burden on community members. While an increase in revenue may be necessary to meet the growing service demands, it is crucial to evaluate this carefully. Modest increases, perhaps in line with inflation, can increase revenue without placing undue burden on residents, particularly those on fixed income. Exploring exemptions or tax relief options for vulnerable groups can also help ensure that tax increases are equitable. 	Public Hearing - No response provided

2025-2026 Biennial Budget | Public Comment Matrix

Public Comment from Public Hearings			
July 16, 2024 October 1, 2024 October 15, 2024 November 4, 2024			
	DATE/MEETING	COMMENT	STATUS
		<ul style="list-style-type: none"> • Diversifying Revenue Streams to reduce dependence on any single revenue source. Sales tax, B&O taxes, and Utility taxes are all options to bolster revenue without relying solely on property taxes. • Redmond’s rapid growth as a tech hub offers opportunities to leverage business partnerships and attract new industries that can contribute to the local economy. • A focus on sustainable development, innovation, and public-private partnerships can strengthen the fiscal foundation. • Redmond can focus on increasing fees for services and permits, such as development impact fees, to ensure that the cost of growth can be equitably shared by new developers and new businesses. These fees can support critical infrastructure projects tied to transportation and housing, ensuring that the city is financial sustainable and environmentally responsible. • Grants: Redmond can also consider focusing on increasing grant revenues, specifically funded to infrastructure and environmental sustainability projects which would further alleviate the dependence on local taxes. 	
4.	10/15/2024 <i>City Council Business Meeting</i> Public Hearing: 2025-2026 Preliminary Budget Axton Burton	<ul style="list-style-type: none"> • Executive Director of Pride Across the Bridge, which provides support to LGBTQIA+ individuals through hosting events and providing resources. • In 2022, served over 2000 people, which grew to over 4700 in 2024. 	Public Hearing - No response provided

2025-2026 Biennial Budget | Public Comment Matrix

Public Comment from Public Hearings			
July 16, 2024 October 1, 2024 October 15, 2024 November 4, 2024			
	DATE/MEETING	COMMENT	STATUS
	<i>Community Member</i>	<ul style="list-style-type: none"> • People travel from around the region to attend Pride Across the Bridge’s inclusive events (Redmond Pride) • Despite reaching so many members of the community, PAB struggles to find affordable spaces to host, and often resorts to free spaces such as Panera Bread. • Neighboring cities such as Bellevue and Kirkland have partnered with PAB to provide stable spaces for PAB to host events, which PAB needs to fundraise or pay out of pocket to host events within Redmond. • Urges the City of Redmond to invest in Pride Across the Bridge to allow for the organization to continue to provide resources and a safe space to the LGBTQIA+ community. 	
5.	<p>10/15/2024 <i>City Council Business Meeting</i> Public Hearing: 2025-2026 Preliminary Budget</p> <p>Michael Leach <i>Community Member</i></p>	<ul style="list-style-type: none"> • Works with Move Redmond, echoes support for Pride Across the Bridge. • Urges the City to assign additional funding in the 2025-2026 budget to go toward protected bike lanes, adding on to the buffered bike lane projects currently within the TIP (including Bel-Red Road, Avondale Road, Old Redmond Road, and Redwood Road). • Enjoys riding on the safe bike trails within Redmond, but riding between trails on the unprotected roads are unsafe and scary for riders. • Urges investment in physically protected bike lanes. A strip of paint won’t save your life, but a protected barrier will. 	Public Hearing - No response provided

2025-2026 Biennial Budget | Public Comment Matrix

Public Comment from Public Hearings			
July 16, 2024 October 1, 2024 October 15, 2024 November 4, 2024			
	DATE/MEETING	COMMENT	STATUS
		<ul style="list-style-type: none"> Protected bike lanes do require different maintenance, so ongoing maintenance will need to be included in the budget as well. 	
6.	<p>10/15/2024 <i>City Council Business Meeting</i> Public Hearing: 2025-2026 Preliminary Budget</p> <p>David Morton <i>Community Member</i></p>	<ul style="list-style-type: none"> Appreciates the work done in preparing the biennial budget. While continuing to prepare the budget, it is important to prioritize public safety and infrastructure improvements. A well-balanced budget ensures that Redmond can invest in current needs while planning for the future. In public safety, continued investment in Police and Fire services is critical. Increase the number of first responders to ensure timely response, allocate additional funds to police training programs to emphasize de-escalation and community engagement to foster trust with residents, and increase funding for fire department resources as the city continues to expand. Infrastructure improvements should also be prioritized by increasing investment in road maintenance and pedestrian and bike pathways. Urges targeted investment in public transit and improved transit options to provide more access to those who don't have access to private vehicles. 	Public Hearing - No response provided
7.	<p>10/15/2024 <i>City Council Business Meeting</i> Public Hearing: 2025-2026 Preliminary Budget</p> <p>Yuanmeng Zhao <i>Community Member</i></p>	<ul style="list-style-type: none"> A resident of Overlake Village. Thank council for hiring mental health professionals, investing in the Gun Buy Back program, and Data Governance. These items will increase trust in the City. 	Public Hearing - No response provided

2025-2026 Biennial Budget | Public Comment Matrix

Public Comment from Public Hearings			
July 16, 2024 October 1, 2024 October 15, 2024 November 4, 2024			
	DATE/MEETING	COMMENT	STATUS
		<ul style="list-style-type: none"> Urges the City to invest more in emergency planning. The Water Shortage Plan could be moved to 2025-2026 if possible. 	
8.	<p>10/15/2024 <i>City Council Business Meeting</i> Public Hearing: 2025-2026 Preliminary Budget</p> <p>Bob Yoder <i>Community Member</i></p>	<ul style="list-style-type: none"> Thank you Mayor for the work on the Preliminary Budget. Would like to get a handle on the one-time money, and see more transparency there. Confused about the one-time money - there must be more one-time money somewhere within the budget. Some of the one-time money coming from construction tax is going into the General Fund - is this what is going on? One-time money from construction tax should be used for capital investments. 	Public Hearing - No response provided
9.	<p>10/15/2024 <i>City Council Business Meeting</i> Public Hearing: 2025-2026 Preliminary Budget</p> <p>Zella Gayler <i>Community Member</i></p>	<ul style="list-style-type: none"> Found Pride Across the Bridge at a time when she needed community most. This organization has provided a safe space and provides necessary community and resources to the LGBTQIA+ community Urges the City Council to acknowledge the human factor within the budget - there are residents within the community that are facing prejudice everyday. Prioritize funding Pride Across the Bridge, and similar programs to help the lives of Redmond residents. 	Public Hearing - No response provided
10.	<p>10/15/2024 <i>City Council Business Meeting</i> Public Hearing: 2025-2026 Preliminary Budget</p> <p>Milo Valentine <i>Community Member</i></p>	<ul style="list-style-type: none"> Pride Across the Bridge has been life changing. In order for local government to be for the people, it has to be by the people, which is through local community based organizations, including Pride Across the Bridge. 	Public Hearing - No response provided

2025-2026 Biennial Budget | Public Comment Matrix

Public Comment from Public Hearings			
July 16, 2024 October 1, 2024 October 15, 2024 November 4, 2024			
	DATE/MEETING	COMMENT	STATUS
		<ul style="list-style-type: none"> • Urges for funding for Pride Across the Bridge, as well as other community based organizations. • PAB cannot continue its great work without more resources. • The queer community is already under-resourced, and PAB needs regular, stable support from local government. PAB saves lives and needs to continue. 	
11.	10/15/2024 <i>City Council Business Meeting</i> Public Hearing: 2025-2026 Preliminary Budget Jason Myers <i>Community Member</i>	<ul style="list-style-type: none"> • Pride Across the Bridge provides a space for them to feel safe and find community. • PAB members provide outreach to the queer community. • Please provide resources and money to Pride Across the Bridge and similar organizations. 	Public Hearing - No response provided
12.	10/15/2024 <i>City Council Business Meeting</i> Public Hearing: 2025-2026 Preliminary Budget Eugenio Vidalis <i>Community Member</i>	<ul style="list-style-type: none"> • Voicing support for Pride Across the Bridge and other grassroots organizations. • Advocating for adding more funding to protected bike lane infrastructure, rather than buffered or non-protected. 	Public Hearing - No response provided
13.	10/15/2024 <i>City Council Business Meeting</i> Public Hearing: 2025-2026 Preliminary Budget James Webster <i>Community Member</i>	<ul style="list-style-type: none"> • Co-chair of Pride Across the Bridge. • Money is important for communities to feel safe and stable in healthcare, housing, access to food, and more. • Pride Across the Bridge does as much as possible with very little money, but urges for funding from Redmond to be able to continue to do this important work. 	Public Hearing - No response provided
14.	11/4/2024 <i>City Council Business Meeting</i> Public Hearing:	<ul style="list-style-type: none"> • Works with Eastside for All • Collaborates with the Planning Department to gather feedback from communities that 	Public Hearing - No response provided

2025-2026 Biennial Budget | Public Comment Matrix

Public Comment from Public Hearings			
July 16, 2024 October 1, 2024 October 15, 2024 November 4, 2024			
	DATE/MEETING	COMMENT	STATUS
	2025-2026 Preliminary Budget Guillermo Rivera <i>Community Member</i>	are often under represented in local government, particularly in relation to Redmond2050. <ul style="list-style-type: none"> • Worked with 11 community based organizations to receive this feedback, which includes people of color, immigrants, LGBTQIA+ community, and disabled individuals. Through this work, urges the Council to invest in the following: <ul style="list-style-type: none"> ○ System-wide signage and wayfinding ○ Inclusive Design Study ○ Cultural Arts Plan update ○ Improved ADA Programs ○ Economic Development focus on small business ○ Funding for local leadership and community engagement ○ Affordable Housing support 	
15.	11/4/2024 <i>City Council Business Meeting</i> Public Hearing: 2025-2026 Preliminary Budget Jim Holden <i>Community Member</i>	<ul style="list-style-type: none"> • Operations Manager for All Climate Heating and Air Conditioning. • Advocates for Energy Smart Eastside Program. • Energy Smart Eastside provides heating system opportunities to low income residents and provides funding opportunities for high efficiency heat pumps. • The program provides support to the lower income community, supports low carbon/carbon neutral efforts, and supports small businesses. • Encourages the Council to continue to fund this program. 	Public Hearing - No response provided

2025-2026 Biennial Budget | Public Comment Matrix

Public Comment from Public Hearings			
July 16, 2024 October 1, 2024 October 15, 2024 November 4, 2024			
	DATE/MEETING	COMMENT	STATUS
16.	<p>11/4/2024 <i>City Council Business Meeting</i> Public Hearing: 2025-2026 Preliminary Budget</p> <p>Gary Smith <i>Community Member</i></p>	<ul style="list-style-type: none"> • Commend the City Council members for the work on the Budget. • Regarding Wayfinding and Signage in Redmond - happy to see this included in the budget, but curious as to where this signage is going to go? • Would like to make sure some of the funding for this project will be allocated to the outer areas of the City, not just in the downtown area. • There is reduced signage in the East Redmond Corridor, it is easy for people unfamiliar to the area to get lost. 	Public Hearing - No response provided
17.	<p>11/4/2024 <i>City Council Business Meeting</i> Public Hearing: 2025-2026 Preliminary Budget</p> <p>Tina Morales <i>Community Member</i></p>	<ul style="list-style-type: none"> • Program Manager at Youth Eastside Services. • Grateful for the funding currently provided by Redmond. • Youth Eastside Services provides behavioral health services to children and youth, and provides counseling services to those who need it. The need for mental health and substance abuse services increase, and Youth Eastside Services is working to broaden and increase their accessibility to services, regardless of if the member is able to pay. • Depends on support from the City of Redmond to continue to provide this services. 	Public Hearing - No response provided
18.	<p>11/4/2024 <i>City Council Business Meeting</i> Public Hearing: 2025-2026 Preliminary Budget</p>	<ul style="list-style-type: none"> • Housing Development Consortium, part of the Eastside Affordable Housing Coalition. • Thanks the Council for being a local leader in affordable housing. 	Public Hearing - No response provided

2025-2026 Biennial Budget | Public Comment Matrix

Public Comment from Public Hearings			
July 16, 2024 October 1, 2024 October 15, 2024 November 4, 2024			
	DATE/MEETING	COMMENT	STATUS
	<p>Brady Nordstrom <i>Community Member</i></p>	<ul style="list-style-type: none"> It is important to support affordable housing locally and regionally. Supports the Affordable Housing funding carryover, as well as the increased commitment to ARCH, and increased staff capacity in Human Services. Urges the City to explore more funding opportunities in the future, and invest surplus funds in the future toward affordable housing. 	
19.	<p>11/4/2024 <i>City Council Business Meeting</i> Public Hearing: 2025-2026 Preliminary Budget</p> <p>David Morton <i>Community Member</i></p>	<ul style="list-style-type: none"> Redmond faces crucial environmental challenges that require immediate attention and investment. The drinking water aquifer requires protection as the City plans for significant development. A commitment to reducing greenhouse gases requires strong financial backing to meet the City's climate goals. Urges increased investment in comprehensive aquifer protection measures, including more frequent contaminant monitoring, stricter development standards, green infrastructure that promotes natural stormwater filtration, updated environmental impact assessment tools, expanded clean energy initiatives, electric vehicle infrastructure and sustainable transportation options. While development growth is inevitable, it should not risk Redmond's natural resources. 	Public Hearing - No response provided

2025-2026 Biennial Budget | Public Comment Matrix

Public Comment from Public Hearings			
July 16, 2024 October 1, 2024 October 15, 2024 November 4, 2024			
	DATE/MEETING	COMMENT	STATUS
		<ul style="list-style-type: none"> Investing in climate resilience now will save money in future mitigation costs. Encourages investment in unregulated contaminant monitoring and more frequent monitoring in the aquifer, implementation of the climate action plan, green building incentives, expanding parks and natural areas, public education programs about water conservation and climate action. 	
20.	<p>11/4/2024 <i>City Council Business Meeting</i> Public Hearing: 2025-2026 Preliminary Budget</p> <p>Kristina Wayland <i>Member of Parks and Recreation Commission</i></p>	<ul style="list-style-type: none"> Supports the following service enhancements: <ul style="list-style-type: none"> Parks signage and wayfinding: good and consistent signage is helpful to visitors and residents. Hopeful the plan will be implemented prior to World Cup. ADA Improvements: Transportation ADA Transition Plan and numerous CIP investments. ADA improvements are vital as Redmond strives to be welcoming to all. Volunteer Coordinator Position: Thankful to the Council and staff for building this role. Envisions this position will provide a greater sense of community. 	Public Hearing - No response provided
21.	<p>11/4/2024 <i>City Council Business Meeting</i> Public Hearing: 2025-2026 Preliminary Budget</p> <p>Adam Dibba</p>	<ul style="list-style-type: none"> Executive director of Africans on the Eastside Many cultures within our communities (particularly, vulnerable youth) are often excluded in crucial decisions regarding health, housing, translation services, and 	Public Hearing - No response provided

2025-2026 Biennial Budget | Public Comment Matrix

Public Comment from Public Hearings			
July 16, 2024 October 1, 2024 October 15, 2024 November 4, 2024			
	DATE/MEETING	COMMENT	STATUS
	<i>Community Member</i>	<p>cultural services, areas that deeply impact their lives. As a leader in a position in power, what specific steps are you taking to ensure that all communities, regardless of race, receive the care and representation they deserve in the decisions that directly affect them?</p> <ul style="list-style-type: none"> • Eastside For All has worked with Redmond in setting the Redmond2050 vision, but also needs funding for local leadership and community engagement, cocreating efforts with community based organizations. Please consider adding Eastside For All in the budget so they can continue doing the work helping the communities they serve. 	
22.	<p>11/4/2024 <i>City Council Business Meeting</i> Public Hearing: 2025-2026 Preliminary Budget</p> <p>Aya Samman <i>Community Member</i></p>	<ul style="list-style-type: none"> • Member of the Muslim Association of Puget Sound (MAPS). • MAPS is needing a new space, and is planning a 2025 expansion plan to purchase and renovate a 3-building property in Redmond for a mosque, youth community center, a daycare, a school, a health center, and supportive transitional housing. • All community services are available to all community members. • Requesting an investment of \$500,000 from the City of Redmond to help pursue this space. • Also pursuing funding from King County, WA State, Federal funding, and fundraising. 	Public Hearing - No response provided
23.	<p>11/4/2024 <i>City Council Business Meeting</i></p>	<ul style="list-style-type: none"> • Executive Director at Eastside Legal Assistance Program 	Public Hearing - No response provided

2025-2026 Biennial Budget | Public Comment Matrix

Public Comment from Public Hearings			
July 16, 2024 October 1, 2024 October 15, 2024 November 4, 2024			
	DATE/MEETING	COMMENT	STATUS
	Public Hearing: 2025-2026 Preliminary Budget Jerry Kroon <i>Community Member</i>	<ul style="list-style-type: none"> • Disappointed in restricted allocated funding. Organization will not be able to continue to provide services in Civil Legal Aid due to the funding restrictions. • On 10/22, CM Fields was asked if Civil Legal Aid would continue, and he was told it would, even though this will not longer be able to be provided given the proposed funding. • Eastside Legal Assistance funding allocation is going to be restricted to housing only. • Urges the Council to take the Human Services funding as a recommendation only, and to provide full funding to ELAP in order to provide full legal aid to the residents of Redmond. 	

2025-2026 Biennial Budget | Public Comment Matrix

Public Comment Submitted via email to budget@redmond.gov			
	DATE/MEETING	COMMENT	STATUS
1.	10/2/2024 Email Cami Keyes keyescom@comcast.net	<ul style="list-style-type: none"> • Tree Canopy <i>See attachment 1 for full transcript of email</i>	No questions/information requested, no response needed
2.	10/7/2024 Email Komal Kashiramka komalv@gmail.com	<ul style="list-style-type: none"> • Health and Sustainability Initiatives <i>See attachment 2 for full transcript of email</i>	No questions/information requested, no response needed
3.	10/10/2024 Email Martin Schroedter mschroedter@gmail.com	<ul style="list-style-type: none"> • Air pollution <i>See attachment 3 for full transcript of email</i>	No questions/information requested, no response needed
4.	10/23/2024 Email Bob Yoder redmondblog@gmail.com	<ul style="list-style-type: none"> • Public Hearings <i>See attachment 4 for full transcript of email</i>	Anika Van Ry responded by email 10/23/2024
5.	10/24/2024 Email Bob Yoder redmondblog@gmail.com	<ul style="list-style-type: none"> • Public Hearings - response to city reply <i>See attachment 5 for full transcript of email</i>	No questions/information requested, no response needed

2025-2026 Biennial Budget | Public Comment Matrix

Public Comment Submitted via email to budget@redmond.gov			
	DATE/MEETING	COMMENT	STATUS
6.	10/28/2024 Email Bob Yoder redmondblog@gmail.com	<ul style="list-style-type: none"> Budget Comments <i>See attachment 6 for full transcript of email</i>	Hailey Zurcher responded by email 11/6/2024
7.	10/28/2024 Email Bob Yoder redmondblog@gmail.com	<ul style="list-style-type: none"> One-Time FTEs, Excise Tax <i>See attachment 7 for full transcript of email</i>	Hailey Zurcher responded by email 11/6/2024
8.	10/23/2024 Email Vivek Prakriya vivek.prakriya@gmail.com	<ul style="list-style-type: none"> Per capita index referred to during the human services commission last night? general developmental indices Redmond uses to gauge increases/decreases in the standard of living for residents of the City <i>See attachment 8 for full transcript of email</i>	<p>Brooke Buckingham provided response to per capita index question via email to Diedra Maher on 10/29/2024</p> <p>Haritha Narra provided response to developmental indices question via email to Diedra Maher on 10/31/2024</p>
9.	10/31/2024 Email Bob Yoder redmondblog@gmail.com	<ul style="list-style-type: none"> Budget Recommendations and Suggestions <i>See attachment 9 for full transcript of email</i>	Hailey Zurcher responded by email 11/6/2024
10.	11/1/2024	<ul style="list-style-type: none"> Redmond Senior & Community Center Rebuild Item in the CIP 	Hailey Zurcher responded by email 11/4/2024

2025-2026 Biennial Budget | Public Comment Matrix

Public Comment Submitted via email to budget@redmond.gov			
	DATE/MEETING	COMMENT	STATUS
	Email Kristina Wayland kwayland@redmond.gov	<i>See attachment 10 for full transcript of email</i>	
11.	11/4/2024 Email Tina Morales tinam@youtheastideservices.org	<ul style="list-style-type: none"> • Notice of intent to give public comment during 11/4/2024 biennial budget public hearing <i>See attachment 11 for full transcript of email</i>	No questions/information requested, no response needed
12.	10/31/2024 Email Bob Yoder redmondblog@gmail.com	<ul style="list-style-type: none"> • One-Time FTEs, Excise Tax - response to city reply <i>See attachment 12 for full transcript of email</i>	No questions/information requested, no response needed

From: [Cami Keyes](#)
To: [Budget](#)
Subject: Tree canopy
Date: Wednesday, October 2, 2024 2:18:17 PM

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In my opinion, part of being a green carbon neutral community means maintaining our trees. Too often developments are completely clearing, mature trees that take years to replace. Particularly concerned of the hill at Redmond Woodinville Road and 90th St., there's some very large established Doug firs. There are also some invasive species that should be taken out tree of heaven.

Finally with taller buildings, especially adjacent to parks and preservation areas, need to take advantage of Audubon's recommendations to limit bird strikes. Being on the Sammamish river and lake Sammamish, we are a fly away area for migrating birds. Keeping nature natural.

Sincerely,

Cami Keyes
8850 Redmond Woodinville Rd NE, 202
Redmond

Sent from my Mobile

From: [Komal Kashiramka](#)
To: [Budget](#)
Subject: Proposal for Health and Sustainability Initiatives in Redmond's Budget Planning
Date: Monday, October 7, 2024 11:16:12 AM
Attachments: [Screenshot 2024-10-07 at 10.54.40 AM.png](#)

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Thank you for sharing the budget summary. I was pleased to see the emphasis on "healthy and sustainable" as a priority for our city. I wanted to share some thoughts on how we might further advance these goals through specific initiatives focused on public health.

Healthy and Sustainable
 2025-2026 Preliminary Budget
 Budget Offer Summary

Page #	Budget Offer #	Budget Offer Title	Lead Department	2025-2026 Baseline
73	0000401	Community Recreation	Parks	\$12,759,108
75	0000264	Environmental Sustainability	Executive	986,621
77	0000268	Ground & Surface Water Management	Public Works	6,419,094
79	0000263	Parks, Trails & Open Space	Parks	17,869,210
81	0000267	Safe & Reliable Drinking Water	Public Works	39,883,314
83	0000265	Solid Waste Management	Public Works	2,898,862
85	0000266	Stormwater Management	Public Works	22,558,738
87	0000262	Wastewater Management	Public Works	61,798,391
Total Baseline				\$165,173,338
89	0000271	One-Time Service Enhancements		1,521,732
89	0000271	Ongoing Service Enhancements		2,168,938
Total Service Enhancements				3,690,670
Grand Total				\$168,864,008

Based on recent research, [processed foods have become a major contributor to weight gain](#) and various health issues. Studies indicate that [over 73% of the U.S. food supply consists of ultra-processed foods](#), which are linked to [increased risks of heart disease and other health complications](#). Furthermore, projections suggest that [by 2035, more than half of the global population will be either overweight or obese](#), significantly [raising the risk of heart-related diseases](#)—currently [the leading cause of death in the U.S.](#)

Another growing concern is the [presence of microplastics in food](#), which are increasingly being detected in human organs, posing unknown long-term health risks.

Given these alarming trends, I propose that the City of Redmond considers launching an initiative focused on reducing the consumption of processed foods and minimizing microplastic exposure. This could include:

- Educational programs to raise community awareness about the risks associated with processed foods and microplastics.
- Partnerships with local businesses to promote healthier food alternatives and reduce plastic use in food packaging.
- Policy support to encourage sustainable and nutritious eating habits within our community.

I've included a [video](#) that succinctly highlights the urgency of addressing these health risks.

I am pretty certain that introducing these initiatives will make a meaningful difference in the lives of our residents and our future generations. Thank you for considering this proposal. I look forward to your thoughts.

Best regards,

Komal Kashiramka

Nourishing [poshan.life](https://www.poshan.life)

----- Forwarded message -----

From: **City of Redmond** <Cityofredmond@public.govdelivery.com>

Date: Mon, Oct 7, 2024 at 9:25 AM

Subject: Read Local Eat Local, Get Ready to Glow, Read the City's Preliminary Budget, and more

To: <komalv@gmail.com>

City of Redmond logo



City News

Your weekly update from the City of Redmond.

From: [Martin Schroedter](#)
To: [Budget](#)
Subject: 2025 budget
Date: Thursday, October 10, 2024 6:32:37 AM

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Hi,

I've looked through the Summary, front section and Healthy and Sustainable sections, but apart from some vague reference to CO2 measurement, I did not see any concrete budget items to reduce air pollution in Redmond.

Why is that?

I'd like to make a suggestion, in case this hasn't actually been addressed and is not just my oversight in reading the budget proposal.

I suggest that Redmond reduces the air pollution. Not just measured in CO2 metric tons, but also in terms of the VOC and noise pollution. The grossest polluters aren't also the noisiest. While CO2 is one metric, it's not the most dangerous chemical that is being emitted by internal combustion engines.

Sitting here on an otherwise quiet morning, my neighbors hire landscapers that use ear-splitting loud leaf blowers. Coming home a few days ago, it was hard to breathe as fumes from a 2-cycle hedge trimmer enveloped me. A \$100 electric hedge trimmer would have completely sufficed for the few twigs that needed to be trimmed. How unnecessary this all is. And while I am 100% for a total ban on 2-cycle engines, it's probably not the right approach at this time: the vocal minority always starts screaming about their right to use the public space in any way 'they' seem most useful for themselves.

Instead, I propose to start with something that the City of Redmond can easily control: Requiring their own landscapers and contractors to use hand tools and electric equipment. This seems like a pretty manageable path of getting contractors and workers to purchase and start to use environmentally sustainable equipment.

What do you think, is it worth it to not burn down our own home, Earth, instead of "saving" a few bucks now?

I'll include one reference about how impactful this change could be:

"Nick Seagraves, who runs Seagraves Landscaping in West Linn, Oregon, has been a landscaper for 40 years. He only started using electric devices a few years ago, mostly because Lake Oswego's Department of Parks & Recreation (a client) required it. He has a crew of 14 and says that his guys like the electric blowers. "They actually prefer them," he admits. That said, he says that even the Husqvarna electric models he purchased don't put out quite as much energy as the gas blowers. But now that he has them, he says homeowner associations that have long been clients really

appreciate them. "It gives us an edge," he says. " <https://reasonstobecheerful.world/make-america-rake-again-leaf-blower-bans/>

In regards to line items, unless you can educate me or point me to relevant information, I am opposed to these items:

- Public Relations Consultant/Influencer Ongoing \$0 \$120,000
- Dog Park Installations One-time Capital Investment \$100,000 \$188,106
- Vibrant and Connected 1.00 LTD-FTE - Program Manager (World Cup) One-time \$0 \$353,290 \$0
- Vibrant and Connected .50 LTD FTE - Communications Specialist (World Cup) One-time \$0 \$144,838 \$0
- Vibrant and Connected World Cup Economic Development Investment One-time \$0 \$440,820 \$0

Please use just a fraction of the money that would be saved to clean up our air instead - and not promote more activities which produce even more pollution!

Best regards,
Martin

From: [Budget](#)
To: ["Bob Yoder"](#)
Cc: [City Clerk](#)
Bcc: [Haritha Narra](#); [Hailey Zurcher](#)
Subject: RE: BudgetColander
Date: Wednesday, October 23, 2024 3:01:00 PM

Hello Bob,

Thank you for your email regarding the public hearings for the 2025-2026 biennial budget. We appreciate your feedback and comments on the budget process.

The [public hearing on July 16](#) was an opportunity for public input on the proposed 2025-2030 Capital Investment Program and Business Technology Investment Program, the first two years of which are incorporated into the 2025-2026 budget. This public hearing was held while the preliminary 2025-2026 budget was being developed.




The [public hearing on October 1](#) was an opportunity for public input on the proposed tax and fee increases in the preliminary 2025-2026 biennial budget. This public hearing was scheduled to follow the 2025-2030 Revenue Forecast for the General Fund, Utility Funds, and Capital Investment Program (CIP). The forecast was presented at the September 24 Study Session.

The preliminary budget was posted on [Redmond.gov/budget](#) on October 1, 2024, and two public hearings were scheduled to allow for public input after the preliminary budget was made available. One public hearing was held on October 15, and the other is scheduled for November 4. Input on the preliminary 2025-2026 budget can also be submitted via email at budget@redmond.gov.

Again, thank you for your email and suggestions regarding the budget public hearing process. We will keep your feedback in mind for future budget development.

Kind regards,

Anika Van Ry (she/her/hers)
Finance Department Administrative Coordinator, City of Redmond

 425-556-2196  avanry@redmond.gov  www.redmond.gov
MS:3NFN • 15670 NE 85th St • PO Box 97010 • Redmond, WA 98073-9710

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From: Bob Yoder <redmondblog@gmail.com>
Sent: Wednesday, October 23, 2024 7:13 AM
To: Budget <budget@redmond.gov>
Cc: City Clerk <CityClerk@redmond.gov>

Subject: BudgetColander

External Email Warning! Use caution before clicking links or opening attachments.

Hearings on July 15 and October 1?? The Preliminary Budget (P.B.) was even available to comment and make suggestions at those times. (The P. B. had no date on the document that I could find.) Please calendar a Budget Hearing in mid-November to give the public a chance to comment on the Mayor's proposed budget. IMO, the Preliminary budget was too late in coming. for adequate study! You should allow 4 minute comment period for this last Hearing to make up.

Sincerely,

Bob Yoder
98052

From: [Bob Yoder](#)
To: [Budget](#)
Subject: Re: BudgetColander
Date: Thursday, October 24, 2024 6:00:01 AM

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Thank you. The calendar information for Hearings July 16 helpful; but the absence of information and purpose for the October 1 Hearing (No 2) was notable and poorly timed as follows:

- The Hearing immediately followed the mayor's very short Preliminary Budget (PB) presentation.
- The public had NO TIME to evaluate the PB and speak on it at this Hearing
- The city defined its purpose solely for "public input on proposed tax and fee increases." and was not announced before the Hearing.
- Other items in the Hearing were not transparent.

On Wed, Oct 23, 2024 at 3:01 PM Budget <budget@redmond.gov> wrote:

Hello Bob,

Thank you for your email regarding the public hearings for the 2025-2026 biennial budget. We appreciate your feedback and comments on the budget process.

The [public hearing on July 16](#) was an opportunity for public input on the proposed 2025-2030 Capital Investment Program and Business Technology Investment Program, the first two years of which are incorporated into the 2025-2026 budget. This public hearing was held while the preliminary 2025-2026 budget was being developed.

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Again, thank you for your email and suggestions regarding the budget public hearing process. We will keep your feedback in mind for future budget development.

Kind regards,

Anika Van Ry (she/her/hers)

Finance Department Administrative Coordinator, City of Redmond

☎ 425-556-2196 ■ avanry@redmond.gov 🖱 www.redmond.gov
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From: Bob Yoder <redmondblog@gmail.com>
Sent: Wednesday, October 23, 2024 7:13 AM
To: Budget <budget@redmond.gov>
Cc: City Clerk <CityClerk@redmond.gov>
Subject: BudgetColander

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Hearings on July 15 and October 1?? The

Preliminary Budget (P.B.) was even available to comment and make suggestions at those times. (The P. B. had no date on the document that I could find.) Please calendar a Budget Hearing in mid-November to give the public a chance to comment on the Mayor's proposed budget. IMO, the Preliminary budget was too late in coming. for adequate study! You should allow 4 minute comment period for this last Hearing to make up.

Sincerely,

Bob Yoder

98052

From: [Hailey Zurcher](#)
To: redmondblog@gmail.com
Cc: [Budget](#)
Subject: RE: Council
Date: Wednesday, November 6, 2024 5:22:16 PM

Good Evening Bob,

My apologies for sending multiple emails in a row! And, I thank you for your patience in getting our responses sent to you. As I mentioned in a previous response, your comments, along with all public comments submitted via email or during public hearings, will be shared with Council prior to Budget Deliberations which will take place on November 12.

Please let me know if you have any other questions.

Thank you!

Hailey

Hailey Zurcher (she/her/hers)
Interim Financial Planning Manager, City of Redmond

☎ 425-556-2428 ■ hzurcher@redmond.gov 🖱 www.redmond.gov
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From: Bob Yoder <redmondblog@gmail.com>
Sent: Monday, October 28, 2024 7:17 AM
To: Budget <budget@redmond.gov>
Subject: Council

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Good Morning,

I've been spending a lot of my time reviewing the budget for comments and suggestions. When will the Council council read my comments? Will they read them before the last November 4th Hearing? What staff members are involved in

reporting my comments to Council and assessing them?

Thank you. Will you please send this email to the Council?

My best regards,

Bob Yoder

From: [Hailey Zurcher](#)
To: redmondblog@gmail.com
Cc: [Budget](#)
Subject: RE: 1-Time FTE's / Excise Tax on construction
Date: Wednesday, November 6, 2024 5:13:30 PM

Hello Bob,

Thank you for your questions and comments regarding the preliminary budget. The 2025 estimated beginning fund balance for the General Fund is \$51.9 million, which is used to fund reserves and contingencies that will be carried over and replenished each budget cycle. The remaining surplus is utilized to fund one-time operating service enhancements, capital investments, and technology projects. The following General Fund reserves and contingencies are included in the preliminary budget:

- Economic Contingency (\$4,645,228.00)
- Salary & Benefit Contingency (\$5,365,000)
- Fire Overtime Contingency (\$1,600,000)
- Body Worn Camera Program Reserves (\$1,340,144)
- Opioid Funding Reserves (\$557,000)
- Development Review Services Reserves (\$3,619,750)

To answer your question on one-time funds for FTE compensation:

You are correct that one-time funds are typically allocated for non-recurring expenses. For the 2025-2026 period, we have 6.00 FTEs funded through one-time funds. Of the 6.00 FTEs, 3.00 are allocated specifically for the upcoming World Cup, a one-time event that justifies the use of one-time funding. The remaining 4.00 FTEs are anticipated to be funded through grant revenue, which is also considered a one-time source of funding, and will help cover their compensation.

The other one-time expenditure budget are all in one-time nature, which includes but not limited to:

- Studies and plans
- Worldcup
- Fleet

To address your question on Development:

Overall, development in the City has slowed down compared to previous years, and this has had a noticeable impact on revenue. The decline in development activity became evident in 2023, and based on current trends, we anticipate that revenue from development will remain relatively flat in the coming years. Development revenue plays a crucial role in covering the full costs associated with the development staff. This includes salaries, benefits, and other operational expenses tied to the personnel who manage and oversee development projects within the City. Given the importance of development revenue in supporting these staff members, any fluctuations or declines in development activity directly

impact our ability to maintain these roles at their current levels. To mitigate the impact of these fluctuations and protect against downturns in development revenue, we maintain a reserve within the Development Review Services fund (listed above). These reserves are designed to provide a financial buffer, ensuring that we can continue to support the necessary staffing and maintain service levels even during periods of lower development activity.

Please let us know if you have further questions.

Thank you,

Hailey

Hailey Zurcher (she/her/hers)
Interim Financial Planning Manager, City of Redmond

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From: Bob Yoder <redmondblog@gmail.com>
Sent: Monday, October 28, 2024 7:29 PM
To: Budget <budget@redmond.gov>
Subject: Fwd: 1-Time FTE's / Excise Tax on construction

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... a little off on the
Economic Contingency. **\$4,645,228 :)**

----- Forwarded message -----
From: **Bob Yoder** <redmondblog@gmail.com>
Date: Mon, Oct 28, 2024 at 6:14 PM
Subject: 1-Time FTE's / Excise Tax on construction
To: Budget <budget@redmond.gov>

Quote:

"The 2023-2024 budget creation relied on one-time money to restore a small portion of the 17.63 full-time equivalent employees laid off, and programs and services sharply reduced during the pandemic years. City revenues are slowly recovering, but are not up to pre-pandemic levels. In addition, all economic indicators point to a recession on the horizon." -- Mayor Birney. 5/26/23

A 1-time Fire Marshal was hired 2023-2024, as well. The pandemic is long over and we are in anything but a recession. I count up about 8 more 1-time FTE's planned for this cycle not counting the equivalent of two grant advisors for 2027.

One time money is supposed to be used for non-recurring expenses not FTE

compensation, right? You've broken this golden rule, and appear to be doing it again. You have a \$4,645,228,000 "Economic Contingency" and an estimated \$51.9 M beginning balance? May I suggest you use these funds for 1-time FTE's before you get into the habit of reaching into the cookie jar.

Please identify ALL your surplus reserves in this budget. Please! It should be all there. A simple calculation shows you will have growing cash-on-hand to get us well into 2050 and beyond:

The REET-1 and REET-2, of 0.05% excise tax on construction of a 6-story apartment costing \$7.1M

yields \$355,000. \$7.1M is conservative (see below cost data.) And, some development fees are 1-time, as well: parks, schools, roads, utilities, trails.

The last 5-years out-of-control construction alone has already generated intense REET revenue. The 3 Villages ie. Nelson Legacy at QFC, the Sears, and SO MUCH other construction will generate significant REET revenue. **Please adjust the Preliminary Budget to eliminate 1-time expenses whenever possible.**

Thank you!

The cost to build a **6-story apartment** complex can vary widely depending on the project's size, location, and other factors:

- **Square footage:** The cost per square foot to build a mid-rise apartment complex (4–7 stories) is typically between \$210 and \$475.
- **Total cost:** The cost to build a mid-rise apartment complex can range from **\$7.1–\$54.6 million**.
- **Factors that affect cost:** Other factors that can affect the cost include the quality of construction materials (**LEEDS**) the complexity of the design, (**green roofs**) soil conditions (**aquifer**) and management systems.
- **Professional services:** **Professional service fees can add 10% to the total cost of the building.**
- **Number of units:** The price per unit is generally better when more units are built.
- **Region:** The region where the construction takes place can be a major factor in the cost. **It rains a lot here. construction projects have close proximity and there are many...**

Bob

From: [Haritha Narra](#)
To: [Hailey Zurcher](#); [Anika Van Ry](#)
Subject: FW: Question about Redmond City Developmental Indices
Date: Thursday, October 31, 2024 3:35:28 PM
Attachments: [image007.png](#)
[image015.png](#)
[image016.png](#)
[image017.png](#)

Public comment matrix

Thanks,

Haritha Narra
Finance Deputy Director, City of Redmond



☎ 425-556-2163

✉ hnarra@redmond.gov

🖱 www.redmond.gov

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From: Haritha Narra
Sent: Thursday, October 31, 2024 2:18 PM
To: Diedra Maher <dmaher@redmond.gov>
Subject: RE: Question about Redmond City Developmental Indices

Sorry, the email fell through cracks,

Indices that Redmond uses to assess changes in the standard of living for its residents include, but are not limited to, the following:

Economic Indicators:

- Consumer Price Index (CPI): Utilized to align budget considerations with inflationary trends.
- Population Growth: Monitored to ensure resource allocation aligns with community needs, enhancing the quality of life for residents.
- Median Income Levels: This data aids in assessing the economic health of our community by analyzing income distribution.

Key Performance Indicators, including but not limited to,

- Infrastructure Quality: Evaluated to assess the condition of transportation networks, public facilities, and city utilities, ensuring a functional and efficient city.
- Environmental Sustainability: Measured through water quality assessments and the

availability of parks and green spaces, promoting a healthy and sustainable environment.

Community Survey Results: Serve as a vital tool in shaping the budget to reflect community priorities and facilitate the tracking of performance measures annually.

Rate affordability metrics, used to evaluate how affordable certain rates or costs are for residents, particularly in the context of utilities, housing, or public services.

Parks Recreation Program Registrations, can gain valuable insights into residents' well-being and identify areas for improvement, ultimately contributing to a better standard of living.

Water shut-off data, increased water shut-offs typically signal financial hardship among residents, suggesting broader economic challenges like job loss or stagnant wages, which can indicate a decline in living standards. Additionally, these shut-offs can pose serious health risks by compromising hygiene and sanitation, further correlating with adverse health outcomes in the community.

Payment arrangement request data, city officials can gain insights into residents' financial challenges and overall living conditions.

Please let me know if you have any questions
Thanks,

Haritha Narra
Finance Deputy Director, City of Redmond



☎ 425-556-2163
✉ hnarra@redmond.gov
🖱 www.redmond.gov

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From: Diedra Maher <dmaher@redmond.gov>
Sent: Thursday, October 31, 2024 1:04 PM
To: Haritha Narra <hnarra@redmond.gov>
Subject: RE: Question about Redmond City Developmental Indices

Hi Haritha,

Following up for CVP Forsythe. Please see below.

Thank you,

Diedra Maher (she/her/hers)
Legislative Coordinator
City of Redmond

☎ 425-556-2426 ■ dmaher@redmond.gov 🖱 www.redmond.gov

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From: Diedra Maher
Sent: Tuesday, October 29, 2024 9:48 AM
To: Haritha Narra <hnarra@redmond.gov>
Subject: FW: Question about Redmond City Developmental Indices

Good morning, Haritha,

Could you help provide a response to the following question or direct me to the appropriate staff person?

1. What other general developmental indices does Redmond use to gauge increases/decreases in the standard of living for residents of the City?

Thank you,

Diedra Maher (she/her/hers)
Legislative Coordinator
City of Redmond

☎ 425-556-2426 ■ dmaher@redmond.gov 🖱 www.redmond.gov

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From: Brooke Buckingham <BBUCKINGHAM@redmond.gov>
Sent: Tuesday, October 29, 2024 9:41 AM
To: Diedra Maher <dmaher@redmond.gov>
Subject: RE: Question about Redmond City Developmental Indices

Good morning,

1. The per capita that was referenced at the meeting was a formula which takes into account population and CPI (consumer price index) increases, applied to the human services rate. The

proposed budget intends to adjust the rate to \$29.03 in 2025 and a projected to be \$37.18 in 2026.

2. Check with Haritha.

Brooke

Brooke Buckingham (she/her)
Human Services Manager, City of Redmond

425-556-2416 ■ bbuckingham@redmond.gov www.redmond.gov

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To receive Human Services news and resources, please go to www.redmond.gov/NotifyMe and check the box for Human Services to subscribe.

 [Book time to meet with me](#)

From: Diedra Maher <dmaher@redmond.gov>
Sent: Tuesday, October 29, 2024 9:23 AM
To: Brooke Buckingham <BBUCKINGHAM@redmond.gov>
Subject: FW: Question about Redmond City Developmental Indices

Good morning, Brooke,
Could you help provide responses to the following questions or direct me to the appropriate staff person?

1. What exactly was the per capita index referred to during the Human Services Commission meeting on 10/22/2024?
2. What other general developmental indices does Redmond use to gauge increases/decreases in the standard of living for residents of the City?

Thank you,

Diedra Maher (she/her/hers)
Legislative Coordinator
City of Redmond

425-556-2426 ■ dmaher@redmond.gov www.redmond.gov

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From: Jessica Forsythe <jforsythe@redmond.gov>
Sent: Monday, October 28, 2024 5:51 PM
To: Diedra Maher <dmaher@redmond.gov>
Subject: FW: Question about Redmond City Developmental Indices

Hey there! Can you help me gather answers to the below?
Thanks!

Jessica Forsythe (she/her)
Council Vice President & Member, City of Redmond

☎ 425-305-7206

✉ jforsythe@redmond.gov

🌐 www.redmond.gov

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From: Vivek Prakriya <vivek.prakriya@gmail.com>
Sent: Wednesday, October 23, 2024 10:43 PM
To: Jessica Forsythe <jforsythe@redmond.gov>
Subject: Question about Redmond City Developmental Indices

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Hi Councilwoman Forsythe!

This is Vivek - here are my questions:

- What exactly was the per capita index referred to during the human services commission last night?
- What other general developmental indices does Redmond use to gauge increases/decreases in the standard of living for residents of the City?

Also, I saw on the website that you have office hours by appointment, if it's not too inconvenient, can I schedule some quick time with you to learn more? I have a ton of questions about the city. I'm free pretty much all day on Sunday/Tuesday and every weekday evening.

Thank you so much, I really appreciate it!

--

Best,
Vivek Prakriya
425-588-7588

From: [Hailey Zurcher](#)
To: redmondblog@gmail.com
Cc: [Budget](#)
Subject: RE: Budget recommendations / suggestions
Date: Wednesday, November 6, 2024 5:19:34 PM

Good Evening Bob,

Thank you for providing your thoughtful comments regarding the 2025-2026 Preliminary Budget. These comments, along with all public comments submitted via email or during Public Hearings, will be noted and shared with City Council ahead of Budget Deliberations.

Thank you,

Hailey

Hailey Zurcher (she/her/hers)
Interim Financial Planning Manager, City of Redmond

☎ 425-556-2428 ■ hzurcher@redmond.gov 🖱 www.redmond.gov
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From: Bob Yoder <redmondblog@gmail.com>
Sent: Thursday, October 31, 2024 9:45 PM
To: Budget <budget@redmond.gov>
Subject: Budget recommendations / suggestions

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Council, thank you for your interest in my feedback on the Mayor's proposed budget. Owing to a family emergency in Spokane I can't make the optional 4th Hearing. Below are my asks, suggestions and recommendations. It would be helpful if you identified in the adapted budget the specific changes you make to the Mayor's preliminary draft.

###

Pay for the **\$20M water tank** with 1-time money **reserves**; same for the **Maintenance Operation Center**.

Note: 1-time money **CIP / Utility reserves** has accumulated over the years; **must be significant AND have great potential for future growth.

Case in point: Construction of a 6-story mid-rise apartment costs about \$52M in Redmond when factoring in density, aquifer challenges, LEED materials and professional services. The REET 1/2 excise tax of .05% X \$52M = **\$2,600,000 1-time money** ! *That's just for one apartment building.***

By 2050, Seritage and Nelson Villages will contribute immensely to the 1-time money reserve. Consider building an Arts and Performance Center in Overlake with those funds. The Overlake East Master Plan XII Phase 1 and 2 will also generate significant 1-time funds. and then there's RTC. Carol Helland may creatively use this 1-time to increase **affordable housing** capacity.

###

Senior Center, Total cost \$46,700,000 /

\$38,432,257 1-time \$\$ budgeted; Rather than use \$7,830,000 from the General Fund money for the remainder use 1-time \$\$ (\$7,830,000,)

###

Pay off all 1-time FTE's with Reserves (except World Cup FTE's.) Pay off the 1-time FTE's assigned in 2023. As you know, one-time money was **never** intended to pay for recurring charges for very good reasons. (Councilmember Forsythe drilled me that more than once :)

###

Suggest resurface/repair of the two worn Meadow Neighborhood Park pickleball courts with Reserve or 1-time money. These courts are surrounded by three neighborhoods with potential for higher use. Councilmember Steve Fields understands this. (After resurfacing, the Reservoir Park courts could be lined for both tennis & pickleball.

###

Please go forward with your proposal for 2 FTE **Social Workers** for this cycle and the next. Please double social worker FTE's in 2007. (FYI, a social worker at EvergreenHealth is a COO and administers all mental health treatment programs.) They promote social justice and

social change with and on behalf of their clients, the majority of which are vulnerable, oppressed and living in poverty -- all their work ties into and enhances Human Services to some extent. eg. The Indian American Community, Eastside Legal Assistance, Women's Empowerment, homeless services, eviction prevention and mortgage assistance, Friends of Youth, Asian Counseling & referral, Lifewire, and ADA Housing stability and many other minorities & services. Social workers are affordable and are the missing link within our human services program.

###

In addition to the \$100k for **Community gardens** in parks please budget funds to partner with apartments (including Bellwether) as you do for Spectra. I agree with Councilmember Foresythe that we should install gardens at Anderson Park. A social worker could use their expertise to select and work with an homeless / senior individual and guide him/her through the therapy of gardening. Vegetables could be shared with his "family" at Plymouth or elsewhere.)

###

Please budget for municipal service dog(s) to nurture the vulnerable, oppressed and poor.

###

Use Development fees for wayfinding the linear park, transit stations and downtown / overlake roads. Consider wayfinding implementation money to begin connections to the East Corridor Parks and construct educational/recreational kiosks as found at Juel Park.

###

Rather than budget ~ \$4,300,00 for **2 electric fire engines**, budget for one for this cycle. This is new technology and though it may be mechanically "tried and proven" it may not be used enough for fire suppression to justify the money, Perhaps the money could be better spent on a "hook and ladder" vehicle which ~ 9 years ago was proposed. Please don't be tempted to buy two electric engines for national prestige & attention, regional PR. Being novel, these engines may detract from the department;s primary mission - safety. It doesn't appear these engines are "at risk" without CCA funding]

###

Please don't create a Deputy attorney FTE. (It seems every department has to have a deputy.) Our attorney costs \$300-400/ hour. We don't need another one.

###

MENTAL HEALTH CARE IS AN IMPORTANT SERVICE FOR US and I'm happy you are hiring mobile support. I think Tiza Rutherford does a superb job handling mental health of the homeless and disadvantaged. She is very good at taking reports from citizens and acting on them. Perhaps her clients and/or Plymouth and Silver Cloud homeless could benefit with access to a social worker in some way.

I know that Chief Lowe is fully aware of the CONNECTIONS crisis center in Kirkland and is dropping off cuffed, psychotic individuals there, rather than the EvergreenHealth ED. However, you should know CONNECTIONS has a 24/7 walk-in mental health out-patient clinic for the individuals needing a "check-up." No one is ever refused. Insurance/ payment not required. Psychiatrists and case managers present. 24 chairs for 1-3 day observation. 32 beds for stabilization. Please work with your **human service agencies** to get the word out on this incredible service. Tasnim Rhamani, their Community Engagement Specialist is a good contact: 206-981-6860. connections.shs.com They serve the entire Eastside.

-- Bob Yoder, 425-802-2523

From: [Hailey Zurcher](#)
To: [Kristina Wayland \(City Volunteer\)](#)
Cc: [Haritha Narra](#); [Eric C. Dawson](#); [Anika Van Ry](#)
Subject: RE: CIP - RSCC "Rebuild"
Date: Monday, November 4, 2024 1:09:19 PM

Good afternoon Kristina,

Thank you for your question regarding the Redmond Senior & Community Center Rebuild budget. You are correct, the project is nearly 100% complete. However, the entire contract for the project has not yet been paid, and the Capital Project Management team is still working on negotiating the terms of the final payment. The \$3.4M budgeted in 2025-2026 is intended for this final payment.

I've copied Eric Dawson to this email – he is the Engineering Supervisor who helps manage this project, should you have further questions.

Thank you,

Hailey

Hailey Zurcher (she/her/hers)
Interim Financial Planning Manager, City of Redmond

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From: Kristina Wayland (City Volunteer) <kwayland@redmond.gov>
Sent: Friday, November 1, 2024 3:15 PM
To: Budget <budget@redmond.gov>
Subject: CIP - RSCC "Rebuild"

Hello,

I am “in charge” of all things budget for the Parks, Trails and Recreation Commission. I am preparing to discuss the budget with them and am confused about the “Redmond Senior & Community Center Rebuild” item for \$3,440,698 in the CIP. Since it seems the RSCC is fully built, what is this amount for?

Thank you for your help,
Kristina

Kristina Wayland (she/her/hers)
Parks, Trails & Recreation Commissioner, City of Redmond

425-922-3216

kwayland@redmond.gov

www.redmond.gov

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From: [Tina Morales](#)
To: [Budget](#)
Subject: Will give public testimony today for Youth Eastside Services
Date: Monday, November 4, 2024 2:39:41 PM

External Email Warning! Use caution before clicking links or opening attachments.

Hello

My name is Tina Morales, and I will be giving public comment today.

Warmly,
Tina Morales (she/ella)
Program Manager-Community Based Programs
Latino Youth & Family Specialist, SUDP, Latino H.E.A.T. & MAMAS Unidas Program Coordinator
Bilingual & Bicultural Youth Development - Serving Juanita HS & Bellevue School District
P 425-747-4937 x1415 **NEW Direct Line:** 425-517-1415 | **W** youtheastsideservices.org
F facebook.com/YouthEastsideServices | **T** twitter.com/YouthEastside
999 164th Ave. N.E. | Bellevue, WA | 98008



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From: [Bob Yoder](#)
To: [Hailey Zurcher](#)
Cc: [Budget](#)
Subject: Re: 1-Time FTE's / Excise Tax on construction
Date: Thursday, November 7, 2024 7:59:40 AM

External Email Warning! Use caution before clicking links or opening attachments.

Hailey ,

Thanks for your follow up. Unfortunately this isn't a good to respond because I'm in Spokane in a family emergency. Tho, I read your 1-time FTE. numbers differently.
Bob

Sent from my iPhone

> On Nov 6, 2024, at 5:13 PM, Hailey Zurcher <hzurcher@redmond.gov> wrote:
>
> necessary