



Memorandum

Date: 6/10/2025

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

File No. CM 25-339

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	TBD	TBD
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TITLE:

2025 Human Resources (HR) Status Updates

OVERVIEW STATEMENT:

Throughout the year 2025, the Human Resources department anticipates bringing several items to Council for approval. The following items are anticipated to be ready to present in 2025: Tentative Collective Bargaining Agreements, Compensation Study Changes, Personnel Manual Revisions, UKG Pro HR Payroll System Updates, and Regular Annual Updates.

☐ **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:

N/A

COMMUNITY/STAKEHOLDER OUTREACH AND INVOLVEMENT:

• **Timeline (previous or planned):**

Executive Sessions and Business Meeting:

- Tentative Collective Bargaining Agreement - Fire Uniformed (Still targeting mid-year)
- Tentative Collective Bargaining Agreements - Fire Support, Police Support, Police Lieutenants, Police Telecommunicators, and Redmond City Hall Employee Association (Still targeting year-end)

Committee of the Whole (FAC) and Business Meeting:

- Compensation Study Changes (Moved out; targeting 3rd quarter)
- Personnel Manual Revisions (Still targeting year-end)
- Regular Annual Updates:
 - Benefit Changes (Still targeting 3rd quarter)
 - COLA/Pay Plans/Classification Changes (Still targeting year-end)

Committee of the Whole (FAC) - Status update only

- UKG Pro HR Payroll System (Providing a 2nd quarter status update)

• **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:

0296

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):

General Fund

Budget/Funding Constraints:

N/A

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☐ **Additional budget details attached**

COUNCIL REVIEW:

Previous Contact(s)

Date	Meeting	Requested Action
3/11/2025	Committee of the Whole - Finance, Administration, and Communications	Receive Information

Proposed Upcoming Contact(s)

Date	Meeting	Requested Action
Click and select a date, or click and press delete if none.	None proposed at this time	Click and select an action from the dropdown menu.

Time Constraints:

N/A

ANTICIPATED RESULT IF NOT APPROVED:

N/A

ATTACHMENTS:

N/A