City of Redmond

15670 NE 85th Street Redmond, WA

Memorandum

Date: 11/3/2025 Meeting of: City Council		File No. AM No. 25-164 Type: Consent Item		
TO: Members of the City Council FROM: Mayor Angela Birney DEPARTMENT DIRECTOR CONTAC	T(S):			
Human Resources	Cathryn Laird	425-556-2125		
DEPARTMENT STAFF:	•			
Human Resources	Adrienne Steinert	Human Resources Analyst		
a. Ordinance No. 3232: An O Order to Set Salaries for Pounit for the Year 2026; Pro OVERVIEW STATEMENT: This memo seeks approval of the associated pay plan. New classifications Senior Police Support Administration have been removed or changed. Negotiated between the City and of Union members. This item was	rdinance of the City of Redmorpolice Support Employees Cover oviding for Severability and Establishment of the City of Redmorpolice Support oviding for Severability and Establishment of the Council Service Specialist and Parking Enforce Details of the changes are list Union using tentative agreement of the Council during an Establishment of the Council during an Esta	Ind, Washington, Amending Pay Plans "PS" and "S-PS," in ed by the Teamsters Local Union No. 117 Bargaining ablishing an Effective Date Union Collective Bargaining Agreement (CBA) and the Plans "PS" and "S-PS" include Real Time Crime Analyst, preement Officer. In Addition, select titles and salaries and under the "Outcomes" section. This CBA has been nts over the last year and has been approved by a vote secutive Session on October 21, 2025.		
	ormation/Description of Prop	osal Attached		
REQUESTED ACTION:				
☐ Receive Information	☐ Provide Direction	☑ Approve		
REQUEST RATIONALE:				
 Relevant Plans/Policies: N/A Required: RCW 35A.11.020 Council Request: N/A 				

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Other Key Facts: The previous CBA expires on 12/31/2	025.		
OUTCOMES: This CBA sets forth the working relationship salaries, benefits, working conditions, and otl		•	ice Support employees, specifically it covers
The Public Safety Telecommunicator and Lea Collective Bargaining Agreement (CBA) and Telecommunicators to change from the Pub Retirement Systems (PSERS). As a result of the	Pay Plans due lic Employees	to the Departn ' Retirement Sys	nent of Retirement Services (DRS) requiring tem (PERS) to the Public Safety Employees'
New classifications titled Real Time Crime Enforcement Officer are being added to the " Support Public Records Specialist, and Police	PS" and "S-PS'	" Pay Plans. The L	ead Police Support Services Specialist, Police
COMMUNITY/STAKEHOLDER OUTREACH AN	D INVOLVEME	ENT:	
 Timeline (previous or planned): N/A Outreach Methods and Results: N/A Feedback Summary: N/A 			
BUDGET IMPACT:			
Total Cost: The cost to implement the proposed incre \$85,315 or 5.0%, for 2026.	ases to the 2	026-2028 collect	ive bargaining agreement is approximately
Approved in current biennial budget:	⊠ Yes	□ No	□ N/A
Budget Offer Number: N/A			
Budget Priority : Safe and Resilient			
Other budget impacts or additional costs: <i>If yes, explain</i> : N/A	☐ Yes	⊠ No	□ N/A
Funding source(s): General Fund and Public Safety Levy			

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Budget/Funding Constraints:

N/A

□ Additional budget details attached

COUNCIL REVIEW:

Previous Contact(s)

Date	Meeting	Requested Action
10/21/2025	Special Meeting	Receive Information

Proposed Upcoming Contact(s)

Date	Meeting	Requested Action
N/A	None proposed at this time	Click and select an action
		from the dropdown menu.

Time Constraints:

Employees under this contract are currently being paid at 2025 rates. It would be beneficial to have the 2026 pay rates approved in 2025, to avoid excessive retroactive pay back to January 1, 2026.

ANTICIPATED RESULT IF NOT APPROVED:

Additional negotiations would be required. The longer the delay, the more complex the retroactive adjustments to employees' pay due to various pay actions that would occur and need to factor into the retro pay. (For example: overtime, paid leave, merit increases, etc.) This will lead to a longer wait time for pay increases and could lead to a greater chance of payroll errors, both of which always has a negative impact on morale for all employees involved.

ATTACHMENTS:

Attachment A: Redline of 2026-2028 Police Support Collective Bargaining Agreement

Attachment B: Police Support Summary of Changes

Attachment C: Ordinance Setting the 2026 Pay and Pay Plan for Police Support Employees

Exhibit 1: 2026 Police Support "PS" Pay Plan

Exhibit 2: 2026 Police Support Supplemental "S-PS" Pay Plan