



Memorandum

Date: 5/20/2025
Meeting of: City Council

File No. AM No. 25-078
Type: Consent Item

TO: Members of the City Council
FROM: Mayor Angela Birney
DEPARTMENT DIRECTOR CONTACT(S):

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

| | | |
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| Human Resources | Mary Grady | Senior HR Analyst |
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TITLE:

Behavioral Health Professional Classification Request

a. Ordinance No. 3214: An Ordinance of the City of Redmond, Washington, Establishing the Classification of Behavioral Health Professional ; Amending Pay Plans "N" and "N-S," to Include Behavioral Health Professional; Providing for Severability and Establishing an Effective Date

OVERVIEW STATEMENT:

Request to add Behavioral Health Professional classification to Non-Represented Pay Plan "N" and "N-S" to focus on behavioral health duties.

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

OUTCOMES:

Seeking approval to fill vacancy at the correct classification level required for the body of work. Requesting to add Behavioral Health Professional classification to non-represented “N” and “N-S” Pay Plans.

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:

The classification is budgeted in the 2025-2026 Biennium budget for Non-Represented Pay Plan “N” and “N-S”.

Approved in current biennial budget: ☒ **Yes** ☐ **No** ☐ **N/A**

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 |
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| 5/13/2025 | Committee of the Whole - Finance, Administration, and Communications | Provide Direction |
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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 | N/A |

Time Constraints:

Approval will allow staff to fill vacancy for the Behavioral Health Professional classification in a timely manner to meet the needs of the body of work.

ANTICIPATED RESULT IF NOT APPROVED:

If not immediately approved, we will not be able to hire an employee to focus on behavioral health.

ATTACHMENTS:

Attachment A: 2025 Non-Represented Pay Plan "N"

Attachment B: 2025 Non-Represented Supplemental Pay Plan "N-S"