

City of Redmond



Agenda

Tuesday, November 15, 2022

4:30 PM

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

Committee of the Whole - Public Safety and Human Services

Committee Members

Jeralee Anderson, Presiding Officer

David Carson

Steve Fields

Jessica Forsythe

Varisha Khan

Vanessa Kritzer

Melissa Stuart

AGENDA

ROLL CALL

1. Receive Information on the 2023 COLA, Pay Plan Updates, [CM 22-696](#)
Other Items Affecting Wages, and Policies

[Attachment A: Ordinance for 2023 AFSCME Pay Plans](#)

[Exhibit 1 - 2023 A AFSCME Pay Plan](#)

[Exhibit 2 - 2023 AF-S AFSCME Supp Pay Plan](#)

[Attachment B: Ordinance for 2023 Executive Pay Plan](#)

[Exhibit 1 - 2023 E Executive Pay Plan](#)

[Attachment C: Ordinance for 2023 Non-Represented Pay Plans](#)

[Exhibit 1 - 2023 N NonRepresented Pay Plan](#)

[Exhibit 2 - 2023 NS NonRepresented Supp Pay Plan](#)

[Attachment D: Ordinance for 2023 General Supplemental Pay Plan](#)

[Exhibit 1 - 2023 G-S General Supplemental Pay Plan](#)

[Attachment E: Ordinance for 2023 Police Support Pay Plans](#)

[Exhibit 1 - 2023 PS Police Support Pay Plan](#)

[Exhibit 2 - 2023 S-PS Police Support Supp Pay Plan](#)

[Attachment F: Ordinance for 2022 Additional Duty Pay for NonExec Police Management](#)

[Attachment G: Resolution for Experience Recognition Pay](#)

[Attachment H: Resolution for Tuition Reimbursement Program](#)

[Attachment I: Resolution Adding Deputy Directors to At Will Status](#)

[Attachment J: Resolution Establishing Furlough Policy](#)

Department: Human Resources, 5 minutes

Requested Action: Consent, December 6th

2. TIS Security Program Overview [CM 22-690](#)

Department: Technology and Information Services, 5 minutes

Requested Action: Informational

3. School Resource Officer Data and Statistics (2021-2022) [CM 22-692](#)

[Attachment A: 2021-2022 SRO Summary Data](#)

Department: Police, 5 minutes

Requested Action: Informational

4. Fire Save v. Loss Report (Q3, 2022) [CM 22-693](#)
[Attachment A Fire Save v. Loss \(Q3 2022\)](#)
Department: Fire, 5 minutes
Requested Action: Informational

5. Health Through Housing Update (Verbal Report) [CM 22-699](#)
Department: Planning and Community Development, 5 minutes
Requested Action: Informational

6. 2023 Property Tax Levy [CM 22-695](#)
Department: Finance, 5 minutes
Requested Action: Consent, December 6th

7. 2022 Q4 Diversity, Equity, and Inclusion Program Update & On-Call Contract [CM 22-697](#)
[Attachment A: Q4 2022 Diversity Equity and Inclusion Update](#)
Department: Executive, 5 minutes
Requested Action: Consent, December 6th

ADJOURNMENT



Memorandum

Date: 11/15/2022

Meeting of: Committee of the Whole - Public Safety and Human Services

File No. CM 22-696

Type: Committee Memo

TO: Committee of the Whole - Public Safety and Human Services

FROM: Mayor Angela Birney

DEPARTMENT DIRECTOR CONTACT(S):

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

Human Resources	David Puente	HR Labor/Policy Analyst
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TITLE:

Receive Information on the 2023 COLA, Pay Plan Updates, Other Items Affecting Wages, and Policies

OVERVIEW STATEMENT:

The 2023 Cost of Living Adjustment (COLA) is being requested for the following salaries and pay plans: AFSCME Regular (“A”) and AFSCME Supplemental (“AF-S”); Non-represented Executive (“E”), Non-represented regular (“N”), Non-represented Supplemental (“N-S”), and General Supplemental (“GS”); and Police Support Regular (“PS”) and Police Supplemental (“S-PS”). Also being requested is approval for a one-time Retention Bonus for non-represented employees in the “N” and Deputy Directors in the “E” pay plans, increase the Additional Duty Pay for the Police Captain classification, Longevity Pay policy update for non-represented employees, Tuition Reimbursement policy update, Furlough policy options, and At-Will Status policy update. for Deputy Directors

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:**
Council has previously reviewed and approved the RCHEA 2023 pay plan and cost of living adjustments.

OUTCOMES:

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

The City and AFSCME agreed during contract negotiations to use June 2022 CPI-W, with a floor of 2% and a ceiling of 6%, so AFSCME “A” and “AF-S” Pay Plans would receive the contract ceiling of a 6% COLA.

Changes to non-represented pay plans are provided matching the RCHEA percentage to ensure consistency in treatment between represented and non-represented employees, and to ensure those salary ranges remain within market. The City and RCHEA agreed during contract negotiations to a flat 7% increase, so non-represented employees in the “E,” “N,” “N-S,” and “GS” Pay Plans would receive a 7% COLA. Additional changes to the pay plans include updated, removal, and addition of classification titles and establishment of salary bands.

Provide for a one-time, non-precedent setting \$2,400 Retention Bonus for employees in the “N” and Deputy Directors in the “E” pay plans, and a \$6,000 Retention Bonus for employees in the Police Captain classification in the “N” pay plan. Employees will be required to sign an agreement to receive the funds and if they separate from the City within an identified period of time, they will be required to reimburse the funds as outlined in the agreement.

The City and Police Support agreed during contract negotiations to use First Half 2022 CPI-W with a floor of 2% and a ceiling of 5%, so Police Support “P” and “S-PS” Pay Plans would receive the contract ceiling of a 5% COLA.

The most recent agreement between the City and Police Lieutenants Collective Bargaining Agreement (CBA) caused salary compression between the ranks of Lieutenant and Captain. Approval is requested to increase Additional Duty Pay for Captains from 3% to 4%, which mirrors the same increase from 3% to 4% for Lieutenant Availability Pay.

Update the Personnel Manual to increase Longevity Pay for employees in the “N” and Deputy Directors in the “E” pay plans to \$200 per month for employees who have worked five or more years with the City. Also rename “Longevity” to “Experience Recognition Pay.” This pay has been unchanged since at least 1987 and the intent is to mirror the recently approved RCHEA CBA.

Update the Personnel Manual to reestablish the Employee Education Assistance Program (EEAP), rename EEAP to Tuition Reimbursement Program, and establish policy for an identified period of time up to a maximum reimbursement amount allowable. This is a benefit to employees and provides equity opportunities to assist an employee in receiving an undergraduate or masters degree.

Add to the Personnel Manual Furlough policy to provide options for salary savings before proceeding with Layoffs, whenever possible.

Update the Personnel Manual to add Deputy Directors to “At-Will Status.”

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 2023-2024 Budget documentation that was presented to Council. This means effective January 1, 2023, salary adjustments are budgeted for and will be provided to employees in the pay plans listed above.

66 of the 102 non-represented employees have 5+ years with the city and would be immediately eligible for the Experience Recognition Pay of \$200 per month on January 1, 2023. The cost for 66 employees would be approximately \$13,200 per month or \$158,400 annually for 2023.

The Additional Duty Pay for the Police Captain classification affects two police captains. The increase in Additional Duty Pay is from 3%-4%. The cost of this increase would be approximately \$15,609 for 2023.

The Tuition Reimbursement Program is budgeted at \$150,000 total for the 2023-2024 biennium.

With 102 non-represented employees eligible for the one-time retention bonus of \$2,400, the cost of the bonus would be approximately \$244,800.

The \$6,000 retention bonus for the two Police Captains would cost \$12,000.

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
N/A	Item has not been presented to Council	N/A

Proposed Upcoming Contact(s)

Date	Meeting	Requested Action
12/6/2022	Business Meeting	Approve

Time Constraints:

Implementation of wage and salary range changes and policy updates is targeted for January 1, 2023. Approval in 2022 will allow HR and Payroll staff time to complete the required communicating, processing, and implementing of the changes.

ANTICIPATED RESULT IF NOT APPROVED:

No pay plan changes/COLA adjustments would be made, resulting in the union group filing an unfair labor practice (ULP) for failure to negotiate changes in working conditions (pay) to their CBAs, a loss of market wage competitiveness, and potential impact to employee retention, especially for non-represented employees. Pay plan changes should be implemented in accordance with the union contracts and any reductions identified should be negotiated after the fact, with non-represented employees being treated similarly. Policy updates would wait until 2023 to be implemented.

ATTACHMENTS:

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

Exhibit 1: 2023 AFSCME Salary Structure (Pay Plan "A")

Exhibit 2: 2023 AFSCME Supplemental Salary Structure (Pay Plan "AF-S")

Attachment B: Proposed Salary Ordinance for Executive Pay Plan

Exhibit 1: 2023 Executive Salary Structure (Pay Plan "E")

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

Exhibit 1: 2023 Non-Represented Salary Structure (Pay Plan "N")

Exhibit 2: 2023 Non-Represented Supplemental Salary Structure (Pay Plan "N-S")

Attachment D: Proposed Salary Ordinance for General Supplemental Pay Plan

Exhibit 1: 2023 General Supplemental Salary Structure (Pay Plan "G-S")

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

Exhibit 1: 2023 Police Support Salary Structure (Pay Plan "PS")

Exhibit 2: 2023 Supplemental Police Support Salary Structure (Pay Plan "S-PS")

Attachment F: Proposed Salary Ordinance for Additional Duty Pay for Police Captain classification

Attachment G: Proposed Resolution for Experience Recognition Pay

Attachment H: Proposed Resolution for Tuition Reimbursement Program

Attachment I: Proposed Resolution Adding Deputy Directors to At Will Status

Attachment J: Proposed Resolution Adopting Furlough Policy

NON-CODE

**CITY OF REDMOND
ORDINANCE NO. XXXX**

AN ORDINANCE OF THE CITY OF REDMOND, WASHINGTON, AMENDING PAY PLANS "A" AND "AF-S," IN ORDER TO SET SALARIES FOR EMPLOYEES COVERED BY THE AFSCME BARGAINING UNIT FOR THE YEAR 2023; PROVIDING FOR SEVERABILITY AND ESTABLISHING AN EFFECTIVE DATE

WHEREAS, Pay Plan "A" and the Supplemental Pay Plan "AF-S" were established and put into effect as agreed to through the collective bargaining process; and

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

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

Section 1. Pay Plan "A" Amended. Effective January 1, 2023, Pay Plan "A" covering employees represented by Washington State Council of County and City Employees Local 21-RD (AFSCME) is hereby amended and the salary ranges increased 6 percent above the ranges in effect on December 31, 2022, as adopted by Ordinance No. 3079. In conjunction with the adjustment of the salary ranges, the salaries of employees covered by the "A" pay plan will be increased across-the-board 6 percent. The amended Pay Plan is attached as Exhibit 1 and incorporated herein as if set forth in full.

Section 2. Pay Plan "AF-S" Amended Effective January 1, 2023, the salary ranges in Pay Plan "AF-S," the AFSCME Supplemental Pay Plan, are adjusted to increase the salary ranges 6 percent, to within eighty percent (80%) and one-hundred twenty percent (120%) of the salary range minimum for the comparable classifications in Pay Plan "A," above the ranges in effect on December 31, 2022, as adopted by Ordinance No. 3082. In conjunction with the adjustment of the salary ranges, the salaries of employees "AF-S" pay plan will be increased across-the-board 6 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, 2022.

CITY OF REDMOND

MAYOR ANGELA BIRNEY

ATTEST:

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.: _____



2023 PAY PLAN "A" - AFSCME

Ordinance No.
Washington State Council of County and City Employees - Local 21-RD Bargaining Unit
Effective Jan. 1, 2023

Grade	FLSA	Position Title	Monthly			Annually		
			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
A5	NE	Maintenance Aide	4,242	4,878	5,513	50,904	58,536	66,156
A9A	NE	Meter Reader	4,974	5,720	6,465	59,688	68,640	77,580
A8/11	NE	Maintenance Technician	5,166	6,459	7,751	61,992	77,508	93,012
A10	NE	Small Equipment Auto Service Worker	5,536	6,367	7,198	66,432	76,404	86,376
A17	NE	Inventory Control Specialist	5,645	6,492	7,339	67,740	77,904	88,068
A18	NE	Water Quality Cross Connection Specialist	6,262	7,202	8,142	75,144	86,424	97,704
A19	NE	HVAC Technician	6,300	7,245	8,190	75,600	86,940	98,280
A13	NE	Utility Systems Technician	6,469	7,439	8,409	77,628	89,268	100,908
A20	NE	Water Quality Analyst	6,516	7,493	8,470	78,192	89,916	101,640
A21	NE	Traffic Signal Technician	6,530	7,511	8,491	78,360	90,132	101,892
A16	E	Source Control Administrator	6,580	7,567	8,553	78,960	90,804	102,636
A14	NE	Lead Maintenance Worker	6,597	7,752	8,906	79,164	93,024	106,872
A12	NE	Mechanic	6,619	7,612	8,605	79,428	91,344	103,260
A22	NE	Fleet Ops Lead	6,880	7,912	8,944	82,560	94,944	107,328
A15	NE	Lead Traffic Signal Technician	6,923	7,961	8,998	83,076	95,532	107,976
A15	NE	ITS Network Technician	6,923	7,961	8,998	83,076	95,532	107,976



Redmond
WASHINGTON

2023 Pay Plan "AF-S" AFSCME Supplemental

Ordinance No.

Washington State Council of County and City Employees - Local 21-RD Bargaining Unit

Effective Jan. 1, 2023

Hourly

Grade	FLSA	Position Title	Minimum	Midpoint	Maximum
SA5	NE	Maintenance Aide	\$19.58	\$24.48	\$29.37
SA9A	NE	Meter Reader	\$22.96	\$28.70	\$34.44
SA8/11	NE	Maintenance Technician	\$23.84	\$29.80	\$35.76
SA10	NE	Small Equipment Auto Service Worker	\$25.55	\$31.94	\$38.33
SA17	NE	Inventory Control Specialist	\$26.05	\$32.57	\$39.08
SA18	NE	Water Quality Cross Connection Specialist	\$28.90	\$36.13	\$43.35
SA19	NE	HVAC Technician	\$29.08	\$36.35	\$43.62
SA13	NE	Utility Systems Technician	\$29.86	\$37.33	\$44.79
SA20	NE	Water Quality Analyst	\$30.07	\$37.59	\$45.11
SA21	NE	Traffic Signal Technician	\$30.14	\$37.68	\$45.21
SA16	NE*	Source Control Administrator	\$30.37	\$37.96	\$45.55
SA14	NE	Lead Maintenance Worker	\$30.45	\$38.06	\$45.67
SA12	NE	Mechanic	\$30.55	\$38.19	\$45.82
SA22	NE	Fleet Ops Lead	\$31.75	\$39.69	\$47.63
SA15	NE	Lead Traffic Signal Technician	\$31.95	\$39.94	\$47.93
SA15	NE	ITS Network Technician	\$31.95	\$39.94	\$47.93

*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.

NON-CODE

CITY OF REDMOND
ORDINANCE NO. XXXX

AN ORDINANCE OF THE CITY OF REDMOND,
WASHINGTON, AMENDING PAY PLAN "E" FOR THE YEAR
2023; 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 Adopted. (A) Effective January 1, 2023, Pay Plan "E" covering executive employees is hereby amended and the salary ranges increased 7 percent above the ranges in effect on December 31, 2022, as adopted by Ordinance No. 3067. 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 7 percent up to the maximum salary of the employee's pay band, with any amount that exceeds the maximum salary of the band being paid to the employee in a lump sum.

(B) Effective January 1, 2023, the following existing classifications are moved from Pay Plan "N" into Pay Plan "E":

Deputy Executive Department Director, Deputy Finance Director, Deputy Fire Chief, Deputy Human Resources Director, Deputy Parks Director, Deputy Planning and Community Development Director, Deputy Public Works Director/City Engineer, Deputy Technology and Information Services Director.

(C) Effective January 1, 2023, the following classification titles are created in Pay Plan "E": Deputy Police Chief, Deputy Public Works Director.

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,
2022.

CITY OF REDMOND

MAYOR ANGELA BIRNEY

ATTEST:

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.: _____



2023 Pay Plan "E" - Executive

Ordinance No. XXXX
Effective January 1, 2023

Grade	FLSA	Classification	Monthly			Annual		
			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
E-21			\$14,817	\$17,781	\$20,744	\$177,804	\$213,372	\$248,928
E-21	E	Chief Operating Officer						
E-20			\$13,289	\$15,947	\$18,605	\$159,468	\$191,364	\$223,260
E-20	E	Fire Chief						
E-20	E	Police Chief						
E-20	E	Public Works Director						
E-15			\$12,813	\$15,376	\$17,938	\$153,756	\$184,512	\$215,256
E-15	E	Human Resources Director						
E-15	E	Finance Director						
E-15	E	Technology & Information Services Director						
E-15	E	Parks Director						
E-15	E	Planning Director						
E-10			\$12,043	\$14,151	\$16,259	\$144,516	\$169,812	\$195,108
E-10	E	Deputy Fire Chief						
E-10	E	Deputy Public Works Director/City Engineer						
E-10	E	Deputy Tech & Information Services (TIS) Director						
E-05			\$10,940	\$12,854	\$14,768	\$131,280	\$154,248	\$177,216
E-05	E	Deputy Executive Department Director						
E-05	E	Deputy Finance Director						
E-05	E	Deputy Human Resources Director						
E-05	E	Deputy Parks Director						
E-05	E	Deputy Planning & Community Dev (PCD) Director						
E-05	E	Deputy Public Works Director						

NON-CODE

**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 2023;
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, 2023, Pay Plan "N" covering Non-Represented employees is hereby amended and the salary ranges adjusted according to the new banded salary structure and increased by 7 percent. 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 7 percent up to the maximum salary of the employee's pay band, with any amount that exceeds the maximum salary of the band being paid to the employee in a lump sum.

(B) Effective January 1, 2023, the following classifications are created and added to the Pay Plan "N": City Engineer, Executive Analyst, Parks Supervisor, Police Support Civilian Commander, Program Manager, Senior Management Analyst, Utilities Manager.

(C) Effective January 1, 2023, the Payroll Analyst classification is moved from Pay Plan "R" into Pay Plan "N".

(D) Effective January 1, 2023, the following changes are made to classification titles within Pay Plan "N": "Communications Dispatch Supervisor" to "Communications Dispatch Manager", "Community Support Administrator" and "Diversity, Equity, and Inclusion Program Manager" to "Program Manager", "Customer Experience Manager" to "Parks Manager", "Development Services Center Supervisor" to "Development Services Supervisor", "Facilities Manager" to "Parks Manager", "Financial Planning Manager" and "Financial Services Manager" to "Finance Manager", "Financial Services Supervisor" to "Finance Supervisor", "IS Manager" to "Information Services Manager", "IS Supervisor" to "Information Services Supervisor", "Park Maintenance and Operations Manager" and "Recreation Division Manager" to "Parks Manager", "Parks Maintenance and Operations Supervisor" to "Maintenance and Operations Supervisor", "Police Support Services Supervisor" to "Police Support Services Manager", "Maintenance Manager" to "Public Works Maintenance Manager", "Recreation

Program Administrator" to "Parks Supervisor", "Recreation Program Manager" to "Program Manager", "Risk and Safety Program Coordinator" to "Risk Program Coordinator", "Safety Program Manager" to "Program Manager", "Utility Supervisor" to "Utilities Supervisor".

(E) Effective January 1, 2023, the following changes are made to classification titles and the classifications are moved into Pay Plan "E": "Assistant Director Development Services" to "Deputy Planning and Community Development Director", "Assistant Director Public Works, Maintenance and Operations" to "Deputy Public Works Director"

(F) Effective January 1, 2023, the following existing classifications are moved from Pay Plan "N" into Pay Plan "E": Deputy Executive Department Director, Deputy Finance Director, Deputy Fire Chief, Deputy Human Resources Director, Deputy Parks Director, Deputy Planning and Community Development Director, Deputy Public Works Director/City Engineer, Deputy Technology and Information Services Director.

(G) Effective January 1, 2023, the following classifications are eliminated: Assistant Director Community Planning, Assistant Director Development Services, Assistant Director/City Engineer, Community Support Administrator, Assistant Maintenance Manager, Customer Experience Manager, Diversity, Equity, and Inclusion Program Manager, Engineer-Senior, ESPCA Senior Accounting

Associate, Facilities Manager, Financial Services Manager, Parks Maintenance and Operations Supervisor, Parks Planning and Cultural Arts Manager, Payroll Supervisor, Police Support Services Supervisor, Real Property Manager, Recreation Division Manager, Recreation Program Administrator, Recreation Program Manager, Safety Program Manager,

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

Section 2. Pay Plan "N-S" Amended. Effective January 1, 2023, the salary ranges in Pay Plan "N-S", the Non-Represented Supplemental Pay Plan, are also adjusted to increase the salary ranges, according to the new banded salary structure, to within eighty percent (80%) and one-hundred ten percent (110%) of the salary range minimum for the comparable classifications in Pay Plan "N". 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 7 percent up to the maximum salary of the employee's pay band, with any amount that exceeds the maximum salary of the band being paid to the employee in a lump sum. 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, 2022.

CITY OF REDMOND

MAYOR ANGELA BIRNEY

ATTEST:

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.: _____



2023 Pay Plan "N" - Non-Represented Employees

Ordinance No. XXXX
Effective January 1, 2023

Grade	FLSA	Classification	Monthly			Annual		
			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
N-60			\$12,702	\$14,480	\$16,259	\$152,424	\$173,760	\$195,108
N-60	E	Police Captain						
N-55			\$10,929	\$12,843	\$14,754	\$131,148	\$154,116	\$177,048
N-55	E	Chief Policy Advisor						
N-55	E	City Engineer						
N-55	E	Engineering Manager						
N-55	E	Information Services Manager						
N-55	E	Police Support Civilian Commander						
N-55	E	Project Management Office Manager						
N-55	E	Security Compliance Manager						
N-55	E	Supervising Attorney						
N-50			\$9,713	\$11,414	\$13,113	\$116,556	\$136,968	\$157,356
N-50	E	Engineering Supervisor						
N-50	E	Finance Manager						
N-50	E	Parks Manager						
N-50	E	Planning Manager						
N-50	E	Public Works Maintenance Manager						
N-50	E	Utilities Manager						
N-45			\$9,207	\$10,820	\$12,430	\$110,484	\$129,840	\$149,160
N-45	E	City Clerk						
N-45	E	Communications and Marketing Manager						
N-45	E	Emergency Preparedness Manager						
N-45	E	Human Resources Manager						
N-45	E	Information Services Supervisor						
N-45	E	Purchasing/Contracting Manager						
N-45	E	Utilities Supervisor						
N-40			\$8,391	\$9,860	\$11,327	\$100,692	\$118,320	\$135,924
N-40	E	Communications Dispatch Manager						
N-40	E	Deputy Prosecuting Attorney						
N-40	E	Police Support Services Manager						



2023 Pay Plan "N" - Non-Represented Employees

Ordinance No. XXXX
Effective January 1, 2023

Grade	FLSA	Classification	Monthly			Annual		
			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
N-35			\$7,935	\$9,325	\$10,712	\$95,220	\$111,900	\$128,544
N-35	E	Communications and Marketing Supervisor						
N-35	E	Development Services Supervisor						
N-35	E	Financial Analyst - Senior						
N-35	E	Inspection Supervisor						
N-35	E	Maintenance and Operations Supervisor						
N-35	E	Program Manager						
N-35	E	Senior Management Analyst						
N-30			\$7,443	\$8,747	\$10,049	\$89,316	\$104,964	\$120,588
N-30	E	Administrative Supervisor						
N-30	E	Finance Supervisor						
N-30	E	Parks Supervisor						
N-30	E	Senior Human Resources Analyst						
N-25			\$6,792	\$7,982	\$9,169	\$81,504	\$95,784	\$110,028
N-25	NE	Human Resources Analyst						
N-25	NE	Risk Program Coordinator						
N-20			\$6,454	\$7,585	\$8,713	\$77,448	\$91,020	\$104,556
N-20	E	Executive Analyst						
N-20	E	Financial Analyst						
N-15			\$5,979	\$7,026	\$8,072	\$71,748	\$84,312	\$96,864
N-15	NE	Department Administrative Coordinator						
N-15	NE	Police Crime Analyst (Limited Duration)						
N-15	NE	Police Program Coordinator						
N-10			\$5,496	\$6,458	\$7,420	\$65,952	\$77,496	\$89,040
N-10	NE	Accounting Associate - Senior						
N-10	NE	Administrative Specialist						
N-10	NE	Payroll Analyst						
N-05			\$5,076	\$5,965	\$6,852	\$60,912	\$71,580	\$82,224
N-05	NE	Administrative Assistant						



2023 Pay Plan "N-S" - Non-Represented Employees Supplemental

Ordinance No. XXXX
Effective January 1, 2023

Grade	FLSA	Classification	Hourly		
			Minimum	Midpoint	Maximum
NS-60			\$10,162	\$12,067	\$13,972
NS-60	E	Police Captain			
NS-55			\$8,743	\$10,383	\$12,022
NS-55	E	Chief Policy Advisor			
NS-55	E	City Engineer			
NS-55	E	Engineering Manager			
NS-55	E	Information Services Manager			
NS-55	E	Police Support Civilian Commander			
NS-55	E	Project Management Office Manager			
NS-55	E	Security Compliance Manager			
NS-55	E	Supervising Attorney			
NS-50			\$7,770	\$9,227	\$10,684
NS-50	E	Engineering Supervisor			
NS-50	E	Finance Manager			
NS-50	E	Parks Manager			
NS-50	E	Planning Manager			
NS-50	E	Public Works Maintenance Manager			
NS-50	E	Utilities Manager			
NS-45			\$7,366	\$8,747	\$10,128
NS-45	E	City Clerk			
NS-45	E	Communications and Marketing Manager			
NS-45	E	Emergency Preparedness Manager			
NS-45	E	Human Resources Manager			
NS-45	E	Information Services Supervisor			
NS-45	E	Purchasing/Contracting Manager			
NS-45	E	Utilities Supervisor			



2023 Pay Plan "N-S" - Non-Represented Employees Supplemental

Ordinance No. XXXX
Effective January 1, 2023

Grade	FLSA	Classification	Hourly		
			Minimum	Midpoint	Maximum
NS-40			\$6,713	\$7,971	\$9,230
NS-40	E	Communications Dispatch Manager			
NS-40	E	Deputy Prosecuting Attorney			
NS-40	E	Police Support Services Manager			
NS-35			\$6,348	\$7,538	\$8,729
NS-35	E	Communications and Marketing Supervisor			
NS-35	E	Development Services Supervisor			
NS-35	E	Financial Analyst - Senior			
NS-35	E	Inspection Supervisor			
NS-35	E	Maintenance and Operations Supervisor			
NS-35	E	Program Manager			
NS-35	E	Senior Management Analyst			
NS-30			\$5,954	\$7,071	\$8,187
NS-30	E	Administrative Supervisor			
NS-30	E	Finance Supervisor			
NS-30	E	Parks Supervisor			
NS-30	E	Senior Human Resources Analyst			
NS-25			\$5,434	\$6,452	\$7,471
NS-25	NE	Human Resources Analyst			
NS-25	NE	Risk Program Coordinator			
NS-20			\$5,163	\$6,131	\$7,099
NS-20	E	Executive Analyst			
NS-20	E	Financial Analyst			
NS-15			\$4,783	\$5,680	\$6,577
NS-15	NE	Department Administrative Coordinator			
NS-15	NE	Police Crime Analyst (Limited Duration)			
NS-15	NE	Police Program Coordinator			



2023 Pay Plan "N-S" - Non-Represented Employees Supplemental

Ordinance No. XXXX
Effective January 1, 2023

Grade	FLSA	Classification	Hourly		
			Minimum	Midpoint	Maximum
NS-10			\$4,397	\$5,221	\$6,046
NS-10	NE	Accounting Associate - Senior			
NS-10	NE	Administrative Specialist			
NS-10	NE	Payroll Analyst			
NS-05			\$4,061	\$4,822	\$5,584
NS-05	NE	Administrative Assistant			

NON-CODE

**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 2023; 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, 2023, Pay Plan "G-S" covering general supplemental employees is hereby amended and the salary ranges adjusted 7 percent, or to the Washington State minimum wage for 2023, above the ranges in effect on December 31, 2022, as adopted by Ordinance No. 3066. 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 7 percent, or to the Washington State minimum wage for 2023. 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,
2022.

CITY OF REDMOND

MAYOR ANGELA BIRNEY

ATTEST:

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.: _____



2023 Pay Plan "G-S" - General Supplemental

Ordinance No.
Effective January 1, 2023

Hourly

Grade	FLSA	Position Title	Minimum	Midpoint	Maximum
S23	NE	Farm Animal Caretaker	\$16.36	\$18.70	\$21.04
S24	NE	Recreation Aide	\$16.36	\$18.70	\$21.04
S25	NE	Nutrition Assistant	\$16.36	\$19.29	\$22.21
S26	NE	Beachfront Lifeguard	\$17.53	\$21.04	\$24.55
S27	NE	Recreation Instructor	\$17.53	\$29.22	\$40.91
S28	NE	Fitness Instructor	\$17.53	\$29.22	\$40.91
S29	NE	Recreation Leader	\$17.53	\$21.04	\$24.55
S30	NE	Guest Services Representative	\$17.53	\$21.04	\$24.55
S31	NE	Equestrian Instructor	\$18.70	\$23.38	\$28.05
S32	NE	Audio Visual Media Specialist	\$18.70	\$23.38	\$28.05
S33	NE	Beachfront Assistant Manager	\$19.87	\$23.38	\$26.88
S34	NE	Beachfront Manager	\$21.04	\$24.55	\$28.05
S35	NE	Recreation Specialist	\$21.04	\$30.39	\$39.74
S37	NE	Intern, High School	\$15.74	\$17.53	\$21.04
S38	NE	Intern, College	\$17.53	\$21.92	\$26.30
S39	NE	Intern, Graduate Program	\$21.92	\$28.05	\$35.07

NON-CODE

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 EMPLOYEES COVERED BY THE TEAMSTERS LOCAL UNION NO. 117 BARGAINING UNIT FOR THE YEAR 2023; 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 Adopted. Effective January 1, 2023, Pay Plan "PS" covering all employees in the Police Support bargaining unit is hereby amended and the salary ranges adjusted by 5 percent, above the ranges in effect on December 31, 2022 as adopted by Ordinance No. 3075. 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 5 percent. The amended Pay Plan is attached as Exhibit 1 and incorporated herein as if set forth in full.

Section 2. Pay Plan "S-PS". Effective January 1, 2023, 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. 3075. 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, 2022.

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.: _____



2023 PAY PLAN PS* - POLICE SUPPORT

Ordinance No.

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

Effective January 1, 2023

Grade	FLSA	Position Title	Step	Duration	Monthly	Annual
C30	NE	Police Public Information Officer	A	0-12 mos	\$7,319	\$87,828
			B	13-24 mos	\$7,611	\$91,332
			C	25-36 mos	\$7,916	\$94,992
			D	37-48 mos	\$8,233	\$98,796
			E	49-60 mos	\$8,562	\$102,744
			F	61 + mos	\$8,904	\$106,848
C113	NE	Crime Analyst	A	0-12 mos	\$6,833	\$81,996
			B	13-24 mos	\$7,106	\$85,272
			C	25-36 mos	\$7,391	\$88,692
			D	37-48 mos	\$7,686	\$92,232
			E	49-60 mos	\$7,994	\$95,928
			F	61 + mos	\$8,314	\$99,768
C116	NE	Police Program Coordinator	A	0-12 mos	\$7,037	\$84,444
			B	13-24 mos	\$7,319	\$87,828
			C	25-36 mos	\$7,611	\$91,332
			D	37-48 mos	\$7,916	\$94,992
			E	49-60 mos	\$8,233	\$98,796
			F	61 + mos	\$8,562	\$102,744
C13	NE	Communications Dispatcher	A	0-12 mos	\$6,083	\$72,996
			B	13-24 mos	\$6,326	\$75,912
			C	25-36 mos	\$6,579	\$78,948
			D	37-48 mos	\$6,842	\$82,104
			E	49-60 mos	\$7,116	\$85,392
			F	61 + mos	\$7,400	\$88,800
C15	NE	Lead Communications Dispatcher	A	0-12 mos	\$6,773	\$81,276
			B	13-24 mos	\$7,043	\$84,516
			C	25-36 mos	\$7,325	\$87,900
			D	37-48 mos	\$7,618	\$91,416
			E	49-60 mos	\$7,922	\$95,064
			F	61 + mos	\$8,239	\$98,868



2023 PAY PLAN PS* - POLICE SUPPORT

Ordinance No.

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

Effective January 1, 2023

Grade	FLSA	Position Title	Step	Duration	Monthly	Annual
C14	NE	Lead Police Support Services Specialist	A	0-12 mos	\$6,128	\$73,536
			B	13-24 mos	\$6,374	\$76,488
			C	25-36 mos	\$6,628	\$79,536
			D	37-48 mos	\$6,893	\$82,716
			E	49-60 mos	\$7,168	\$86,016
			F	61 + mos	\$7,455	\$89,460
C25	NE	Police Support Public Records Specialist	A	0-12 mos	\$5,833	\$69,996
			B	13-24 mos	\$6,066	\$72,792
			C	25-36 mos	\$6,308	\$75,696
			D	37-48 mos	\$6,561	\$78,732
			E	49-60 mos	\$6,824	\$81,888
			F	61 + mos	\$7,096	\$85,152
C115	NE	Legal Advocate	A	0-12 mos	\$5,926	\$71,112
			B	13-24 mos	\$6,164	\$73,968
			C	25-36 mos	\$6,410	\$76,920
			D	37-48 mos	\$6,666	\$79,992
			E	49-60 mos	\$6,933	\$83,196
			F	61 + mos	\$7,210	\$86,520
C19	NE	Property Evidence Technician	A	0-12 mos	\$5,584	\$67,008
			B	13-24 mos	\$5,807	\$69,684
			C	25-36 mos	\$6,040	\$72,480
			D	37-48 mos	\$6,281	\$75,372
			E	49-60 mos	\$6,532	\$78,384
			F	61 + mos	\$6,794	\$81,528
C11	NE	Police Support Services Specialist	A	0-12 mos	\$5,608	\$67,296
			B	13-24 mos	\$5,833	\$69,996
	NE	Police Support Administrative Specialist	C	25-36 mos	\$6,066	\$72,792
			D	37-48 mos	\$6,308	\$75,696
			E	49-60 mos	\$6,561	\$78,732
			F	61 + mos	\$6,824	\$81,888



2023 PAY PLAN PS* - POLICE SUPPORT

Ordinance No.

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

Effective January 1, 2023

Grade	FLSA	Position Title	Step	Duration	Monthly	Annual
C20	NE	Police Support Administrative Assistant	A	0-12 mos	\$5,231	\$62,772
			B	13-24 mos	\$5,440	\$65,280
			C	25-36 mos	\$5,658	\$67,896
			D	37-48 mos	\$5,884	\$70,608
			E	49-60 mos	\$6,119	\$73,428
			F	61 + mos	\$6,364	\$76,368

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



2023 PAY PLAN "S-PS" - SUPPLEMENTAL POLICE SUPPORT

Ordinance No.
Teamsters Local No. 117 - Representing the Police Support Bargaining Unit
Effective January 1, 2023

Grade	FLSA	Position Title	Minimum*	Maximum*
SP30	NE	Supplemental Police Public Information Officer	\$33.78	\$46.45
SP10	NE	Supplemental Crime Analyst	\$31.54	\$43.36
SP16	NE	Supplemental Police Program Coordinator	\$32.48	\$44.66
SP3	NE	Supplemental Communications Dispatcher	\$28.08	\$38.60
SP8	NE	Supplemental Lead Communications Dispatcher	\$31.26	\$42.98
SP4	NE	Supplemental Lead Police Support Services Specialist	\$28.28	\$38.89
SP25	NE	Supplemental Police Support Public Records Specialist	\$26.92	\$37.02
SP5	NE	Supplemental Legal Advocate	\$27.35	\$37.61
SP1	NE	Supplemental Property Evidence Technician	\$25.77	\$35.44
SP2	NE	Supplemental Police Support Services Specialist	\$25.88	\$35.59
SP14	NE	Supplemental Police Support Administrative Assistant	\$24.14	\$33.20
SP15	NE	Supplemental Police Support Administrative Specialist	\$25.88	\$35.59

**CITY OF REDMOND
ORDINANCE NO. _____**

AN ORDINANCE OF THE CITY OF REDMOND,
WASHINGTON AMENDING THE ADDITIONAL DUTY PAY
FOR POLICE CAPTAINS

WHEREAS, City of Redmond ordinance No. 2843 established additional duty pay for non-union, non-executive employees in police management positions; and

WHEREAS, the City of Redmond recently completed labor contract negotiations with the Teamsters Local No. 117 representing law enforcement officers and police lieutenants; and

WHEREAS, pay increases through the rank of lieutenant have created salary compression with police captains.

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

Section 1. Additional Duty Pay. Effective January 1, 2023, additional duty pay provided in Ordinance No. 2788 for Police Captains or higher rank, excluding Police Chief, will be increased to 4.0 percent.

Section 2. Retitling. In the event the position titles or classifications change, this ordinance will remain in effect for the non-union, non-executive employees in police management.

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, 2022.

CITY OF REDMOND

MAYOR ANGELA BIRNEY

ATTEST:

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.: _____

CITY OF REDMOND
RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF REDMOND, WASHINGTON AMENDING SECTION 7.80 OF THE REDMOND PERSONNEL MANUAL CHANGING LONGEVITY PAY TO EXPERIENCE RECOGNITION PAY

WHEREAS, the City of Redmond wishes to ensure that City employees who are not represented by a collective bargaining unit are afforded salaries that are competitive with those provided to represented employees; and

WHEREAS, past practice is to adopt RCHEA labor union changes in salaries and wages for non-represented employees; and

WHEREAS, the City of Redmond recently completed labor contract negotiations with the RCHEA labor union which included a change from "Longevity Pay" to "Experience Recognition Pay" and a change in the pay amount.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF REDMOND, WASHINGTON, HEREBY RESOLVES AS FOLLOWS:

Section 1. Experience Recognition Pay. Effective January 1, 2023, Section 7.80 of the Redmond Personnel Manual is amended as follows:

7.80 ~~Longevity Pay~~ Experience Recognition Pay

Experience Recognition Pay will be paid to regular full-time employees, listed on the "N" Pay Plan and Deputy Directors in the "E" Pay Plan, who have completed five (5) continuous years of service. Employees will receive a flat rate per month that will not be affected by the COLA. Experience Recognition Pay will start on the 6th year of service per the following schedule:

<u>Completed Years</u>	<u>Added to Monthly Salary</u>
<u>5 years</u>	<u>\$200.00</u>

~~All regular employees who are not covered by a collective bargaining agreement, except those who are exempt from the overtime provisions of the Federal Fair Labor Standards Act (FLSA) based on the "Executive" exemption, receive longevity pay in accordance with the following schedule:~~

Completed Years of	Added to Monthly
Continuous Service	Salary
6-1/2 years	\$30.00
10 years	\$45.00
15 years	\$60.00
20 years	\$75.00

~~These amounts are pro-rated for benefited part-time employees consistent with Experience Recognition Pay will be paid to regular part-time employees in a prorated amount per the following schedule:~~

Part Time Hours/Week	Experience Recognition Pay Accrual Ratio
20.0 to 22.4	0.50
22.5 to 27.4	0.625
27.5 to 32.4	0.75
32.5 to 37.4	0.875
37.5 to 40.0	1.00

Section 2. Effective Date. This resolution shall become effective January 1, 2023.

ADOPTED by the Redmond City Council this _____ day of December, 2022.

CITY OF REDMOND

MAYOR ANGELA BIRNEY

ATTEST:

CHERYL XANTHOS, MMC, CITY CLERK

(SEAL)

FILED WITH THE CITY CLERK:
PASSED BY THE CITY COUNCIL:
SIGNED BY THE MAYOR:
RESOLUTION NO.: _____

CITY OF REDMOND
RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY
OF REDMOND, WASHINGTON REESTABLISHING THE
TUITION REIMBURSEMENT PROGRAM FOR 2023-2024

WHEREAS, the City of Redmond values education for employees to enhance current job skills, support professional growth for career opportunities within the City, improve the quality of City services through the professional development of its workforce, and provide equity opportunities to assist an employee receiving an undergraduate or masters degree; and

WHEREAS, the City's Employee Education Assistance Program, which provided tuition reimbursement to participating employees, was suspended in 2021 and 2022.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF REDMOND, WASHINGTON, HEREBY RESOLVES AS FOLLOWS:

Section 1. Tuition Reimbursement Program. Effective January 1, 2023, the Employee Education Assistance Program is reinstated as the newly named "Tuition Reimbursement Program". The program will run for calendar years 2023 and 2024 with a total budget of \$150,000 and a maximum tuition reimbursement of \$7,500 per participant, per calendar year, for approved coursework.

Section 2. Implementation. The Mayor, or designee, and the Human Resources Director are hereby authorized and directed to implement the necessary changes in the City of Redmond Personnel Manual and any other administrative policies and procedures to carry out the provisions of this resolution.

Section 3. Effective Date. This resolution shall become effective January 1, 2023.

ADOPTED by the Redmond City Council this _____ day of December, 2022.

CITY OF REDMOND

MAYOR ANGELA BIRNEY

ATTEST:

CHERYL XANTHOS, MMC, CITY CLERK

(SEAL)

FILED WITH THE CITY CLERK:
PASSED BY THE CITY COUNCIL:
SIGNED BY THE MAYOR:
RESOLUTION NO.: _____

CITY OF REDMOND
RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF REDMOND, WASHINGTON AMENDING SECTION 3.130 OF THE REDMOND PERSONNEL MANUAL ADDING DEPUTY DIRECTORS TO THE LIST OF AT WILL STATUS CLASSIFICATIONS

WHEREAS, the city wishes to eliminate the "Assistant Director" classification title and replace with "Deputy Director" classification title; and

WHEREAS, Deputy Directors lead a division within their respective department and provide operational and tactical leadership to their department and the city as a whole; and

WHEREAS, Deputy Directors serve at the pleasure of their department director.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF REDMOND, WASHINGTON, HEREBY RESOLVES AS FOLLOWS:

Section 1. At Will Status. Effective January 1, 2023, Section 3.130 of the Redmond Personnel Manual is amended as follows:

3.130 At-Will Status

Employment Status

At-will employment means that either the employee or the City may terminate the employment relationship at any time, with

or without cause. The authority to terminate an at-will employee lies with the Mayor or department director as described in this section.

What City Employees are At-Will?

Department Directors_and Mayor's Staff.

Department directors and employees on the Mayor's staff who are not bargaining unit members are at-will employees who serve at the pleasure of the Mayor.

Deputy Directors.

Deputy directors are not bargaining unit members and are at-will employees who serve at the pleasure of their department director.

Newly Hired Employees.

Newly hired individuals are at-will employees during their probation period and serve at the pleasure of their department director.

Section 2. Effective Date. This resolution shall become effective January 1, 2023.

ADOPTED by the Redmond City Council this _____ day of December, 2022.

CITY OF REDMOND

MAYOR ANGELA BIRNEY

ATTEST:

CHERYL XANTHOS, MMC, CITY CLERK

(SEAL)

FILED WITH THE CITY CLERK:
PASSED BY THE CITY COUNCIL:
SIGNED BY THE MAYOR:
RESOLUTION NO.: _____

CITY OF REDMOND
RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF REDMOND, WASHINGTON AMENDING THE REDMOND PERSONNEL MANUAL TO ESTABLISH A FURLOUGH POLICY

WHEREAS, the city wishes to have alternatives to layoffs in place in the event the city requires salary cost reduction measures; and

WHEREAS, for union employees, the City is obligated to negotiate the options the city selects before implementation.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF REDMOND, WASHINGTON, HEREBY RESOLVES AS FOLLOWS:

Section 1. Furlough Policy. The city wishes to adopt a policy outlining the process for the use of furloughs as an alternative to layoffs. The policy will include two furlough options that can be selected by city leadership, to include for a designated period: reduced hours or reduced full time equivalent (FTE) percentage, or no work on a full-time basis. Option(s) selected and implemented based on fiscal impact.

Section 2. Implementation. The Mayor, or designee, and the Human Resources Director are hereby authorized and directed to implement the necessary changes in the City of Redmond

Personnel Manual and any other administrative policies and procedures to carry out the provisions of this resolution.

Section 3. Effective Date. This resolution shall become effective January 1, 2023.

ADOPTED by the Redmond City Council this _____ day of December, 2022.

CITY OF REDMOND

MAYOR ANGELA BIRNEY

ATTEST:

CHERYL XANTHOS, MMC, CITY CLERK

(SEAL)

FILED WITH THE CITY CLERK:
PASSED BY THE CITY COUNCIL:
SIGNED BY THE MAYOR:
RESOLUTION NO.: _____



Memorandum

Date: 11/15/2022

Meeting of: Committee of the Whole - Public Safety and Human Services

File No. CM 22-690

Type: Committee Memo

TO: Committee of the Whole - Public Safety and Human Services

FROM: Mayor Angela Birney

DEPARTMENT DIRECTOR CONTACT(S):

Technology and Information Services	Michael Marchand	425-556-2173
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DEPARTMENT STAFF:

Technology and Information Services	Simrat Sekhon	Security & Compliance Manager
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TITLE:

TIS Security Program Overview

OVERVIEW STATEMENT:

Annual overview and summary of TIS Security & Compliance’s program.

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):**

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	None proposed at this time	N/A

Time Constraints:

N/A

ANTICIPATED RESULT IF NOT APPROVED:

Date: 11/15/2022

Meeting of: Committee of the Whole - Public Safety and Human Services

File No. CM 22-690

Type: Committee Memo

N/A

ATTACHMENTS:

N/A



Memorandum

Date: 11/15/2022

File No. CM 22-692

Meeting of: Committee of the Whole - Public Safety and Human Services

Type: Committee Memo

TO: Committee of the Whole - Public Safety and Human Services

FROM: Mayor Angela Birney

DEPARTMENT DIRECTOR CONTACT(S):

Police	Chief Darrell Lowe	425-556-2521
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DEPARTMENT STAFF:

Police	Tim Gately	Captain
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TITLE:

School Resource Officer Data and Statistics (2021-2022)

OVERVIEW STATEMENT:

The Council requested overview information regarding SRO contacts, data, and statistics. Chief Lowe will present and discuss data during the November 15, 2022, Committee of the Whole - Public Safety and Human Services meeting.

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 City of Redmond provides School Resource Officer services to the Lake Washington School District. The City and District agree to assign one SRO to provide school-specific services. The Police Department tracks overview data relevant to calls for service and contacts related to LWSD properties and students. SROs track data specific to SRO-student

contacts on campus. Additionally, the department works directly with the LWSD to provide data and the department is creating a public facing dashboard to display data.

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:

Safe and Resilient

Other budget impacts or additional costs:

Yes

No

N/A

If yes, explain:

N/A

Funding source(s):

General Fund Revenue

Budget/Funding Constraints:

N/A

Additional budget details attached

COUNCIL REVIEW:

Previous Contact(s)

Date	Meeting	Requested Action
11/1/2022	Business Meeting	N/A

Date: 11/15/2022

Meeting of: Committee of the Whole - Public Safety and Human Services

File No. CM 22-692

Type: Committee Memo

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: 2021-2022 SRO Summary Data Powerpoint

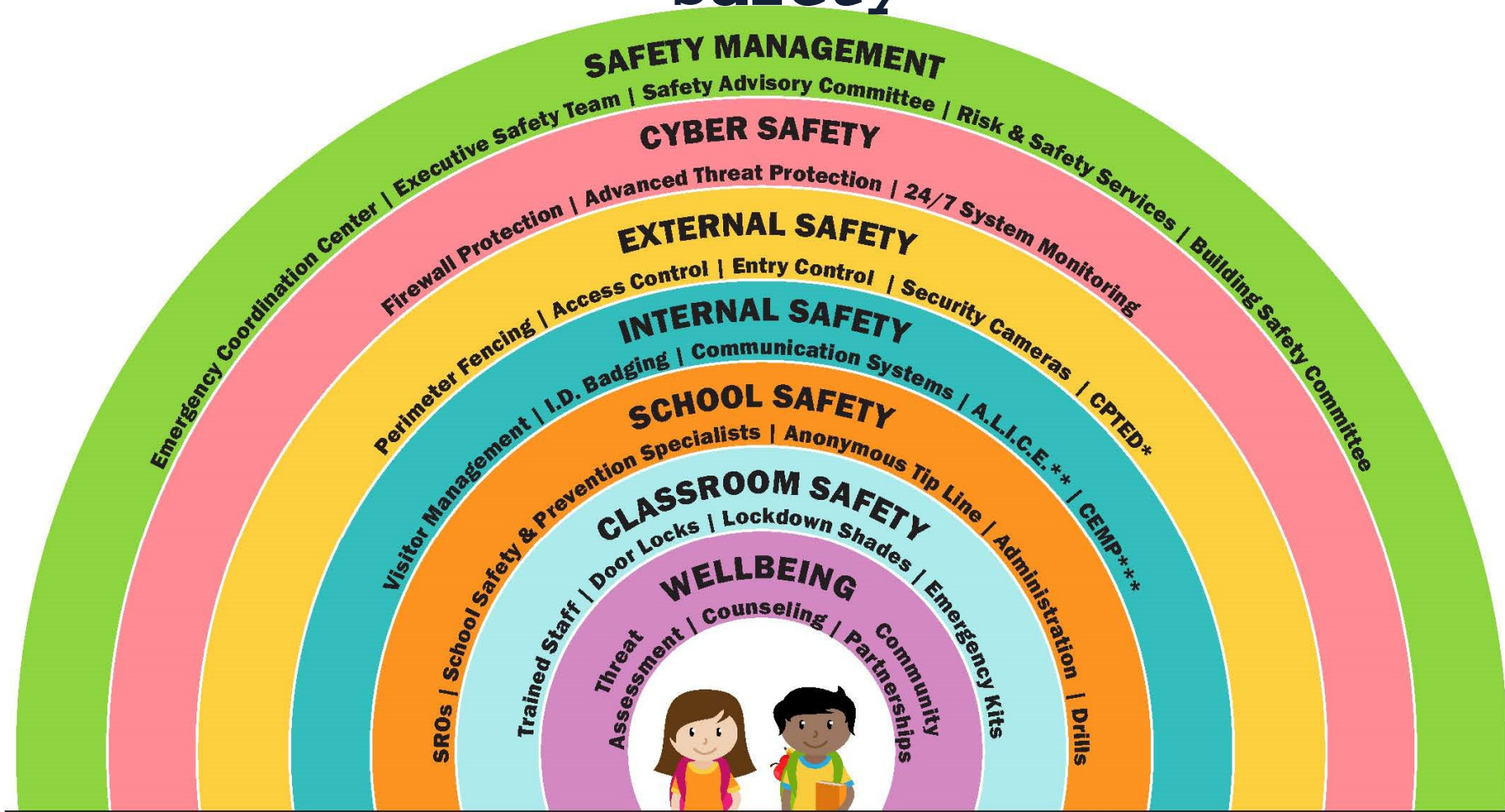
School Resource Officer Program Data

Committee of the Whole – Public Safety, November 15, 2022

Darrell Lowe, Chief of Police



Lake Washington School District Layered Safety



SRO Training

- House Bill 1214 (included in LWSD contract)
 - Annual 2-day SRO Safety Summit (25 hours)
 - Wide range of training related to youth, de-escalation, restorative justice, community resources, federal and state law, and response to juvenile mental health
- Additional Training
 - Threat assessment and threat response training (19 hours)
 - Job shadowing with experienced SRO (16 hours)
 - Annual police in-service training (50 hours)
 - Crime Prevention through environmental design (16 hours)
 - Child abuse assessment and interview class (40 hours)



Summary Data

Retrieved Nov 9, 2022	2021-2022	2022-2023
Calls for Service	133	50
School Events*	-	11
Classes Taught*	-	2
Community Events*	-	4
Total Arrests	3	0
*Began tracking in 2022-2023		

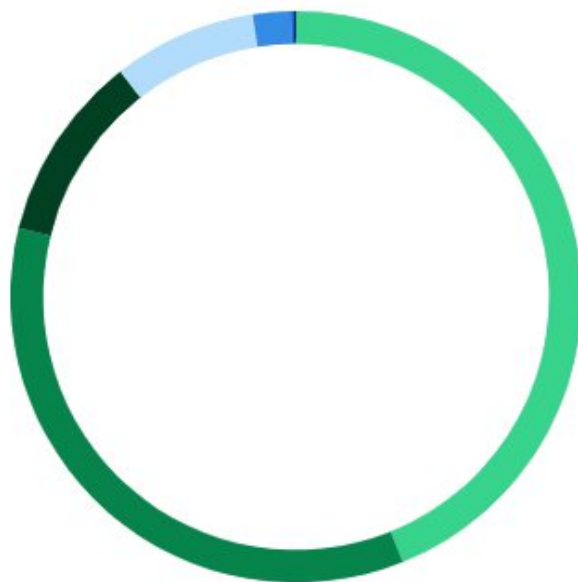


LWSD Demographic Data 2021-2022



● Female 48% ● Male 52%

Enrollment by Diversity



- 43.9% White
- 35.0% Asian or Asian Pacific Islander
- 10.6% Hispanic/Latino
- 8.1% Two or more races
- 2.1% Black or African American
- 0.2% American Indian or Alaska Native
- 0.1% Native Hawaiian or Other Pacific Islander

SOURCE: U.S. News & World Report (2021)

SRO Demographic Data 2021-2022

- Arrest by sex
 - 2 male
 - 1 female
- Arrest by race
 - 2 White
 - 1 Black
- Arrest by ethnicity
 - 2 non-Hispanic
 - 1 Hispanic



SRO Public Dashboard (In-Progress)

- Uses MS Power BI
- Calls for service related to schools and/or SRO
- Total arrests may include non-students
- Displayed by date reported
- [Council dashboard preview](#)



THANK YOU

Any Questions?





Memorandum

Date: 11/15/2022
Meeting of: Committee of the Whole - Public Safety and Human Services

File No. CM 22-693
Type: Committee Memo

TO: Choose an item.

FROM: Mayor Angela Birney

DEPARTMENT DIRECTOR CONTACT(S):

Fire	Adrian Sheppard, Fire Chief	425-556-2201
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DEPARTMENT STAFF:

Fire	Rich Gieseke	Assistant Fire Marshal
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TITLE:

Fire Save v. Loss Report (Q3, 2022)

OVERVIEW STATEMENT:

This presentation provides a summary of fire incidents and an overview of fires investigated during the third quarter of 2022.

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:**
 - This information is intended to provide the Public Safety Committee with metrics regarding fire incidents and fire investigations that occurred during the third quarter of 2022.
 - This is a recurring quarterly report.

OUTCOMES:

N/A

COMMUNITY/STAKEHOLDER OUTREACH AND INVOLVEMENT:

N/A

- **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
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Date: 11/15/2022

Meeting of: Committee of the Whole - Public Safety and Human Services

File No. CM 22-693

Type: Committee Memo

N/A	None proposed at this time	N/A
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Time Constraints:

N/A

ANTICIPATED RESULT IF NOT APPROVED:

N/A

ATTACHMENTS:

Attachment A: Fire Save v. Loss (Q3, 2022)

Fire Summary Report

Save vs. Loss Q3-2022

Committee of the Whole – Public Safety
November 15th, 2022



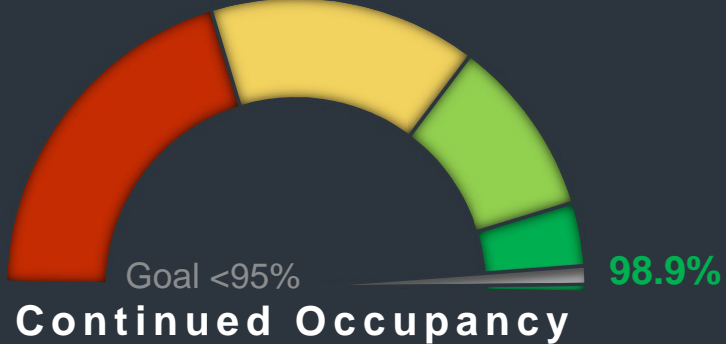
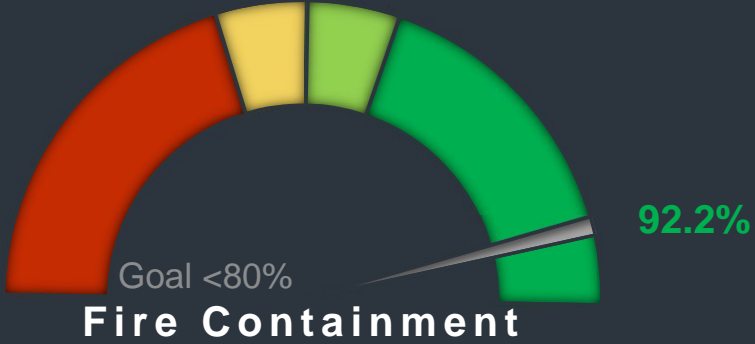


Purpose

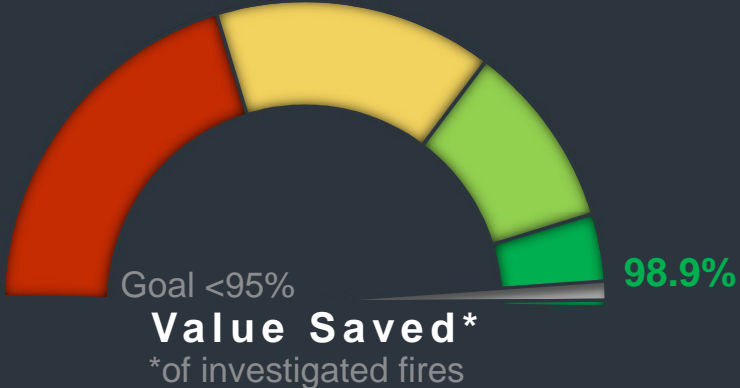
This presentation provides a summary of fire incidents and an overview of fires investigated in the third quarter of 2022.



Outcomes (Jan 2019- September 2022)



- Meeting or exceeding the goal
- Reasonably close to goal
- Not meeting goal, needs improvement
- Not meeting goal, expedient effort to improve performance

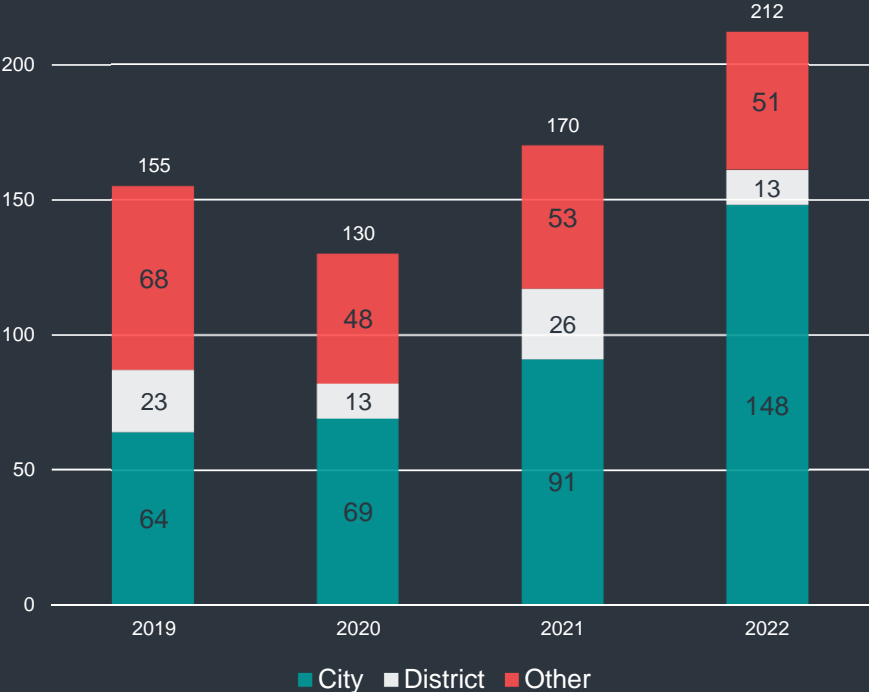


Zero civilian fire deaths



Fire Incidents by NFIRS* Code (Q2)

Fire Incident Totals by Year and Jurisdiction



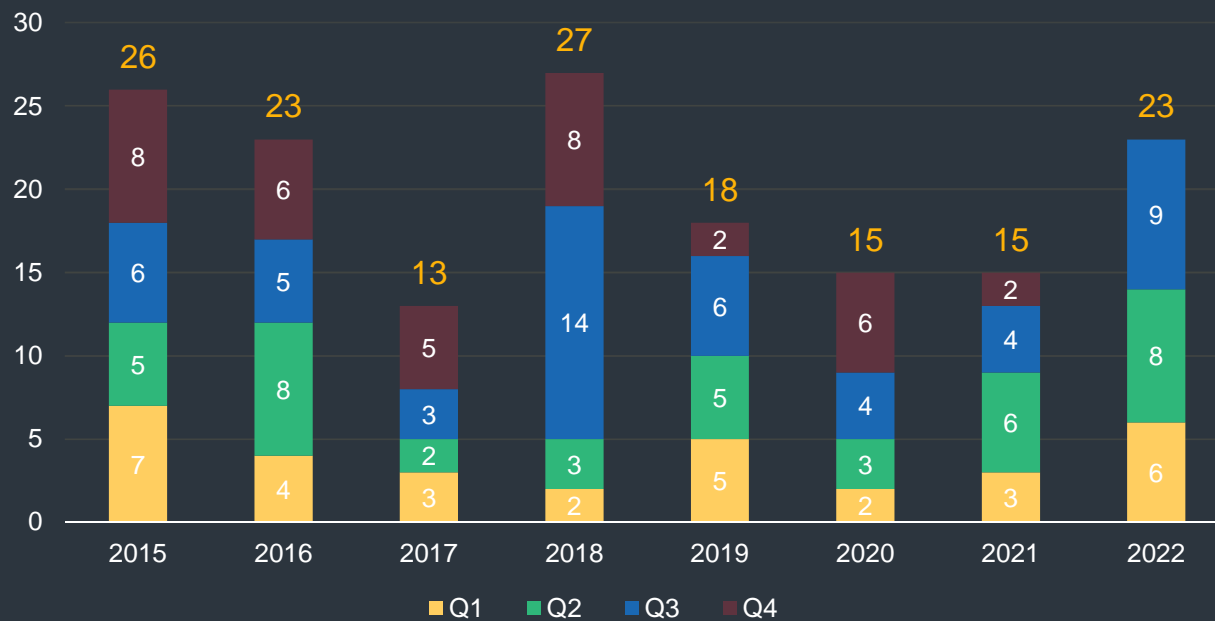
Code	2019	2020	2021	2022
100 - Fire, other	21	11	13	24
111 - Building fire	48	24	31	47
112 - Fires in structure other than in a building	0	1	2	0
113 - Cooking fire, contained to container	8	11	8	20
114 - Chimney or flue fire, confined to chimney or flue	1	1	3	5
117 - Commercial compactor fire, confined to rubbish	0	0	0	0
118 - Trash or rubbish fire contained	2	2	3	5
123 - Fire in portable building, fixed location	0	0	1	1
130 Mobile property (vehicle) fire, other	1	1	2	0
131 - Passenger vehicle fire	7	5	10	11
132 - Road freight or transport vehicle fire	1	1	0	4
136 - Self-propelled motor home or recreational vehicle	0	0	0	0
137 - Camper or recreational vehicle (RV) fire	0	0	0	0
140 - Natural vegetation fire, other	13	19	29	34
141 - Forest, woods or wildland fire	3	3	3	1
142 - Brush or brush and grass mixture fire	11	6	11	12
143 - Grass fire	2	0	2	0
150 - Outside rubbish fire, other	6	5	7	10
151 - Outside rubbish, trash or waste fire	8	5	2	10
153 - Construction or demolition landfill fire	0	0	1	1
154 - Dumpster or other outside trash receptacle fire	3	6	8	5
155 - Outside stationary compactor/compacted trash fire	1	0	0	0
160 - Special outside fire, other	2	8	6	20
162 - Outside equipment fire	0	2	4	1
Total	138	111	146	211

*National Fire Incident Reporting System

Investigated Fires



Year at a Glance
2015 - 2022



Fire Investigation Summaries



Brush Fire

- Date: 7/7/2022
- Property value saved: N/A
 - Est. Structure Loss: N/A
 - Value: N/A
- Confined to area of origin
- Fire extinguished by RFD
- Occupancy rate post fire is N/A



Fire Investigation Summaries



Structure Fire – One or Two Family residential

- Date: 7/19/2022
- Property value saved: 92%
 - Est. Structure Loss: \$50,000
 - Value: \$617,000
- Confined to area of origin
- Fire extinguished by residents
- Occupancy rate post fire=100%

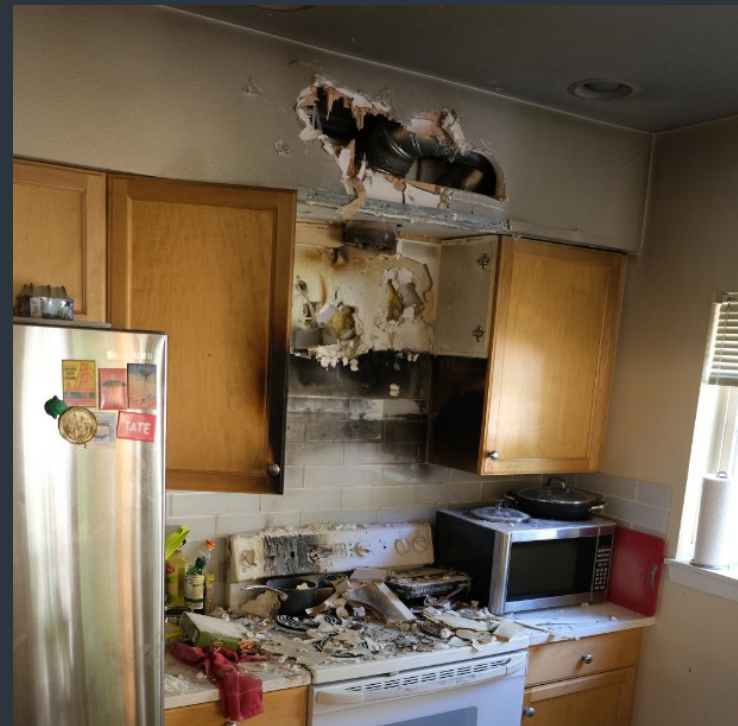




Fire Investigation Summaries

Structure Fire – Multi-Family

- Date: 7/19/2022
- Property value saved: 99%
 - Est. Structure Loss: \$5,000
 - Value: \$3,300,000
- Confined to area of origin
- Extinguished by RFD
- Occupancy rate post fire=100%



Fire Investigation Summaries



Structure Fire – Multi-Family

- Date: 7/27/2022
- Property value saved: 99%
 - Est. Structure Loss: \$10,000
 - Value: \$4,919,300
- Confined to area of origin
- Fire extinguished by RFD
- Occupancy rate post fire=100%



Fire Investigation Summaries



Structure Fire – Multi-Family

- Date: 7/29/2022
- Property value saved: 99%
 - Est. Structure Loss: \$50,000
 - Value: \$30,469,743
- Confined to areas of origin
- Fires extinguished by RFD or self-extinguished
- Occupancy rate post fire=100%





Fire Investigation Summaries

Structure Fire – Multi-Family

- Date: 9/3/2022
- Property value saved: 99%
 - Est. Structure Loss: \$60,000
 - Value: \$206,196,825
- Confined to area of origin
- Fire extinguished by single sprinkler
- Occupancy rate post fire=99.85%



Fire Investigation Summaries



Structure Fire – Commercial

- Date: 9/16/2022
- Property value saved: 100%
 - Est. Structure Loss: \$0
 - Value: Unknown
- Confined to area of origin
- Fire extinguished by RFD
- Occupancy rate post fire=100%



Fire Investigation Summaries



Structure Fire - Commercial

- Date: 9/17/2022
- Property value saved: 99%
 - Est. Structure Loss: \$500
 - Value: \$292,400
- Confined to area of origin
- Extinguished by occupant
- Occupancy rate post fire=100%



Fire Investigation Summaries



Structure Fire – Multi-Family

- Date: 9/28/2022
- Property value saved: 99%
 - Est. Structure Loss: \$30,000
 - Value: \$3,426,384
- Confined to area of origin
- Fire extinguished by RFD
- Occupancy rate post fire=88%





Thank You

Any Questions?
AFM Rich Gieseke
RGieseke@redmond.gov





City of Redmond

15670 NE 85th Street
Redmond, WA

Memorandum

Date: 11/15/2022

Meeting of: Committee of the Whole - Public Safety and Human Services

File No. CM 22-699

Type: Committee Memo

Health Through Housing Update (Verbal Report)



Memorandum

Date: 11/15/2022

Meeting of: Committee of the Whole - Public Safety and Human Services

File No. CM 22-695

Type: Committee Memo

TO: Committee of the Whole - Public Safety and Human Services

FROM: Mayor Angela Birney

DEPARTMENT DIRECTOR CONTACT(S):

Finance	Chip Corder	425-556-2189
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DEPARTMENT STAFF:

Click and select a department from the list.	Enter staff name.	Enter staff title.
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TITLE:

2023 Property Tax Levy

OVERVIEW STATEMENT:

Per state law, a taxing jurisdiction must set its levy annually for the coming fiscal year. The deadline for submitting the 2023 property tax levy to King County is November 30, 2022.

Additional Background Information/Description of Proposal Attached

REQUESTED ACTION:

Receive Information

Provide Direction

Approve

REQUEST RATIONALE:

- **Relevant Plans/Policies:**
N/A
- **Required:**
RCW 84.55.120
- **Council Request:**
N/A
- **Other Key Facts:**

Per state law, a taxing jurisdiction with a population of 10,000 or more can raise its property tax levy by the lesser of the implicit price deflator (IPD), which is a measure of inflation, or 1.0 percent plus new construction and other miscellaneous adjustments (e.g., refunds) with a simple majority vote of the legislative body. Given that the IPD was 6.457%, the 1.0% increase limitation applies to the 2023 levy.

The 2023-2024 preliminary budget assumes the Council will support a 1.0 percent increase in the City’s 2023 and 2024 levies. Following is a breakdown of the 2023 proposed levy, which is based on preliminary numbers from the King

County Department of Assessments for new construction, refund levy, and assessed valuation as of November 3, 2022. In addition, a public safety levy lid lift was on the November 8, 2022 ballot. Because its passage is unclear as of November 9, 2022, two property tax levy scenarios are provided below.

Scenario 1: 2023 Property Tax Levy (If 2022 Public Safety Levy is not Approved)

Property Tax Levy Element	2023 Tax Year
Base Levy:	
2022 Base Levy - 2022 Refund Levy	\$23,678,892
1.0% Optional Increase	236,789
New Construction	1,141,079
Refund Levy	38,293
Total Base Levy	\$25,095,053
Levy Lid Lifts:	
1986 Parks M&O Levy	793,699
1.0% Optional Increase	7,937
2007 Public Safety/Parks Levies	5,831,587
1.0% Optional Increase	58,316
Total 2023 Levy	\$31,786,592
Assessed Valuation:	
2023 Total Assessed Valuation	38,876,268,411
2022 Total Assessed Valuation	30,688,387,157
% Increase in Total Assessed Valuation	26.7%

Scenario 2: 2023 Property Tax Levy (If 2022 Public Safety Levy is Approved)

Property Tax Levy Element	2023 Tax Year
Base Levy:	
2022 Base Levy - 2022 Refund Levy	\$23,678,892
1.0% Optional Increase	236,789
New Construction	1,141,079
Refund Levy	38,293
Total Base Levy	\$25,095,053
Levy Lid Lifts:	
1986 Parks M&O Levy	793,699
1.0% Optional Increase	7,937
2007 Public Safety/Parks Levies	5,831,587
1.0% Optional Increase	58,316
2022 Public Safety Levy	11,625,000
Total 2023 Levy	\$43,411,592
Assessed Valuation:	
2023 Total Assessed Valuation	38,876,268,411
2022 Total Assessed Valuation	30,688,387,157
% Increase in Total Assessed Valuation	26.7%

In both scenarios, the current new construction estimate from King County is \$991,079. An additional \$150,000 was added to the estimate, which will not be finalized until the end of November. The 2023 levy amount will be adjusted based on the final new construction amount.

If the 2022 public safety levy is approved by voters, the City will be authorized to levy \$0.366 per \$1,000 assessed valuation, which would generate \$14.23 million in 2023. This is significantly more than what the City needs and is due to the 26.7% increase in total assessed valuation. The ballot measure was based on a \$11.23 million levy amount in 2023 plus a 5.0% annual growth factor in 2024-2028 and a 1.0% annual growth factor thereafter to fully fund services for 12 years. However, due to the recently settled Police Officers’ labor contract, which includes a 7.0% COLA in 2023, and an expected significant increase in the Firefighters’ labor contract, which expires on December 31, 2023, staff recommends increasing the \$11.23 million levy amount by 3.5% to \$11.63 million, if the levy is approved by voters.

Total assessed valuation increased from \$30.69 billion to \$38.88 billion, or 26.7%, which breaks down as follows: 1) 23.4% increase for existing properties, and 2) 3.2% increase for new construction.

If the 2022 public safety levy is not approved by voters, the total estimated levy rate for 2023 is \$0.81763 per \$1,000 assessed valuation, which represents a \$0.17778 decrease from the 2022 total levy rate of \$0.99541.

If the 2022 public safety levy is approved by voters, the total estimated levy rate for 2023 is \$1.11666 per \$1,000 assessed valuation, which represents a \$0.12125 increase from the 2022 total levy rate of \$0.99541. The estimated levy rate for the 2022 public safety levy lid lift is \$0.29903 per \$1,000 assessed valuation, which is significantly less than the \$0.366 levy rate noted in the ballot measure.

Lastly, the City currently has \$1,532,655 in banked capacity, which the Council can use to address general government

funding needs.

OUTCOMES:

The annual property tax levy is needed to help fund general government services. If the 2022 public safety levy is not approved by voters, the total estimated 2023 levy is \$31,786,592. If the 2022 public safety levy is approved by voters, the total estimated 2023 levy is \$43,411,592.

COMMUNITY/STAKEHOLDER OUTREACH AND INVOLVEMENT:

- **Timeline (previous or planned):**
A public hearing was held on October 18, 2022 to gather public comments on the 2023 property tax levy and other revenue sources.
- **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:

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

Funding source(s):
Property tax

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	Provide Direction

Proposed Upcoming Contact(s)

Date	Meeting	Requested Action
12/6/2022	Business Meeting	Approve

Time Constraints:

The deadline for submitting the 2023 property tax levy to King County is November 30, 2022.

ANTICIPATED RESULT IF NOT APPROVED:

Examples: increased costs, maintenance delays, loss of grant funding, ect.

ATTACHMENTS:

N/A



Memorandum

Date: 11/15/2022

Meeting of: Committee of the Whole - Public Safety and Human Services

File No. CM 22-697

Type: Committee Memo

TO: Committee of the Whole - Public Safety and Human Services

FROM: Mayor Angela Birney

DEPARTMENT DIRECTOR CONTACT(S):

Executive	Malisa Files	425-556-2166
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DEPARTMENT STAFF:

Executive	Lisa Maher	Deputy Executive Director
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TITLE:

2022 Q4 Diversity, Equity, and Inclusion Program Update & On-Call Contract

OVERVIEW STATEMENT:

The purpose of this item is to provide Council a 4th quarter 2022 Diversity, Equity, and Inclusion program update per the Committee of the Whole - Public Safety Workplan and share information about a joint Council and DEI program on-call consultant contract.

Additional Background Information/Description of Proposal Attached

REQUESTED ACTION:

Receive Information

Provide Direction

Approve

REQUEST RATIONALE:

- **Relevant Plans/Policies:**
Community Strategic Plan
- **Required:**
Contracts over \$50,000 requires Council Approval.
- **Council Request:**
Public Safety & Human Services COW workplan
- **Other Key Facts:**
N/A

OUTCOMES:

N/A

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:
\$100,000

Approved in current biennial budget: Yes No N/A

Budget Offer Number:
10500 2021-2022 Diversity Equity Inclusion
0000030 2023-2024 City Council

Budget Priority:
Strategic and Responsive

Other budget impacts or additional costs: Yes No N/A
If yes, explain:
N/A

Funding source(s):
General Fund - 2021-2022 Diversity, Equity, Inclusion budget and salary savings and 2023-2024 Council budget

Budget/Funding Constraints:
N/A

Additional budget details attached

COUNCIL REVIEW:

Previous Contact(s)

Date	Meeting	Requested Action
10/26/2021	Committee of the Whole - Finance, Administration, and Communications	Receive Information
3/15/2022	Committee of the Whole - Public Safety	Receive Information
6/21/2022	Committee of the Whole - Public Safety	Receive Information

Proposed Upcoming Contact(s)

Date	Meeting	Requested Action
12/6/2022	Business Meeting	Approve

Time Constraints:

N/A

ANTICIPATED RESULT IF NOT APPROVED:

Diversity, Equity, and Inclusion five-year strategic plan, staff training, policy review, community outreach and involvement would be delayed.

ATTACHMENTS:

Attachment A: 2022 Q4 Diversity Equity, and Inclusion Update

Background

This document provides a high-level summary of the implementation of the Diversity, Equity, and Inclusion community-based initiative.

The strategies for this initiative in 2021-2022 include:

1. Establish programs to **build internal capacity** through shared learning opportunities, common language, support mechanisms, and resources.
2. Leverage **community partnerships** to create opportunities for effective and authentic outreach.
3. Develop a **strategic plan** and **structural framework** for the implementation of Diversity, Equity, and Inclusion.
4. Support **city-wide initiatives** that normalize, organize, and operationalize Diversity, Equity, and Inclusion.

Programmatic Updates

Capacity Building

- Learning opportunities: In celebration of the 2022 Welcoming Week, the City and Eastside for All hosted Dr. Julian Agyeman as he presented *Just Sustainabilities – Policy, Planning and Practice*. and Mayor Birney and Chief Lowe joined the Redmond King County Library for their Welcoming Week Story time.
- Training opportunities: Continued implementation of intermediate/advance offerings on topics related to LGBTQA+ and Deconstructing Our Bias.
- Resources: Welcoming Redmond staff completed a draft of an equity assessment worksheet. This worksheet will be part of the DEI toolkit of resources that staff can use to apply an equity lens to review a policy, initiative, or program.

Strategic Plan and Structural Framework

- Community Assessment: completed community questionnaire, outreach, and listening sessions (July 5 – September 24). Currently the Directors are completing the final piece of this assessment by working with our consultant to create a comprehensive overview of policies, processes, procedures, programs that lead to:
 - Improved access for employees or community members to data/information
 - Reduced disproportionality and disparate outcomes
 - Increased access to information, services, tools, or resources
 - Improved communication across government for both employees and/or community members
 - Develop/Design/Deliver policies that meet the needs of an increasingly diverse population
 - Improved health outcomes and life expectancy
 - Increased/improved employment and income opportunities
 - Provide educational support and enhance learning opportunities (schools/workplace/community)
 - Increased accessibility of affordable housing and/or reduced homelessness

City-wide Initiatives

- Title VI: developed a comprehensive Title VI Plan that will allow the city to continue to receive grants from the Washington State Department of Transportation. This plan is a requirement for cities with a population of more than 75,000. This guides the following city procedures for:
 - Title VI program areas and procedure data collection, reporting, and analysis
 - Accepting and processing Title VI complaints and properly distributing information to the community
 - Title VI training
 - Public outreach and involvement with minority and Limited English-Speaking Populations
 - Procedures and policy development to prevent, mitigate, and correct any possible adverse disproportionate burdens or environmental effects of city programs, policies, and activities for minority and/or low-income populations
- On-Call Consulting Contract: seeking approval from Council at the December 6, 2022, Business Meeting for an on-call contract with The Edge Advisory Group (Anita Paige) for the 2023 Council Retreat facilitation, and the development of the Diversity, Equity, and Inclusion five-year Strategic Plan. Retreat facilitation and strategic plan development will utilize the Competitive Edge Advantage Respect model that aligns organizational culture and strategy focusing on engagement, and systematic and systemic organization change.

Next Steps

Specific projects will continue to move forward to advance the Diversity, Equity, and Inclusion community-based initiative. Key upcoming projects:

- Recruitment for the DEI Program Manager position in November and December.
- Completion of internal and external assessment reports that will be presented to Council in the first quarter of 2023.
- Developing 2023-2024 DEI staff training program in partnership with Human Resources.
- Development of draft five-year DEI Strategic Plan beginning in first quarter of 2023.
- Implement changes to the Diversity, Equity, and Inclusion program moving forward, including:
 - Change reporting relationship to the COO
 - Integrate Diversity, Equity, and Inclusion Manager position into the Directors Team
 - Outline Diversity, Equity, and Inclusion Manager duties:
 - Partner with external organizations
 - Act as an internal resource to departments
 - Manage citywide Diversity, Equity, and Inclusion reporting
 - Provide resources to the Welcoming Redmond team
 - Provide communication and translation services
 - Create citywide training model in partnership with Human Resources
 - Analyze policies for potential change