

NON-CODE

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 2026;
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. (A) Effective January
1, 2026, Pay Plan "R" covering employees represented by the Redmond
City Hall Employees Association (RCHEA) is hereby amended and the
salary ranges increased 3.8 percent above the ranges in effect on
December 31, 2025, as adopted by Ordinance No. 3199. 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 3.8

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

(B) Effective January 1, 2026, the following classifications are created and added to the Pay Plan "R": Construction Project Manager and Systems Analyst.

C) Effective January 1, 2026, the salary grades on Pay Plan "R" have been adjusted and the following titles have been moved to new salary grades: Planner-Principal, Building Inspector - Senior, Construction Inspector - Lead, Program Administrator, Accountant - Senior, Engineer - Associate, Management Analyst, Plans Examiner, Technical Systems Coordinator, Deputy City Clerk, Stormwater Inspector, Records Analyst, and Administrative Specialist.

D) Effective January 1, 2026, the following titles have been eliminated from Pay Plan "R": Business Systems Analyst - ERP, Business Systems Analyst - HRIS, Business Systems Analyst Sr - ERP, and Business Systems Analyst Sr - HRIS.

Section 2. Pay Plan "RS" Amended. Effective January 1, 2026, the salary ranges in Pay Plan "RS," the RCHEA Supplemental Pay Plan, are adjusted to increase the salary ranges 3.8 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, 2025, as adopted by Ordinance No. 3199. In conjunction with the adjustment

of the salary ranges, the salaries of employees "RS" pay plan will be increased across-the-board 3.8 percent. The amended Pay Plan is attached as Exhibit 2 and incorporated herein as if set forth in full.

(B) Effective January 1, 2026, the following classifications are created and added to the Pay Plan "RS": Construction Project Manager and Systems Analyst.

C) Effective January 1, 2026, the salary grades on Pay Plan "RS" have been adjusted and the following titles have been moved to new salary grades: Planner-Principal, Building Inspector - Senior, Construction Inspector - Lead, Program Administrator, Accountant - Senior, Engineer - Associate, Management Analyst, Plans Examiner, Technical Systems Coordinator, Deputy City Clerk, Stormwater Inspector, Records Analyst, and Administrative Specialist.

D) Effective January 1, 2026, the following titles have been eliminated from Pay Plan "RS": Business Systems Analyst - ERP, Business Systems Analyst - HRIS, Business Systems Analyst Sr - ERP, and Business Systems Analyst Sr - HRIS.

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 November, 2025.

CITY OF REDMOND

MAYOR ANGELA BIRNEY

ATTEST:

CHERYL XANTHOS, MMC, CITY CLERK

(SEAL)

APPROVED AS TO FORM

REBECCA MUELLER, CITY ATTORNEY

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