

City of Redmond

15670 NE 85th Street Redmond, WA

Memorandum

Date: 11/3/2025 Meeting of: City Council		File No. AM No. 25-163 Type: Consent Item	
TO: Members of the City Council FROM: Mayor Angela Birney DEPARTMENT DIRECTOR CONTACT	(S):		
Human Resources	Cathryn Laird	425-556-2	125
DEPARTMENT STAFF:			
Human Resources	Adrienne Steinert	Human Resources Ar	nalyst
TITLE: Approval of the 2026-2028 Collective Employees Association (RCHEA) a. Ordinance No. 3231: An ord Order to Set Salaries for Employees Experability and Establishing OVERVIEW STATEMENT: This memo seeks approval of the 20 New classifications being requested Analyst. In addition, select titles and "Outcomes" section. This CBA has be	inance of the City of Redmorployees Covered by the RCH an Effective Date 26-2028 RCHEA Collective Bod for Pay Plans "R" and "R	nd, Washington Amending EA Bargaining unit for the 'argaining Agreement (CBA S" include Construction Personal Contraction of the contraction of th	Pay Plans "R" and "RS", in Year 2026; Providing for and the associated pay plan. Project Manager and Systems e changes are listed under the
several months and has been appl Executive Session on October 21, 20	roved by a vote of Union i	-	_
☑ Additional Background Info	rmation/Description of Prop	oosal Attached	
REQUESTED ACTION:			
☐ Receive Information	☐ Provide Direction	☑ Approve	
REQUEST RATIONALE:			
• Relevant Plans/Policies:			
N/A • Required:			
RCW 35A.11.020			
Council Request:			

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N/A • Other Key Facts: The current CBA expires 12/31/2025.			
OUTCOMES: This CBA sets forth the working relationship benefits, working conditions, and other inform New classifications titled Construction Project Plans. The Planner-Principal, Building Inspector, Countant - Senior, Engineer - Associate, Maccountant - Senior, Engineer - Records Angrades. Additionally, the Business Systems An ERP, and Business Systems Analyst Sr - HRIS ti	nation/expecta t Manager and ector - Senion nagement Ana alyst, and Adnalyst - ERP, Bu	ations. d Systems Analys , Construction llyst, Plans Exami ministrative Spec ssiness Systems A	st are being added to the "R" and "RS" Pay Inspector - Lead, Program Administrator, iner, Technical Systems Coordinator, Deputy cialist titles have been moved to new salary Analyst - HRIS, Business Systems Analyst Sr -
 COMMUNITY/STAKEHOLDER OUTREACH AND Timeline (previous or planned): N/A Outreach Methods and Results: N/A Feedback Summary: N/A 	O INVOLVEME	<u>NT</u> :	
BUDGET IMPACT:			
Total Cost: The cost to implement the proposed increa \$1,114,259 or 4.4%, for 2026.	ses for the ye	ear 2026 collecti	ive bargaining agreement is approximately
Approved in current biennial budget:	⊠ Yes	□ No	□ N/A
Budget Offer Number: N/A			
Budget Priority : Strategic and Responsible			
Other budget impacts or additional costs: If yes, explain: N/A	□ Yes	⊠ No	□ N/A
Funding source(s): General Fund			

Budget/Funding Constraints:	
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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. Delay beyond the expiration of the current CBA would require complex 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, 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 have a negative impact on morale for all employees involved.

ATTACHMENTS:

Attachment A: 2026-2028 Collective Bargaining Agreement redline with the Redmond City Hall Employees Association (RCHFA)

Attachment B: Summary of Changes to 2026-2028 RCHEA CBA

Attachment C: Ordinance Setting the 2026 Pay and Pay Plans for RCHEA Employees

Exhibit 1: 2026 RCHEA "R" Pay Plan

Exhibit 2: 2026 RCHEA Supplemental "R-S" Pay Plan