



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	425-556-2125
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DEPARTMENT STAFF:

Human Resources	Adrienne Steinert	Human Resources Analyst
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TITLE:

Approval of the 2026-2028 Collective Bargaining Agreement between the City of Redmond and the Redmond City Hall Employees Association (RCHEA)

- a. Ordinance No. 3231: 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

OVERVIEW STATEMENT:

This memo seeks approval of the 2026-2028 RCHEA Collective Bargaining Agreement (CBA) and the associated pay plan. New classifications being requested for Pay Plans "R" and "RS" include Construction Project Manager and Systems Analyst. In addition, select titles and salaries have been removed or changed. Details of the changes are listed under the "Outcomes" section. This CBA has been negotiated between the City and Union using tentative agreements over the last several months and has been approved by a vote of Union members. This item was brought to Council during an Executive Session on October 21, 2025.

☒ **Additional Background Information/Description of Proposal Attached**

REQUESTED ACTION:

☐ Receive Information ☐ Provide Direction ☒ Approve

REQUEST RATIONALE:

- **Relevant Plans/Policies:**
N/A
- **Required:**
RCW 35A.11.020
- **Council Request:**

N/A

- **Other Key Facts:**

The current CBA expires 12/31/2025.

OUTCOMES:

This CBA sets forth the working relationship between the City and the RCHEA employees, specifically it covers salaries, benefits, working conditions, and other information/expectations.

New classifications titled Construction Project Manager and Systems Analyst are being added to the “R” and “RS” Pay Plans. The 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 titles have been moved to new salary grades. Additionally, the Business Systems Analyst - ERP, Business Systems Analyst - HRIS, Business Systems Analyst Sr - ERP, and Business Systems Analyst Sr - HRIS titles have been eliminated from Pay Plans “R” and “RS”.

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 cost to implement the proposed increases for the year 2026 collective bargaining agreement is approximately \$1,114,259 or 4.4%, for 2026.

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:

☐ **Yes**

☒ **No**

☐ **N/A**

If yes, explain:

N/A

Funding source(s):

General Fund

Budget/Funding Constraints:

N/A

☐ **Additional budget details attached**

COUNCIL REVIEW:

Previous Contact(s)

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

Proposed Upcoming Contact(s)

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

Time Constraints:

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

ANTICIPATED RESULT IF NOT APPROVED:

Additional negotiations would be required. 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 (RCHEA)

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