

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 POLICE SUPPORT EMPLOYEES COVERED BY THE TEAMSTERS LOCAL UNION NO. 117 BARGAINING UNIT FOR THE YEAR 2026; 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 Amended. (A) Effective January 1, 2026, Pay Plan "PS" covering all employees in the Police Support bargaining unit is hereby amended and the salary ranges adjusted by 2.3 percent, above the ranges in effect on December 31, 2025 as adopted by Ordinance No. 3205. 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 2.3 percent, above the ranges in effect on December 31, 2025.

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 "PS": Real Time Crime Analyst, Senior Police Support Administrative Specialist and Parking Enforcement Officer.

C) Effective January 1, 2026, the following titles have been removed from Pay Plan "PS": Public Safety Telecommunicator and Lead Public Safety Telecommunicator.

D) Effective January 1, 2026, the following titles have been eliminated from Pay Plan "PS": Lead Police Support Services Specialist, Police Support Public Records Specialist, and Police Support Services Specialist.

Section 2. Pay Plan "S-PS". (A) Effective January 1, 2026, 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. 3205. 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 "S-PS": Real Time Crime Analyst, Senior Police Support Administrative Specialist and Parking Enforcement Officer.

C) Effective January 1, 2026, the following titles have been removed from Pay Plan "S-PS": Public Safety Telecommunicator and Lead Public Safety Telecommunicator.

D) Effective January 1, 2026, the following titles have been eliminated from Pay Plan "S-PS": Lead Police Support Services Specialist, Police Support Public Records Specialist, and Police Support Services Specialist.

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.: _____