



Memorandum

Date: 7/2/2024
Meeting of: City Council

File No. AM No. 24-093
Type: Consent Item

TO: Members of the City Council
FROM: Mayor Angela Birney
DEPARTMENT DIRECTOR CONTACT(S):

Fire	Adrian Sheppard	425-556-2201
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DEPARTMENT STAFF:

Fire	Ameé Quiriconi	Deputy Chief - Administration
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TITLE:

Adoption of an Ordinance Amending Redmond Municipal Code 4.20 Civil Service

- a. Ordinance No. 3170: An Ordinance of the City of Redmond, Washington, Amending RMC 4.20.050, Qualifications of Applicants, to Add Language Allowing Lawful Permanent Residents and Deferred Action for Childhood Arrival Recipients to Apply and Be Hired for Any Civil Service Position

OVERVIEW STATEMENT:

An ordinance updating the qualifications of applicants for civil service positions at the City of Redmond

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

REQUESTED ACTION:

☐ **Receive Information** ☐ **Provide Direction** ☒ **Approve**

REQUEST RATIONALE:

- **Relevant Plans/Policies:**
Resolution No. 1465: A Resolution of the City Council of the City of Redmond, Washington, affirming a commitment towards a culturally inclusive community.

City of Redmond Community Strategic Plan, DEI program
- **Required:**
Council approval is required for the adoption of an ordinance.
- **Council Request:**
N/A
- **Other Key Facts:**
RMC 4.20 was adopted in 2011 after the original chapter was repealed and via ordinance XXX. However, in

attached the Senate Bill from 2018 that updated the qualifications of candidates to include “lawful permanent residents.” However, the city code was never amended to capture that change.

Current City of Redmond Strategic Plan has as an action item in the DEI program: “Inform city practices, procedures, and policies to align with DEI objectives; identify potential barriers or challenges and opportunities.”

OUTCOMES:

Due to the current code language, Fire and Police have had to disqualify otherwise qualified candidates for opportunities in public safety due to this oversight of not keeping our code current with state law. This was recently observed this year. Removing this barrier would allow us to consider a wider range of qualified candidates and provide opportunities for Redmond and regional community members to find employment in our public safety roles.

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):
N/A

Budget/Funding Constraints:
N/A

☐ **Additional budget details attached**

COUNCIL REVIEW:

Previous Contact(s)

Date	Meeting	Requested Action
6/18/2024	Committee of the Whole - Public Safety and Human Services	Provide Direction

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:

Limited candidate pool for civil service positions; conflicts with city goals for a culturally diverse workforce that aligns with the community served

ATTACHMENTS:

Attachment A: Civil Service Code Amendment Ordinance