

**CITY OF REDMOND  
ORDINANCE NO. XXXX**

AN ORDINANCE OF THE CITY OF REDMOND, WASHINGTON, ESTABLISHING THE 2025 PAY PLAN FOR EMPLOYEES COVERED BY THE WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES, LOCAL 21-RD (AFSCME) AND ESTABLISHING THE 2025 PAY PLAN FOR SUPPLEMENTAL EMPLOYEES WORKING IN POSITIONS COVERED BY THE AFSCME BARGAINING UNIT

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WHEREAS, the City of Redmond completed labor contract negotiations with the Washington State Council of County and City Employees, Local 21-RD (AFSCME); and

WHEREAS, Pay Plan "A" was 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 AFSCME bargaining unit.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF REDMOND, WASHINGTON, DO ORDAIN AS FOLLOWS:

Section 1. Pay Plan Adopted. Effective January 1, 2025, Pay Plan "A" covering all employees in the AFSCME bargaining unit is hereby amended and the salary ranges adjusted by 5.2%, above the ranges in effect on December 31, 2024 as adopted by Ordinance No. 3100. In conjunction with the adjustment of the salary ranges, the salaries for all employees covered by the

AFSCME bargaining unit will increase across-the-board by 5.2%. The amended Pay Plan is attached as Exhibit 1 and incorporated herein as if set forth in full.

Section 2. Pay Plan "AF-S". Effective January 1, 2025, Supplemental Pay Plan "AF-S" covering supplemental AFSCME 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. 3100. The amended Pay Plan is attached as Exhibit 2 and incorporated herein as if set forth in full.

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 \_\_\_\_\_, 2024.

CITY OF REDMOND

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MAYOR ANGELA BIRNEY

ATTEST/AUTHENTICATED:

\_\_\_\_\_  
CHERYL XANTHOS, MMC, CITY CLERK

(SEAL)

APPROVED AS TO FORM  
OFFICE OF THE CITY ATTORNEY:

By: \_\_\_\_\_

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