



Memorandum

Date: 12/2/2025
Meeting of: City Council

File No. AM No. 25-197
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	Mary Grady	Senior HR Analyst
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TITLE:

Adoption of Ordinances Updating the 2026 Pay Plans

- a. Ordinance No. 3241: An Ordinance of the City of Redmond, Washington, Amending Pay Plans "A" and "AF-S," in Order to Set Salaries for Employees Covered by the AFSCME Bargaining Unit for the Year 2026; Providing for Severability and Establishing an Effective Date
- b. Ordinance No. 3242: An Ordinance of the City of Redmond, Washington, Amending Pay Plan "EO" in Order to Set Salaries for Elected Officials for the Year 2026; Providing for Severability and Establishing an Effective Date
- c. Ordinance No. 3243: An Ordinance of the City of Redmond, Washington, Amending the 2026 "P" Pay Plan for Employees Covered by the Teamsters Local Union No. 117 Representing Law Enforcement Officers

OVERVIEW STATEMENT:

Due to the 2026 Cost of Living Adjustments (COLA), the following salaries and Pay Plans are being updated: AFSCME Regular ("A") and AFSCME Supplemental ("AF-S"); Elected Official ("EO"); Police Commissioned ("P"). Details of the changes are listed under the "Outcomes" section.

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

REQUESTED ACTION:

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

REQUEST RATIONALE:

- **Relevant Plans/Policies:**

N/A

- **Required:**

City Council is required to authorize salary and/or classification changes to Pay Plans, in accordance with the City of Redmond Personnel Manual Section 7.10.

- **Council Request:**

N/A

- **Other Key Facts:**

N/A

OUTCOMES:

Approval by City Council is being sought for the following Pay Plan changes:

AFSCME. In accordance with AFSCME's CBA that was negotiated with the union and approved by City Council in 2024, the 2026 COLA for AFSCME "A" and "AF-S" Pay Plans are provided following the AFSCME percentage of 2.3%, based on first half 2025 CPI-W, with a minimum of 2% and a maximum of 5%.

Elected Official. Changes to non-represented "EO" Pay Plan is provided a 2026 COLA increase. The increases are to ensure those salary ranges remain within market. Changes to the "EO" Pay Plan include a 2026 COLA increase of 2.3%, based on first half 2025 CPI-W, with a minimum of 2% and a maximum of 5%.

Police Commissioned. In accordance with the Police Commissioned CBA that was negotiated with the union and approved by City Council in 2024, the 2026 COLA for the "P" Pay Plan will be 2.3%, based on first half 2025 CPI-W, with a minimum of 2% and a maximum of 5%.

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:

Finance included COLAs and salary adjustments in the 2025-2026 Budget documentation that was presented to Council. This means effective January 1, 2026, salary adjustments are budgeted for and can be provided to employees in the Pay Plans listed above.

Approved in current biennial budget:

☒ **Yes**

☐ **No**

☐ **N/A**

Budget Offer Number:

N/A

Budget Priority:

Strategic and Responsive

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
11/18/2025	Business Meeting	Provide Direction

Proposed Upcoming Contact(s)

Date	Meeting	Requested Action
N/A	None proposed at this time	N/A

Time Constraints:

Implementation of wage and salary range changes is targeted for January 1, 2026. Approval in 2025 will allow HR and Payroll staff time to complete the required communicating, processing, and implementing of the changes without the need for retroactive pay.

ANTICIPATED RESULT IF NOT APPROVED:

If not immediately approved or approval is substantially delayed, the result will be calculating retroactive pay, which could result in payroll processing errors due to the complexity of retro-calculations to January 1, 2026. If not approved at all, then there will be no Pay Plan changes/COLA adjustments, resulting in the union groups filing multiple unfair labor practices (ULPs) against the City for failure to negotiate changes in working conditions (pay) to their CBAs, overall loss of market wage competitiveness, and a potential impact to employee retention. Annual Pay Plan updates must be implemented in accordance with the union CBAs that have previously been negotiated with the unions and approved by City Council. Any delays to implementation must be negotiated with the unions prior to the change being effective, with non-represented employees being treated similarly.

ATTACHMENTS:

Attachment A: Proposed Salary Ordinance for AFSCME and AFSCME Supplemental Pay Plans

Exhibit 1: 2026 AFSCME Pay Plan "A"
Exhibit 2: 2026 AFSCME Pay Plan "AF-S"
Attachment B: Proposed Salary Ordinance for Elected Official Pay Plan
Exhibit 1: 2026 Elected Official Pay Plan "EO"
Attachment C: Proposed Salary Ordinance for Police Commissioned Pay Plan
Exhibit 1: 2026 Police Commissioned Pay Plan "P"