

City of Redmond

15670 NE 85th Street Redmond, WA

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	
DEPARTMENT STAFF:				
	Mary Grady Senior HR A		Analyst	
TITLE: Adoption of Ordinances Updating the 202	26 Pay Plans			
a. Ordinance No. 3241: An Ordinance Order to Set Salaries for Employ Severability and Establishing an E	vees Covered by the AFSCI	_		
 b. Ordinance No. 3242: An Ordinance Set Salaries for Elected Officials for Co. Ordinance No. 3243: An Ordinance Employees Covered by the Teams 	or the Year 2026; Providing te of the City of Redmond	for Severak	on, Amending the 2026	n Effective Date 5 "P" Pay Plan for
OVERVIEW STATEMENT: Due to the 2026 Cost of Living Adjustment Regular ("A") and AFSCME Supplements changes are listed under the "Outcomes" Additional Background Information	al ("AF-S"); Elected Officia ' section.	ıl ("EO"); Pc	,	•
REQUESTED ACTION:				
☐ Receive Information [☐ Provide Direction	⊠ Арј	prove	
REQUEST RATIONALE:				
• Relevant Plans/Policies:				

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 N/A Required: City Council is required to authorize of Redmond Personnel Manual Section Council Request: N/A Other Key Facts: N/A 	•	assification char	nges to Pay Plans, in accordance with the City
OUTCOMES: Approval by City Council is being sought for	the following Pa	ay Plan changes:	
	Pay Plans are p	rovided followin	union and approved by City Council in 2024, g the AFSCME percentage of 2.3%, based on
<u>-</u>	narket. Changes	to the "EO" Pay	a 2026 COLA increase. The increases are to y Plan include a 2026 COLA increase of 2.3%, 6.
			A that was negotiated with the union and e 2.3%, based on first half 2025 CPI-W, with a
COMMUNITY/STAKEHOLDER OUTREACH A	ND INVOLVEME	NT:	
 Timeline (previous or planned): N/A Outreach Methods and Results: N/A Feedback Summary: N/A 			
BUDGET IMPACT:			
		_	ocumentation that was presented to Council. and can be provided to employees in the Pay
Approved in current biennial budget:	⊠ Yes	□ No	□ N/A
Budget Offer Number: N/A			

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Budget Priority Strategic and Re					
Other budget ir <i>If yes, explain</i> : N/A	mpacts or additional costs:	☐ Yes	□ No	⊠ N/A	
Funding source N/A	(s):				
Budget/Fundin N/A	g Constraints:				
☐ Addition	nal budget details attached				
COUNCIL REVIE	<u>w</u> :				
Previous Conta	ct(s)				
Date	Meeting			Requested Action	
11/18/2025	Business Meeting			Provide Direction	

Time Constraints:

Date

N/A

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.

Requested Action

N/A

ANTICIPATED RESULT IF NOT APPROVED:

Meeting

None proposed at this time

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

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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"