



Memorandum

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

File No. AM No. 24-094
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 2.52 Fire Department

- a. Ordinance No. 3171: An Ordinance of the City of Redmond, Washington, Amending RMC 2.52, Fire Department; to Replace All Instances of Gendered Language with Gender-Neutral Terms

OVERVIEW STATEMENT:

An ordinance amending RMC 2.52, Fire Department, to remove all instances of gendered language with gender-neutral terms

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

REQUESTED ACTION:

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

REQUEST RATIONALE:

- **Relevant Plans/Policies:**
City of Redmond Fire Department Strategic Plan 2022-2027
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 2.52 was adopted in 1969 - a period when it was standard to use masculine nouns/pronouns as a "generic" term.

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:

It is recognized that adopting gender-inclusive language paves the way to promoting gender equality and gender bias and inhibits the perpetuation of gender stereotypes, especially in the fire service. Removing gendered language is also important so that all individuals, regardless of gender identity, feel respected and included with the Redmond Fire Department and know that all leadership roles are accessible to them.

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:

None

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:

Ongoing code language conflict with city and fire department value of inclusion

ATTACHMENTS:

Attachment A: Fire Department Code Amendment Ordinance