

City of Redmond



Redmond
WASHINGTON

Agenda

Study Session

Tuesday, January 14, 2025

7:00 PM

**City Hall: 15670 NE 85th St; Remote: Comcast Ch. 21/321, Ziplly Ch. 34,
Facebook (@CityofRedmond), Redmond.gov/rctlive, or 510-335-7371**

City Council

Mayor

Angela Birney

Councilmembers

Vanessa Kritzer, President

Jessica Forsythe, Vice President

Jeralee Anderson

Steve Fields

Angie Nuevacamina

Osman Salahuddin

Melissa Stuart

Redmond City Council Agendas, Meeting Notices, and Minutes are available on the City's Web

Site: <http://www.redmond.gov/CouncilMeetings>

FOR ASSISTANCE AT COUNCIL MEETINGS FOR THE HEARING OR VISUALLY IMPAIRED:

Please contact the City Clerk's office at (425) 556-2194 one week in advance of the meeting.

Meetings can be attended in person, viewed live on RCTV (redmond.gov/rctlive), Comcast Channel 21/321, Ziplly Channel 34, Facebook/YouTube (@CityofRedmond), or listen live at 510-335-7371

AGENDA

ROLL CALL

1. 2024 Q4 Capital Investment Program (CIP) Status Update and a Look Ahead to 2025

Department: Public Works, 30 minutes

[Attachment A: Projects List - Council Handout](#)

[Attachment B: CIP Quarter 4 Projects Updates](#)

Legislative History

1/7/25	Committee of the Whole - Planning and Public Works	referred to the City Council Study Session
--------	---	--

2. Council Retreat Planning
30 minutes
3. Council Talk Time
10 minutes

[Council Policy Proposal No. 11](#)

ADJOURNMENT

Meeting videos are usually posted by 12 p.m. the day following the meeting at redmond.legistar.com, and can be viewed anytime on Facebook/YouTube (@CityofRedmond) and OnDemand at redmond.gov/OnDemand



Memorandum

Date: 1/14/2025
Meeting of: City Council Study Session

File No. SS 25-002
Type: Study Session

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

Public Works	Aaron Bert	425-556-2786
--------------	------------	--------------

DEPARTMENT STAFF:

Public Works	Vangie Garcia	Deputy Director
Public Works	Steve Gibbs	Capital Division Manager
Public Works	Tess Wilkinson	Capital Program Planner

TITLE:
2024 Q4 Capital Investment Program (CIP) Status Update and a Look Ahead to 2025

OVERVIEW STATEMENT:
Public Works will provide fourth quarter updates on active CIP projects and share an overview of what is to come in 2025.

Additional Background Information/Description of Proposal Attached

REQUESTED ACTION:

Receive Information **Provide Direction** **Approve**

REQUEST RATIONALE:

- **Relevant Plans/Policies:**
CIP
- **Required:**
N/A
- **Council Request:**
N/A
- **Other Key Facts:**
None

OUTCOMES:
Quarterly updates showcase progress on active CIP projects and allow the Council to ask questions and provide

feedback.

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:
CIP

Budget Priority:
N/A

Other budget impacts or additional costs: Yes No N/A
If yes, explain:
N/A

Funding source(s):
CIP

Budget/Funding Constraints:
N/A

Additional budget details attached

COUNCIL REVIEW:

Previous Contact(s)

Date	Meeting	Requested Action
4/2/2024	Committee of the Whole - Planning and Public Works	Receive Information
7/2/2024	Committee of the Whole - Planning and Public Works	Receive Information
10/1/2024	Committee of the Whole - Planning and Public Works	Receive Information
1/7/2025	Committee of the Whole - Planning and Public Works	Provide Direction

Proposed Upcoming Contact(s)

N/A	None proposed at this time	N/A
-----	----------------------------	-----

Time Constraints:

N/A

ANTICIPATED RESULT IF NOT APPROVED:

None

ATTACHMENTS:

Attachment A - Project List - Council Handout

Attachment B - CIP Quarter 4 Project Updates

2024 2025 Capital Improvements Project List

Completed Projects	Council Acceptance	
Intersection Improvement Project - Redmond Way and East Lake Sammamish Parkway	Approved	Feb-24
Lift Station 13 Replacement and 70th Street Force Main	Approved	Feb-24
Three Rapid Rectangular Flashing Beacon Crosswalks	Approved	Feb-24
Pressure Reducing Valve & Meter Replacement Phase 2	Approved	Apr-24
40th Street Shared Use Path (156th Avenue NE to 163rd Avenue NE)	Approved	Apr-24
Lift Station 5 Upgrades, Lift Station 6, Lift Station 8 Upgrades	Approved	Jul-24
Lift Station 12 Replacement	Approved	Jul-24
Cycle Track - 156th Avenue (NE 28th Street to 31st Street and 36th Street to 40th Street)	Expected	Q1 2025
152nd Avenue NE Improvements (24th Street to 28th Street)	Expected	Q1 2025
Hardscape Project - Grass Lawn Park Parking Lot Repairs	Expected	Q1 2025
Redmond Senior and Community Center Rebuild	Expected	2025
MOC Master Plan	Master plan presented Aug-24	
	Contract Award	Targeted Completion
Active Projects - Construction		
Electric Vehicle Charging Stations	Jul-23	Jan-25
10,000 Block of Avondale Rd. Erosion	May-24	Feb-25
Control System and Telemetry Upgrades Phase 2 and Phase 3	Jun-22	Feb-25
Sidewalk Repair Project - 40th Street (156th Avenue to Bel-Red Road)	Nov-24	May-25
Pavement Management - West Lake Sammamish Parkway (North of Marymoor to Leary Way)	Oct-24	Jun-25
Redmond Central Connector Phase 3	Sep-24	Dec-25
	Design Start	Targeted Bid
Active Projects - Design		
NE 70th Street Shared Use Path (Redmond Way to 180th Avenue NE)	Sep-22	TBD
Overlake Station Vault - Stormwater Hatch	Aug-24	Jan-25
Fire Station 17 Siding Replacement	May-24	Jan-25
Hardscape Project - Meadow Park Sport Court Replacement	Apr-24	Mar-25
Hardscape Project - Reservoir Park Sport Court Replacement	Apr-24	Mar-25
Reservoir Park Water Tank	Dec-23	Mar-25
Lift Station Equipment Upgrades Phs 2	Mar-24	Jul-25
Pavement Management - NE 24th Street (West Lake Sammamish Parkway to 172nd Avenue NE)	May-23	Jul-25
Sidewalk Repair Projects - 166th Ave NE (80th to 85th St) and Avondale Way (170th Ave to UHR)	Apr-24	Jan-25
Evans Creek Relocation	Apr-19	Mar-25
Turf Replacement Grass Lawn Park Softball Field 1	Jul-24	Feb-25
Turf Replacement Hartman Park Baseball Infield	Jul-24	Feb-25
Bel-Red Buffered Bike Lanes (30th St. to WLSP)	Aug-24	Apr-25
Stormwater Infrastructure Replacement Improvement Project #2 - Sunrise Vue	Oct-24	Dec-25
Monticello Pond Deep Sediment Removal	Nov-24	Jan-26
Pavement Mgmt - 154th Ave NE (Redmond Way to 85th St.)	Nov-24	Mar-26
	Design Start	Targeted Bid
Projects Starting		
Willows Rd. Watermain Extension	Feb-25	Dec-25
156th Ave NE Shared Use Path (4300 block to 51st St.)	Feb-25	Mar-27
MOC Campus Redevelopment	Mar-25	Q3 2025
Pavement Management - Avondale Road (NE 90th Street to Novelty Hill Road)	Mar-25	Mar-26
Corrugated Metal Pipe Replacement Phs 1**	Mar-25	Feb-26
Pedestrian & Bicycle Safety Projects (164 Ave NE; East Lk Samm Pkwy; NE 104 St)**	Mar-25	Feb-26
Connection to King County Wastewater System - Avondale Rd.**	Mar-25	Aug-26
Pedestrian and Bicycle Access - NE 40th Street Shared Use Path (163rd Ave NE to 172nd)**	Apr-25	Jan-26
Idylwood Park Parking Lot Expansion and Frontage Improvements**	Jul-25	Mar-26
AC Watermain Replacement - Viewpoint North**	Jul-25	Mar-27
EV Charging Phs 2**	Sep-25	Apr-26
Wastewater Pipe Rehab Project 2**	Nov-25	Sep-26
	Design Start	Targeted Bid
Programatic & Small Works Projects*		
MOC Fuel Tank Removal	Complete	Mar-24
Bridge Deck Overlay - NE 90th Street	Complete	Jul-24
Facilities ADA Improvements		
ADA Improvements - Transportation Curb and Ramps		
Parks ADA Improvements - Parking Lots and Pathways		
PPE Management - Storage and Extractors		
Sustainability Building Automation**		
Public Safety Building - Mechanical and Electrical		
Sustainability LED Lighting Building Retrofit		

*Programatic or small works projects take place at various locations. Schedules for these types of projects are often accelerated or do not follow a typical project schedule.

**Newly added project since last update.



CIP Quarterly Projects Update

Quarter 4, 2024



Capital Division Portfolio Reporting

2023-2024 CIP

CIP Projects	2024 Q3	2024 Q4
Active	31	35

Completion	2023	2024
Targeted for Completion	17	8
Total Complete	13	6
Percent complete	76%	75%



Completed & Soon to be Completed Projects

Project	Substantial Completion	Budget	Expected Cost	Comments
152 nd Ave NE Improvements (24 th St. to 28 th St.)	October 2024	\$14,719,625	\$11,500,000	
Grass Lawn Park Parking Lot Repairs	November 2024	\$1,131,465	\$1,130,000	
EV Charging	January 2025	\$734,334	\$700,000	Will be 100% complete this month and under budget.
10,000 Block of Avondale Erosion	February 2025	\$4,091,986	\$3,500,000	>90% complete and will finish under budget.
Control & Telemetry	February 2025	\$5,205,057	\$4,500,000	>85% complete and expected to finish under budget.
PPE Management - Storage and Extractors	April 2025	\$505,000	\$535,000	~40% complete, project will finish over budget.
40 th St. Sidewalks (156 th Ave to Bel-Red Rd.)	May 2025	\$2,066,361	\$2,060,000	~25% complete, expected to finish on budget.
Overlake Station Vault - Stormwater Hatch	May 2025	\$155,000	\$200,000	Waiting for bids.





Project & Program Reporting



Scope, Schedule & Budget Indicators

	Green ●	Yellow ●	Red ●
Scope	Scope OK	Some scope issues	Major scope issues
Schedule	On or ahead of schedule	1-3 months behind	Over 3 months behind
Budget	On or under budget (without contingency)	Within budget + contingency	Over budget + contingency

Funding (Budget)

Funding number is budget as approved by Council; most recent number shown.



Program Report - General Government (Facilities)

Active projects managed by the Construction Division

Program Manager: Quinn Kuhnhausen

Project Name	Phase	Targeted Completion	Project Standing	Budget	CIP Inclusion	Information
MOC Fueling - Underground Tank Removals	Complete	March 2024	●	\$1,326,057	2019-2020	Project complete and under budget.
MOC Master Plan	Complete	July 2024	●	\$1,169,416	2023-2024	Master planning is complete.
Electric Vehicle Charging Stations	Construction	January 2025	●	\$734,334	2023-2024	
PPE Management - Storage and Extractors	Construction	April 2025	●	\$505,000	2019-2020	
Fire Station 17 Siding Replacement	Design	September 2025	●	\$1,119,620	2023-2024	Project will advertise for bids in January.
Sustainability LED Lighting Building Retrofit	Pre-Design	December 2025	●	\$741,187	2019-2020	
Sustainability Building Automation (Energy Management System)	Pre-Design	July 2026	●	\$506,408	2019-2020	
Public Safety Building Phase 2 (Mechanical and Electrical)	Pre-Design	July 2026	●	\$3,075,096	2017-2018	
Facilities ADA Improvements	Pre-Design	November 2026	●	\$300,000	2019-2020	
MOC Campus Redevelopment	Pre-Design	2030	●	\$225,000,000	2023-2024	Currently seeking approval for Progressive Design Build delivery method.



Electric Vehicle Charging Stations

Project #: 2115 Project start: 2022 Construction start: July 2023

Targeted completion: January 2025

Scope ●

Schedule ●

Budget ●

Total Project Budget: \$734,334

Phase	Construction Phase Funding	Construction Phase Spending	Construction Progress	
Construction	\$596,400	\$512,516		

➤ **Project Progress**

- Passed final electrical inspection
- Chargers have been energized

➤ **Issues and Solutions for Yellow/Red Indicators**

- None

➤ **Key Upcoming Activities in the next month**

- Charger activation
- Substantial completion
- Consultant producing record drawings



Funding Sources: Real Estate Excise Tax, General Government/Facilities CIP

PPE Management - Storage & Extractors

Project #: 2335 Project start: 2024 Construction start: November 2024

Targeted construction: April 2025

Scope ●

Schedule ●

Budget ●

Total Project Budget: \$505,000

Phase	Project Funding*	Project Spending	Construction Progress	
Construction	\$505,000	\$85,442	<div style="width: 40%; background-color: green; height: 10px;"></div> 40%	<div style="width: 60%; background-color: lightblue; height: 10px;"></div> 60%
			■ Done	■ Remaining

➤ Project Progress

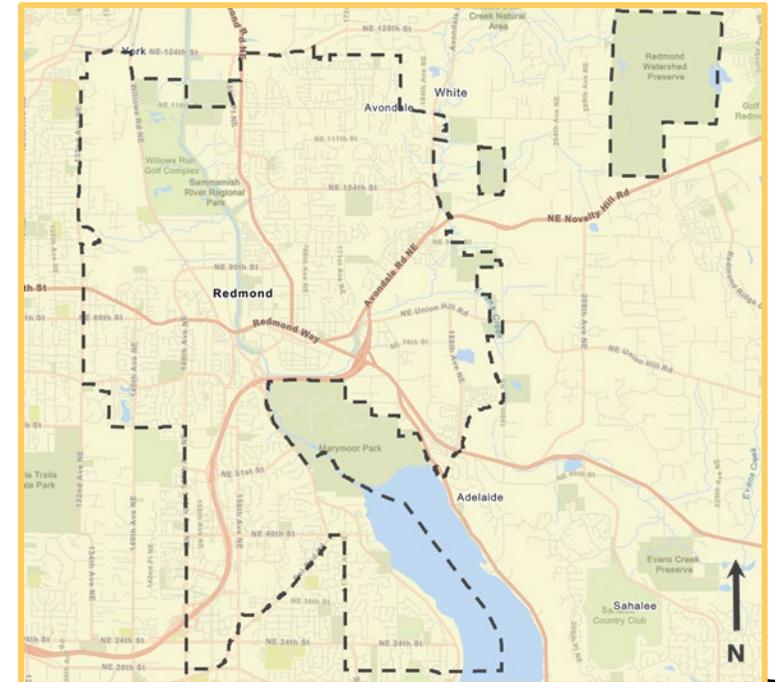
- Lockers delivered to all four stations (12, 13, 14, 16)
- Lockers installed at all four stations (16 upstairs remaining)
- Extractors ordered for two stations (13, 14)
- HVAC submittals under review
- Fire Station 13 - septic system memo distributed

➤ Issues and Solutions for Yellow/Red Indicators

- No issues

➤ Key Upcoming Activities in the next month

- Electrical and plumbing work at Fire Station 14



Funding Sources: ARPA Funding

*Project funding not broken into phases

Program Report - Parks

Active projects managed by the Construction Division

Program Manager: Dave Tucheck

Project Name	Phase	Targeted Completion	Project Standing	Budget	CIP Inclusion	Information
Redmond Senior & Community Center	Complete	April 2024	●	\$61,500,000	2019-2020	
Grass Lawn Parking Lot Repairs	Complete	December 2024	●	\$1,131,465	2017-2018	
Redmond Central Connector Phs 3	Construction	December 2025	●	\$7,599,000	2019-2020	Council awarded construction contract in September
Reservoir Park Sports Court Replacement	Design	September 2025	●	\$1,181,682	2019-2020	
Meadow Park Sports Court Replacement	Design	September 2025	●	\$593,910	2019-2020	
Turf Replacement, Grass Lawn Park Softball Field 1	Design	October 2025	●	\$1,851,216	2019-2020	Project will utilize a purchasing cooperative for construction work
Turf Replacement, Hartman Park Baseball Infield	Design	October 2025	●	\$599,245	2019-2020	Project will utilize a purchasing cooperative for construction work

Turf Replacement - Grass Lawn Softball Field 1 & Hartman Park Baseball Infield

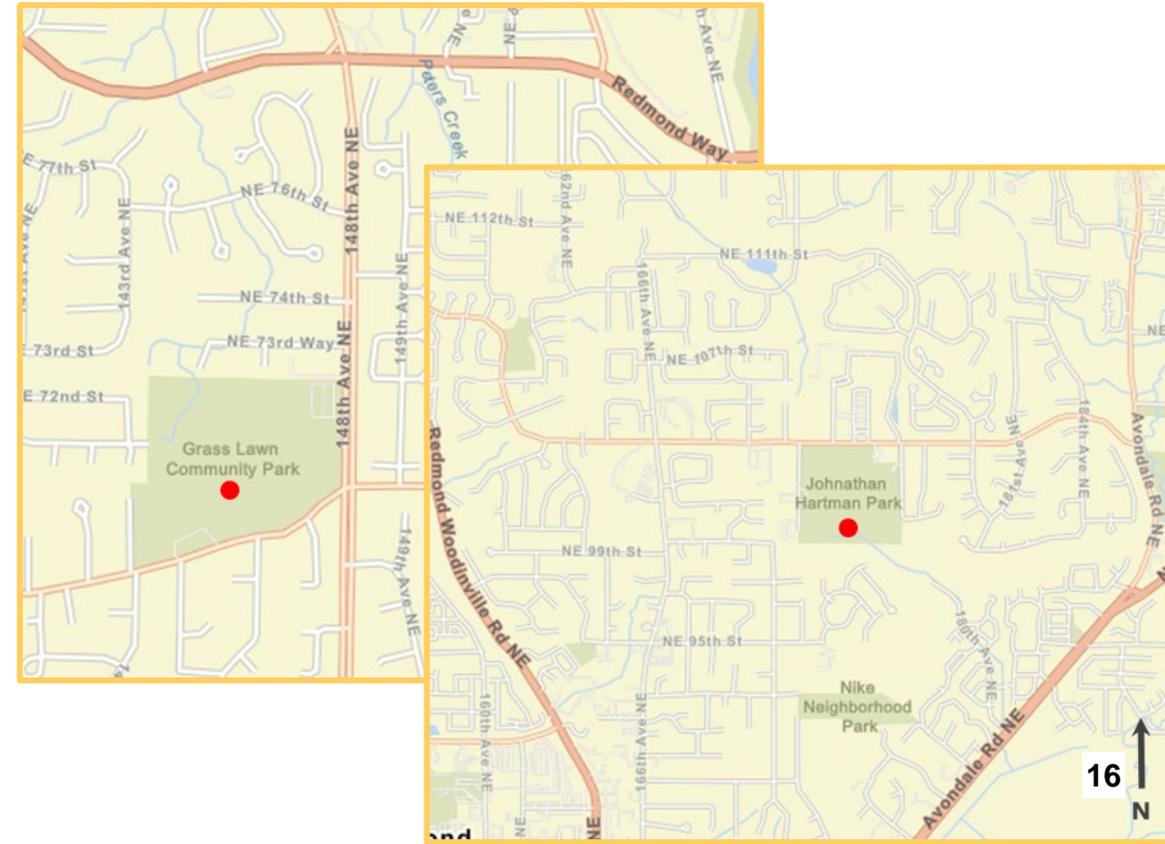
D. Rayner-Shepard/J. Mork

Project #: 2404 & 2405 Project start: 2024 Design start: October 2024 Targeted completion: September 2025

Scope ● Schedule ● Budget ● Total Project Budget: \$1,851,216 GL \$599,245 HP

Phase	Design Phase Funding	Design Phase Spending	Design Progress	
Design	\$57,419 GL \$20,641 HP	\$13,368 GL \$6,994 HP		

- **Project Progress**
 - Consultant is working on 100 percent submittal
- **Issues and Solutions for Yellow/Red Indicators**
 - No issues
- **Key Upcoming Activities in the next month**
 - City review of 100 percent plans and specs



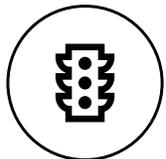
Funding Sources: Real Estate Excise Tax, Parks CIP

Program Report - Traffic Operations

Active projects managed by the Construction Division unless otherwise noted

Program Manager: Paul Cho

Project Name	Phase	Targeted Completion	Project Standing	Budget	CIP Inclusion	Information
NE 90 th St. Bridge Deck Overlay	Complete	August 2024	●	\$742,038	2017-2018	Project managed by Traffic Operations.
Pavement Management -West Lake Samm Pkwy (Marymoor - Leary Way)	Construction	June 2025	●	\$3,267,693	2019-2020	Active construction will begin in May
Pavement Management - NE 24 th St. (WLSP - 172 nd Ave.)	Design	August 2026	●	\$14,443,553	2017-2018	Project involves extensive underground utility work.
Pavement Management - 154 th Ave NE (Redmond Way - 85 th St.)	Pre-Design	October 2026	●	\$1,688,026	2023-2024	
Pavement Management - Avondale Rd. (90 th St. - Novelty Hill Rd.)	Pre-Design	September 2027	●	\$11,366,766	2019-2020	Project includes replacement of AC watermain.



Avondale Rd. Paving (NE 90th St. to Novelty Hill Rd.)

Project #: 2403 Project start: 2024 Pre-Design start: June 2024

Targeted completion: September 2027

Scope ●

Schedule ●

Budget ●

Total Project Budget: \$10,119,914

Phase	Pre-Design Phase Funding	Pre-Design Phase Spending	Pre-Design Progress	
Pre-Design	\$457,231	\$16,643	<div style="width: 25%;"><div style="width: 25%; background-color: green;"></div></div> 25%	<div style="width: 75%;"><div style="width: 25%; background-color: green;"></div><div style="width: 50%; background-color: lightblue;"></div></div> 75%
			■ Done	■ Remaining

➤ **Project Progress**

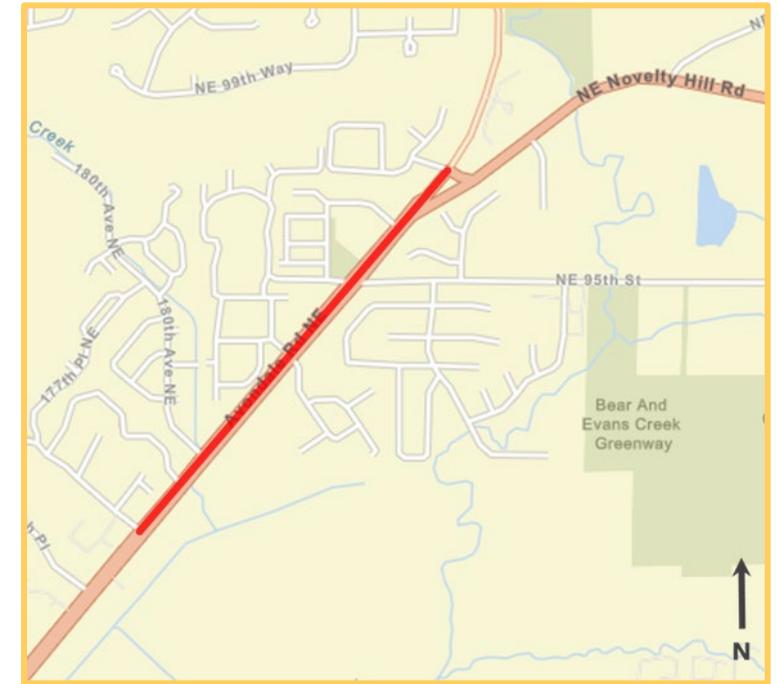
- Revised and reviewed final scope of work. 3P is scheduled on 1/21, COW on 2/4/25 and council meeting on 3/04/25

➤ **Issues and Solutions for Yellow/Red Indicators**

- No issues

➤ **Key Upcoming Activities in the next month**

- Prepare 3P memo



Funding Sources: General Fund, Transportation Benefit Dist. Real Estate Excise Tax, Water CIP

Program Report - Transportation Planning

Active projects managed by the Construction Division unless otherwise noted

Program Manager: Micah Ross

Project Name	Phase	Targeted Completion	Project Standing	Budget	CIP Inclusion	Information
Cycle Track - 156th Ave. (NE 28th St. - 31st St. and 36th St to 40th St.)	Complete	June 2024	●	\$7,695,059	2019-2020	
152nd Avenue NE Improvements (24th St. to 28th St.)	Complete	October 2024	●	\$14,719,625	2015-2016	
Sidewalk Repairs - NE 40 th St. (156 th - Bel-Red Rd.)	Construction	May 2025	●	\$2,066,361	2017-2018	
NE 70th Street Shared Use Path (Redmond Way to 180th Avenue NE)	Design	To Be Determined	●	\$5,239,136	2019-2020	
Sidewalk Repairs - 166th Ave (80th - 85th), Avondale Way (170th Ave. - Union Hill Rd),	Design	August 2025	●	\$2,705,371	2019-2020	166 th sidewalk will be constructed by the city's Concrete Crew.
Bel-Red Buffered Bike Lanes	Pre-Design	November 2025	●	\$4,132,269	2019-2020	
40 th Shared Use Path (163 rd Ave. to 172 nd)	Pre-Design	March 2027	●	\$7,106,922	2019-2020	
156th Ave NE Shared Use Path (4300 block to 51st St.)	Initiated	December 2027	●	\$4,970,518	2023-2024	Design work will start in February.

NE 70th Shared Use Path (Redmond Way to 180th Ave NE)

Project #: 2209 Project start: 2022 Design start: March 2023

Targeted completion: TBD

Scope ●

Schedule ●

Budget ●

Total Project Budget: \$6,864,826

Phase	Design Phase Funding	Design Phase Spending	Design Progress	
Design	\$920,653	\$941,475	75%	25%
			■ Done	■ Remaining

➤ Project Progress

- Perteet finalizing a plan and profile for pervious concrete path that can be staked in the field by surveyor for street crew.
- Need to complete right-of-way and easement acquisition from Kroger to construct pervious path

➤ Issues and Solutions for Yellow/Red Indicators

- Scope of project revised to construct shared use pedestrian and bicycle path only. Schedule dependent on property rights

➤ Key Upcoming Activities in the next month

- CIP project will construct crosswalk at Red Way and 70th in 2025
- Supplemental agreement in first quarter 2025 for Perteet. Need to determine exact scope of work
- Notify property owners on north side about scope change



Funding Sources: Business Tax, Grant, Impact Fees

Program Report - Utilities

Active projects managed by the Construction Division unless otherwise noted

Program Manager: Doug De Vries

Project Name	Phase	Targeted Completion	Project Standing	Budget	CIP Inclusion	Information
Control System and Telemetry Upgrades Phase 2 and Phase 3	Construction	February 2025	●	\$5,205,057	2017-2018	
10,000 Block of Avondale Rd. Erosion	Construction	February 2025	●	\$4,091,986	2019-2020	Joint project with Transportation.
Overlake Station Vault - Stormwater Hatch	Advertisement	May 2025	●	\$155,000	2023-2024	
Reservoir Park Water Tank Repairs	Design	September 2025	●	\$735,000	2019-2020	
Evans Creek Relocation	Design	October 2026	●	\$19,003,074	2009-2010	Construction start delayed one year to complete permitting requirements and finish land acquisition.
Lift Station Equipment Upgrades Phs 2	Pre-Design	February 2028	●	\$3,526,685	2023-2024	
Novelty Hill Advanced Metering Infrastructure	Pre-Design	October 2026	●	\$1,712,649	2019-2020	Project will be managed by Utilities staff
Stormwater Infrastructure Replacement Improvement Project #2 - Sunrise Vue	Initiated	October 2026	●	\$331,834	2015-2016	
Monticello Pond Deep Sediment Removal	Initiation	March 2026	●	225,736	2019-2020	
Willows Rd. Watermain Extension	Initiation	January 2027	●	\$2,936,825	2021-2022	



Evans Creek Relocation

Project #: 0995 Project start: 2019 Design start: Mar 2020

Targeted completion: October 2026

Scope ●

Schedule ●

Budget ●

Total Project Budget: \$19,003,073

Phase	Design Phase Funding	Design Phase Spending	Design Progress	
Design	\$2,368,419	\$1,922,097	80%	20%
			■ Done	■ Remaining

➤ Project Progress

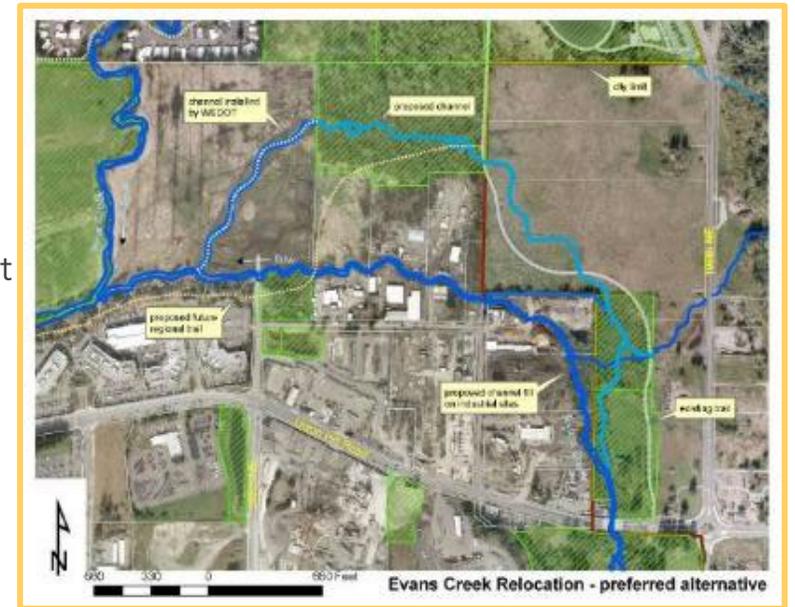
- HDR preparing responses to additional information requests from both King County and FEMA.
- Condemnation ordinance approved by City Council on 12/3.
- DTG and Forster have agreed to grant easements, Skanska is close to signing.
- Handegard submitted a counteroffer, and staff reviewed it with the Director.

➤ Issues and Solutions for Yellow/Red Indicators

- Ad date is dependent on permits from King County. They will not begin their permit review until after the CLOMR is approved. We are running out of time to advertise this spring and begin construction this summer.

➤ Key Upcoming Activities in the next month

- Meeting with King County staff on 1/15/25 to discuss comments and timeline for the CLOMR concurrence form.
- No counteroffer yet from the Schroeders. The City Attorney will file a petition for condemnation if needed.



Funding Sources: Stormwater CIP, Grants

Pedestrian & Bicycle Safety Projects

Project	Status	Project Outcomes
40 th St. Sidewalks (156 th Ave to Bel-Red Rd.)	Construction	Safe pedestrian access to Redmond Technology Station that meets ADA requirements eliminates tripping hazards and reduces maintenance frequency.
Redmond Central Connector Phs III	Construction	Provide safe bicycle and pedestrian routes from the Bear Creek Trail/East Lake Sammamish Trail to the Cross Kirkland Corridor and the rest of the 42-mile Eastrail system
NE 70 th Shared Use Path	Design	Improved bicycle and pedestrian connectivity to the new Sound Transit light rail station.
Sidewalk Repairs - 166th Ave NE (80th to 85th St) and Avondale Way (170th Ave to UHR)	Design	Safer pedestrian access within downtown and to the Downtown Redmond Light Rail Station and improved long-term maintenance needs.
Bel-Red Buffered Bike Lanes (30th St. to WLSP)	Design	Improved pedestrian and bicycle access to Overlake Village Light Rail Station and Overlake Village.
156 th Ave NE Shared Use Path (4300 block to 51 st St.)	Initiation	A new facility for cyclists to enhance the safety for pedestrians and cyclists.
Pedestrian & Bicycle Safety Projects (164 Ave NE; East Lk Samm Pkwy; NE 104 St)	Upcoming	Safe, protected crossings for employees, residents, and business patrons.
Pedestrian and Bicycle Access - NE 40th Street Shared Use Path (163rd Ave NE to 172nd)	Upcoming	Improved pedestrian and bicycle access to the Redmond Technology Light Rail Station meeting ADA requirements.
ADA Improvements - Transportation Curbs and Ramps	Upcoming	New ramps will meet current ADA standards
Pedestrian Safety Improvements at Slip Lanes	Upcoming	Safety improvements at multiple pedestrian crossing locations.
Accessible Pedestrian System (APS) Upgrade	Upcoming	Improved pushbutton accessibility for pedestrians at up to 10 locations.
Pedestrian Safety Signs for Signals	Upcoming	Increased safety for pedestrians and bicyclists at multiple intersections.



Capital Division Summary



Summary of Construction Division Projected Milestones

	2025 Q1
Pre-Design Start	<ul style="list-style-type: none"> - Corrugated Metal Pipe Replacement Phs 1 - Pedestrian & Bicycle Safety Projects (164 Ave NE; East Lk Samm Pkwy; NE 104 St) - Stormwater Infrastructure Replacement Improvement Project #2 - Sunrise Vue - Connection to King County Wastewater System - Avondale Rd. - 156th Ave NE Shared Use Path (4300 block to 51st St.)
Design Start	<ul style="list-style-type: none"> - Sustainability LED Lighting Building Retrofit - Lift Station Equipment Upgrades Phs 2
Advertise	<ul style="list-style-type: none"> - Overlake Station Vault - Stormwater Hatch - Fire Station 17 Siding Replacement - Sustainability LED Lighting Building Retrofit - Turf Replacement Grass Lawn Park Softball Field 1 - Turf Replacement Hartman Park Baseball Infield - Evans Creek Relocation - Hardscape Project - Meadow Park Sport Court Replacement - Sidewalk Repair Projects - 166th Ave NE (80th to 85th St) and Avondale Way (170th Ave to UHR)
Award	<ul style="list-style-type: none"> - Overlake Station Vault - Stormwater Hatch - Fire Station 17 Siding Replacement - Sustainability LED Lighting Building Retrofit



Summary of Construction Division Projected Milestones

	2024 Q4
Substantial Completion	<ul style="list-style-type: none">- 10,000 Block of Avondale Rd. Erosion- Control System and Telemetry Upgrades Phase 2 and Phase 3- Electric Vehicle Charging Stations Phase 1
Acceptance	<ul style="list-style-type: none">- Control System and Telemetry Upgrades Phase 2 and Phase 3- 152nd Avenue NE Improvements (24th Street to 28th Street)- Cycle Track - 156th Avenue (NE 28th Street to 31st Street and 36th Street to 40th Street)- Electric Vehicle Charging Stations (phase 1)



Thank You

Questions?





City of Redmond

15670 NE 85th Street
Redmond, WA

Memorandum

Date: 1/14/2025

Meeting of: City Council Study Session

File No. SS 25-004

Type: Study Session

Council Retreat Planning



City of Redmond

15670 NE 85th Street
Redmond, WA

Memorandum

Date: 1/14/2025

Meeting of: City Council Study Session

File No. SS 25-001

Type: Study Session

Council Talk Time



Council Policy Proposal

Please save as a copy and return this form to Diedra Maher at dmaher@redmond.gov by Wednesday at 5 p.m. the week prior to the Study Session. Council Leadership will be alerted there is an item to schedule for consideration at a future Council Talk Time. This form and any attached documentation will be provided to the City Clerk for addition to the agenda for all Councilmembers and the public to review.

Tracking Number Click or tap here to enter text. Date of Request 1/8/2025 Requester Jeralee Anderson

Problem Statement

A clear and concise description of the issue(s) that need(s) to be addressed.

The City of Redmond recognizes multiple types of discrimination against protected class populations in the Redmond Personnel Manual for purposes of hiring, firing and management of general staff. The current statement does not include emerging areas in identity: neurodiversity and survivors of assault, abuse, or violence of any kind. These populations of individuals, whether reported or not, are more vulnerable to harassment and discrimination as well as intersectional issues of other forms of discrimination and harassment.

Proposal

What is being proposed to assist in addressing the issue described in the problem statement?

See proposed amendments below to sections 2.10 and 2.20 in bold.

2.10 Non-Discrimination/Equal Employment Opportunity

(rev. 7/2018)

The City is an equal opportunity employer. The City employs, retains, promotes, terminates, and otherwise treats its employees on the basis of merit, qualifications, and competence, without regard to any individual's race, color, religion, sex, national origin, pregnancy, age (over 40), marital status, sexual orientation, disability, veteran's status, **neurodiversity, survivors of assault, abuse or violence of any kind**, or any other status protected by federal, state, or local law.

The City strives to foster and maintain a harmonious nondiscriminatory working environment. Conduct that is discriminatory will not be tolerated and will be cause for disciplinary action, up to and including termination.

2.20 Harassment

(rev. 7/2018)

Sexual harassment as well as harassment based on race, color, religion, gender, national origin, pregnancy, age (over 40), marital status, sexual orientation, disability, veteran's status, **neurodiversity, survivors of assault, abuse or violence of any kind**, or any other protected status is absolutely forbidden.

Harassment, in general, can take many forms. The following are examples of harassment and are all prohibited:

- Verbal (e.g., racial, sexual or ethnic jokes, stereotypes, and insults);
- Physical (e.g., sexually suggestive or unwelcome touching or obscene gestures);
- Visual (e.g., exposure to insulting cartoons, sexually suggestive pictures, or lewd pictures or photographs).

Sexual harassment can take many forms and may occur through words or behavior. Examples of sexual harassment may include physical behavior such as pats, squeezes, or repeatedly brushing against someone's body; obscene or rude sexual comments, jokes, or suggestions; use of slang words or labels that others find offensive; talking about or calling attention to another employee's body or sexual characteristics in a negative or embarrassing way; displaying nude or sexual pictures in or on City property; requests for dates that do not stop after a person has said no; and, continuing unwelcome behavior of a sexual nature after a person has objected to that behavior.

Sexual conduct of the type described above is improper, and may be illegal if:

- Submission to the conduct is either an explicit or implicit term or condition of employment;
- Submission to or rejection of the conduct is used as a basis for employment decisions affecting the person involved; or
- The conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment.

If you feel that you have experienced or witnessed harassment, you should take the following action:

1. Identify the offensive behavior to the harasser, if appropriate, and request that it stop;
2. If you are uncomfortable confronting the harasser, or the conduct does not stop, you must discuss your concern with a non-involved supervisor, department director, or the Human Resources Director.
3. Participate in the investigation about the offensive behavior. Although the City cannot assure confidentiality for employees who report incidents of harassment, every effort will be made to protect the rights and feelings of all parties involved.

Additionally, you are free at any time to contact the City's Employee Assistance Program at 800-553-7798 (Wellspring Family Services EAP).

All complaints of harassment will be promptly and thoroughly investigated. After the investigation is finished, the complainant will be notified of the investigation's conclusions. Any employee who is found to have engaged in harassment will be subject to disciplinary action up to and including termination.

No retaliation of any type will result as a consequence of reporting harassment or cooperating in an investigation.

Relationship to City Business or Proposed City Business/Services

Describe how this will enhance what is already offered and/or what it will provide that is not currently available. Why is this the City's issue to address? How will this create a more adaptive and resilient organization?

This more expansive definition will bring the Personnel Manual into alignment with the recently updated Community Strategic Plan, budget commitments for diversity and inclusion and other related policy issues.

Connection to Strategic Plan and/or Budget Priorities

Choose all that apply or enter plan name

- Diversity, Equity, and Inclusion
- Environmental Sustainability
- Housing Choices
- Infrastructure
- Public Safety
- Other [Click or tap here to enter text.](#)
- Healthy and Sustainable
- Safe and Resilient
- Vibrant and Connected
- Strategic and Responsive
- Capital Investment Program
- Other [Click or tap here to enter text.](#)

Timing

Is this issue time-sensitive? / Are there other timing factors to consider?

Note that changes to the RPM need to be noticed to unions 30 days ahead.

Supporting Documentation

Are there documents that support your request or that should be considered?

Councilmember Sponsors (not required)

Cannot be a quorum unless discussed at an open public meeting.

When you submit/email this form to Staff also CC listed co-sponsors for affirmation of their support.

Jeralee Anderson

 Sponsoring Councilmember

1. _____
 Councilmember

2. _____
 Councilmember

Post Action (to be completed by Council Leadership)

- Referral to: Study Session Committee of the Whole
 Staff Review Add to Priorities List / Ranking _____

No Action

Legal Review