

City of Redmond



Agenda

Tuesday, June 10, 2025

4:30 PM

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

Committee of the Whole - Finance, Administration, and Communications

Committee Members

Steve Fields, Presiding Officer

Jeralae Anderson

Jessica Forsythe

Vanessa Kritzer

Angie Nuevacamina

Osman Salahuddin

Melissa Stuart

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

AGENDA

ROLL CALL

A. Action Items - N/A

B. Feedback for Study Session - N/A

C. Informational

1. Budget Process Update

Department: Finance, 10 minutes

Requested Action: Informational

2. 2025 Human Resources (HR) Status Updates

Department: Human Resources, 5 minutes

Requested Action: Informational

D. Read Only - N/A

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: 6/10/2025

Meeting of: Committee of the Whole - Finance, Administration, and Communications

File No. CM 25-335

Type: Committee Memo

TO: Committee of the Whole - Finance, Administration, and Communications

FROM: Mayor Angela Birney

DEPARTMENT DIRECTOR CONTACT(S):

Finance	Kelley Cochran	425-556-2748
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DEPARTMENT STAFF:

Finance	Haritha Narra	Deputy Finance Director
Finance	Hailey Zurcher	Financial Planning Manager

TITLE:

Budget Process Update

OVERVIEW STATEMENT:

To provide Council with updates for work plan items related to the budget process.

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

REQUESTED ACTION:

☒ **Receive Information**

☐ **Provide Direction**

☐ **Approve**

REQUEST RATIONALE:

- **Relevant Plans/Policies:**
N/A
- **Required:**
N/A
- **Council Request:**
N/A
- **Other Key Facts:**
N/A

OUTCOMES:

The following information will be reviewed with Council:

1. Long-Range Financial Strategy
 - This update will cover the items below.

Date: 6/10/2025

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- Feedback collected through June 6 from review of first round of proposed changes
- Council documents
- Expanding on vision
- Discussion of strategies
- Schedule for review

2. Contingency Planning

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:

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
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Date: 6/10/2025

Meeting of: Committee of the Whole - Finance, Administration, and Communications

File No. CM 25-335

Type: Committee Memo

5/13/2025	Committee of the Whole - Finance, Administration, and Communications	Receive Information
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Proposed Upcoming Contact(s)

Date	Meeting	Requested Action
7/8/2025	Committee of the Whole - Finance, Administration, and Communications	Receive Information

Time Constraints:

N/A

ANTICIPATED RESULT IF NOT APPROVED:

N/A

ATTACHMENTS:

N/A



Memorandum

Date: 6/10/2025

Meeting of: Committee of the Whole - Finance, Administration, and Communications

File No. CM 25-339

Type: Committee Memo

TO: Committee of the Whole - Finance, Administration, and Communications

FROM: Mayor Angela Birney

DEPARTMENT DIRECTOR CONTACT(S):

Human Resources	Cathryn Laird	425-556-2125
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DEPARTMENT STAFF:

Human Resources	TBD	TBD
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TITLE:

2025 Human Resources (HR) Status Updates

OVERVIEW STATEMENT:

Throughout the year 2025, the Human Resources department anticipates bringing several items to Council for approval. The following items are anticipated to be ready to present in 2025: Tentative Collective Bargaining Agreements, Compensation Study Changes, Personnel Manual Revisions, UKG Pro HR Payroll System Updates, and Regular Annual Updates.

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

REQUESTED ACTION:

☒ **Receive Information**

☐ **Provide Direction**

☐ **Approve**

REQUEST RATIONALE:

- **Relevant Plans/Policies:**
N/A
- **Required:**
N/A
- **Council Request:**
N/A
- **Other Key Facts:**
N/A

OUTCOMES:

N/A

COMMUNITY/STAKEHOLDER OUTREACH AND INVOLVEMENT:

• **Timeline (previous or planned):**

Executive Sessions and Business Meeting:

- Tentative Collective Bargaining Agreement - Fire Uniformed (Still targeting mid-year)
- Tentative Collective Bargaining Agreements - Fire Support, Police Support, Police Lieutenants, Police Telecommunicators, and Redmond City Hall Employee Association (Still targeting year-end)

Committee of the Whole (FAC) and Business Meeting:

- Compensation Study Changes (Moved out; targeting 3rd quarter)
- Personnel Manual Revisions (Still targeting year-end)
- Regular Annual Updates:
 - Benefit Changes (Still targeting 3rd quarter)
 - COLA/Pay Plans/Classification Changes (Still targeting year-end)

Committee of the Whole (FAC) - Status update only

- UKG Pro HR Payroll System (Providing a 2nd quarter status update)

• **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:

0296

Budget Priority:

Strategic and Responsive

Other budget impacts or additional costs:

☐ Yes

☐ No

☒ N/A

If yes, explain:

Examples: software with a yearly cost, revenue generating, match requirements, etc. - if none, enter N/A.

Funding source(s):

General Fund

Budget/Funding Constraints:

N/A

Date: 6/10/2025

Meeting of: Committee of the Whole - Finance, Administration, and Communications

File No. CM 25-339

Type: Committee Memo

☐ **Additional budget details attached**

COUNCIL REVIEW:

Previous Contact(s)

Date	Meeting	Requested Action
3/11/2025	Committee of the Whole - Finance, Administration, and Communications	Receive Information

Proposed Upcoming Contact(s)

Date	Meeting	Requested Action
Click and select a date, or click and press delete if none.	None proposed at this time	Click and select an action from the dropdown menu.

Time Constraints:

N/A

ANTICIPATED RESULT IF NOT APPROVED:

N/A

ATTACHMENTS:

N/A