

Receive Information

Provide Direction

Approve

REQUEST RATIONALE:

- **Relevant Plans/Policies:**

Resolution No. 1465: A Resolution of the City Council of the City of Redmond, Washington, affirming a commitment towards a culturally inclusive community.

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RMC 4.20 was adopted in 2011 after the original chapter was repealed and via ordinance XXX. However, in attached the Senate Bill from 2018 that updated the qualifications of candidates to include “lawful permanent residents.” However, the city code was never amended to capture that change.

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:

Due to the current code language, Fire and Police have had to disqualify otherwise qualified candidates for opportunities in public safety due to this oversight of not keeping our code current with state law. This was recently observed this year. Removing this barrier would allow us to consider a wider range of qualified candidates and provide opportunities for Redmond and regional community members to find employment in our public safety roles.

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:

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:

Limited candidate pool for civil service positions; conflicts with city goals for a culturally diverse workforce that aligns with the community served

ATTACHMENTS:

Attachment A: Civil Service Code Amendment Ordinance