

Introduced: 12/06/22
Adopted: 12/06/22

**CITY OF REDMOND
RESOLUTION NO. 1567**

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF REDMOND, WASHINGTON AMENDING THE REDMOND PERSONNEL MANUAL TO ESTABLISH A FURLOUGH POLICY

WHEREAS, the city wishes to have alternatives to layoffs in place in the event the city requires salary cost reduction measures; and

WHEREAS, for union employees, the city is obligated to negotiate the options the city selects before implementation.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF REDMOND, WASHINGTON, HEREBY RESOLVES AS FOLLOWS:

Section 1. Furlough Policy. The city wishes to adopt a policy outlining the process for the use of furloughs as an alternative to layoffs. The policy will include two furlough options that can be selected by city leadership, to include for a designated period: reduced hours or reduced full time equivalent (FTE) percentage, or no work on a full-time basis. Option(s) selected and implemented based on fiscal impact.

Section 2. Implementation. The Mayor, or designee, and the Human Resources Director are hereby authorized and directed to implement the necessary changes in the City of Redmond Personnel Manual and any other administrative policies and procedures to carry out the provisions of this resolution.

Section 3. Effective Date. This resolution shall become effective January 1, 2023.

CITY OF REDMOND

DocuSigned by:
Angela Birney
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ANGELA BIRNEY, MAYOR

ATTEST:

DocuSigned by:
Cheryl Xanthos
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CHERYL XANTHOS, MMC, CITY CLERK

(SEAL)

FILED WITH THE CITY CLERK: November 15, 2022
PASSED BY THE CITY COUNCIL: December 6, 2022
RESOLUTION NO. 1567

YES: ANDERSON, CARSON, FIELDS, FORSYTHE, KHAN, KRITZER, STUART