

ORIGINAL

Setting 1991 Pay Rates

ORDINANCE: 1604

AN ORDINANCE OF THE CITY OF REDMOND, WASHINGTON,
SETTING 1991 PAY RATES FOR CITY EMPLOYEES AND
IMPLEMENTING CERTAIN CHANGES TO THE CITY'S
CLASSIFICATION PLAN

WHEREAS, the City of Redmond agreed through the collective bargaining process to grant across-the-board adjustments in pay for 1991 to City employees represented by the Redmond City Hall Employees Association, Washington State Council of County and City Employees, the Redmond Police Officers Association and the Redmond Firefighters Union; and,

WHEREAS, the City wishes to grant its non-union employees an across-the-board adjustment in pay equal to that granted bargaining unit employees; and

WHEREAS, changes in the scope and responsibilities of certain positions have caused them to be reclassified which should now be reflected by changes to the City's pay plans; and

WHEREAS, the City Council in adopting the 1991 budget authorized the addition of certain positions which should now be formally added to the City's classification plans; now, therefore

THE CITY COUNCIL OF THE CITY OF REDMOND, WASHINGTON, DO
ORDAIN AS FOLLOWS:

Section 1. "Pay Plan G - General", covering non-union general government employees and general government employees represented by the Redmond City Hall Employees Association and Washington State Council of County and City employees (Local 21-RD), adopted by Ordinance 1538 is hereby amended, to grant a 5.8% across-the-board increase in 1991 pay rates over rates of pay in effect 31 December 1990; to implement the reclassification of Transportation Engineering Supervisor; and to add the new classification of System Application Coordinator to the plan, as set forth in Exhibit A attached hereto and incorporated by this reference as if set forth in full.

Section 2. "Pay Plan C-1 -- Police Support Bargaining Unit", adopted by Ordinance Number 1594 is hereby amended, to grant a 5.8% across-the-board increase in 1991 pay rates over rates of pay in effect 31 December 1990, as set forth in Exhibit B attached hereto and incorporated by this reference as if set forth in full.

Section 3. "Pay Plan C and C-2 - Redmond Police Officers Association", adopted by Ordinance Number 1572 is hereby amended, to grant a 5.8% across-the-board increase in 1991 pay rates over rates of pay in effect 31 December 1990, as set forth in Exhibit C attached hereto and incorporated by this reference as if set forth in full.

Section 4. "Pay Plan D - Redmond Firefighters Union (IAFF #2829)", adopted by Ordinance Number 1584 is hereby amended, to grant a 5.8% across-the-board increase in 1991 pay rates over rates of pay in effect 31 December 1990 and to add \$25 EMT incentive pay to the top step of each Pay Plan D pay grade, as set forth in Exhibit D attached hereto and incorporated by this reference as if set forth in full.

Section 5. "Pay Plan E - Executive", covering department heads and the Mayor's Executive Assistant, adopted by Ordinance 1538 is hereby amended, to grant a 5.8% across-the-board increase in 1991 pay rates over rates of pay in effect 31 December 1990, as set forth in Exhibit E attached hereto and incorporated by this reference as if set forth in full.

Section 6. The changes to Pay Plans G, C, C-1, C-2, D and E effectuated by this ordinance shall be effective as of 1 January 1991.

Section 7. This ordinance, being an administrative action, is not subject to referendum and shall take effect five days after its publication, or publication of a summary thereof, in the City's official newspaper.

CITY OF REDMOND

Doreen Marchione
MAYOR, DOREEN MARCHIONE

ATTEST/AUTHENTICATED:

Doris A. Schaible
CITY CLERK, DORIS A. SCHAIBLE

APPROVED AS TO FORM:
OFFICE OF THE ATTORNEY

BY: *James C. King*

FILED WITH THE CITY CLERK: 12-13-90
PASSED BY THE CITY COUNCIL: 1-08-91
SIGNED BY THE MAYOR: 1-10-91
PUBLISHED: 1-13-91
EFFECTIVE DATE: 1-18-91
ORDINANCE NUMBER: 1604

PAY SCHEDULE "G"

**(General Pay Plan for non-union employees,
and employees covered by the Washington State Council of
County and City Employees, Local 21-RD bargaining unit)**

Effective: 1 January 1991

Pay Grade	Step A*	Step A	Step B	Step C	Step D	Step E	Step E*
1	1,326 7.65	1,360 7.84	1,394 8.04	1,433 8.26	1,471 8.48	1,513 8.73	1,556 8.98
2	1,394 8.04	1,433 8.26	1,471 8.48	1,513 8.73	1,556 8.98	1,599 9.22	1,643 9.48
3	1,471 8.48	1,513 8.73	1,556 8.98	1,599 9.22	1,643 9.48	1,686 9.73	1,735 10.01
4	1,556 8.98	1,599 9.22	1,643 9.48	1,686 9.73	1,735 10.01	1,785 10.30	1,836 10.59
5	1,642 9.47	1,686 9.73	1,735 10.01	1,785 10.30	1,836 10.59	1,885 10.88	1,938 11.18
6	1,735 10.01	1,785 10.30	1,836 10.59	1,885 10.88	1,938 11.18	1,993 11.50	2,048 11.82
7	1,836 10.59	1,885 10.88	1,938 11.18	1,993 11.50	2,048 11.82	2,108 12.16	2,167 12.50
8	1,938 11.18	1,993 11.50	2,048 11.82	2,108 12.16	2,167 12.50	2,227 12.85	2,290 13.21
9	2,048 11.82	2,108 12.16	2,167 12.50	2,227 12.85	2,290 13.21	2,357 13.60	2,421 13.97
10	2,167 12.50	2,227 12.85	2,290 13.21	2,357 13.60	2,421 13.97	2,488 14.36	2,560 14.77
11	2,290 13.21	2,357 13.60	2,421 13.97	2,488 14.36	2,560 14.77	2,634 15.20	2,708 15.63
12	2,421 13.97	2,488 14.36	2,560 14.77	2,634 15.20	2,708 15.63	2,785 16.07	2,870 16.56
13	2,560 14.77	2,634 15.20	2,708 15.63	2,785 16.07	2,870 16.56	2,952 17.03	3,036 17.52

CITY OF REDMOND
 GENERAL PAY PLAN
 PAY SCHEDULE "G"

PAGE 2 (continued)

Pay Grade	Step A*	Step A	Step B	Step C	Step D	Step E	Step E*
14	2,708 15.63	2,785 16.07	2,870 16.56	2,952 17.03	3,036 17.52	3,124 18.02	3,218 18.57
15	2,870 16.56	2,953 17.04	3,036 17.52	3,124 18.02	3,218 18.57	3,313 19.11	3,411 19.68
16	3,036 17.52			3,312 19.11			3,616 20.86
17	3,218 18.57			3,512 20.26			3,833 22.11
18	3,411 19.68			3,722 21.47			4,061 23.43
19	3,616 20.86			3,942 22.74			4,306 24.84
20	3,833 22.11			4,180 24.12			4,564 26.33
21	4,061 23.43			4,432 25.57			4,839 27.92
22	4,306 24.84			4,698 27.10			5,129 29.59
23	4,564 26.33			4,980 28.73			5,438 31.37

Ordinance No. 1604

058J/1-2/90-PAY

CITY OF REDMOND

**PAY PLAN "G"
GENERAL**

CLASSIFICATION ALIGNMENT
Effective: 1 January 1990

Pay Grade

1		
2		
3	OFFICE CLERK Data Entry Clerk	
4	Printer's Assistant Central Stores Assistant	
5	Office Assistant	
6	ACCOUNTING CLERK Computer Operations Assistant	Maintenance Custodian
7	SENIOR OFFICE ASSISTANT Secretary	
8	Accounting Assistant Recreation Program Assistant MAINTENANCE WORKER (Parks and Public Works)	Meter Reader Permit Coordinator Police Support Officer
9	ADMINISTRATIVE SECRETARY Printing Technician	Senior Recreation Program Assistant
10	Farm Caretaker	
11	ENGINEERING AIDE Senior Accounting Assistant Planning Technician SENIOR MAINTENANCE WORKER (Parks & Public Works) Water Conservation Coordinator* System Application Coordinator	Assistant Fire Mechanic Deputy City Clerk PC Network Technician Executive Secretary Office Supervisor Senior Services Specialist

* Exempt Positions
All Caps: Benchmark Positions

Pay Grade

12	Computer Programmer* Engineering Technician Community Information Coordinator* Code Enforcement Officer	Equipment Maintenance Technician Mechanic Employment & Benefits Coordinator*
13	Building Inspector Budget Analyst* Water Quality Technician Senior Engineering Technician Recycling Program Coordinator* Management Analyst*	Recreation Coordinator* Lead Maintenance Worker (Parks and Public Works) Staff Accountant* Traffic Signal Technician Policy Analyst*
14	Computer Programmer/Analyst* SENIOR MECHANIC Personnel Analyst* Fire Protection Systems Specialist	Emergency Services Program Coordinator* SENIOR BUILDING INSPECTOR CONSTRUCTION INSPECTOR
15	Fire Mechanic Sr. Management Analyst* Lead Construction Inspector Lead Water Quality Technician Financial Analyst*	PLANNER* Lead Building Inspector PC Systems Coordinator* Lead Traffic Signal Technician Utility Accounting Supervisor*
16	PUBLIC WORKS SUPERVISOR* Park Planner* Senior Planner* Transportation Planner* SENIOR PROGRAMMER/ANALYST* Human Services Planner* Recreation Services Supervisor* General Accounting Supervisor*	Parks Maintenance Supervisor* CIVIL ENGINEER* General Services Supervisor* City Clerk* Special Services Supervisor*
17	SENIOR CIVIL ENGINEER*	
18	Planning Supervisor* Support Services Supervisor* Risk Manager*	Accounting Manager* Utility Engineer Supervisor*
19	Assistant City Engineer* General Services Manager* Parks Division Manager* Street Division Manager* Transportation Engineering Supervisor*	Battalion Chief* Recreation Division Manager* Construction Engineering Supervisor*

* Exempt Positions
All Caps: Benchmark Positions

EXHIBIT "A"

Pay Grade

20	Assistant Finance Director* Information Services Manager*	Building Division Manager* Storm Water Utility Manager*
21	City Engineer* Commander* Assistant Fire Chief* Utility Manager* Transportation Policy Manager*	Assistant Planning Director* Assistant Public Works Director*

* Exempt Positions
All Caps: Benchmark Positions

Pay Plan C-1
 REDMOND POLICE OFFICERS ASSOCIATION
 POLICE SUPPORT BARGAINING UNIT

(Representing the Police Records Specialists, Communications Dispatchers, the Crime Analyst, the Property/Evidence Technician, and the Police Support Officer)

1 January 1991

CLASSIFICATION:

	<u>Step A*</u>	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>	<u>Step E*</u>
Police Support Officer Grade 8 - Pay Plan G	\$1,938 11.18	\$1,993 11.50	\$2,048 11.82	\$2,108 12.16	\$2,167 12.50	\$2,227 12.85	\$2,290 13.21
	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>	<u>Step F</u>	<u>Step G</u>
Police Records Specialist "1"	\$1,686 9.73	\$1,737 10.02	\$1,789 10.32	\$1,843 10.63	\$1,898 10.95	\$1,955 11.28	\$2,013 11.62
	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>	<u>Step F</u>	<u>Step G</u>
Lead Police Records Specialist "4" & Property/Evidence Tech	\$1,856 10.71	\$1,911 11.02	\$1,968 11.35	\$2,027 11.69	\$2,088 12.05	\$2,151 12.41	\$2,215 12.78
	<u>Step A</u>						
Relief Case Filing Secretary "2"	\$2,115 12.20						
	<u>Step A</u> 00-12m	<u>Step B</u> 13-24m	<u>Step C</u> 25-36m	<u>Step D</u> 37-48m	<u>Step E</u> 49-60m	<u>Step F</u> 61m+	
Communications Dispatcher "3"	\$1,920 11.08	\$1,988 11.47	\$2,057 11.87	\$2,129 12.28	\$2,203 12.71	\$2,281 13.16	

Exhibit "B"

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CITY OF REDMOND
PAY PLAN "C-2"
POLICE OFFICER
Effective: 1 January 1991

For all new police officers hired after 1 January 1988 the step plan shall be as follows:

	<u>STEP A</u> <u>0-12m</u>	<u>STEP B</u> <u>13-24</u>	<u>STEP C</u> <u>25-36m</u>	<u>STEP D</u> <u>37-48m</u>	<u>STEP E</u> <u>49m +</u>
(2) Police Officer	\$2,833 16.35	2,945 16.99	3,059 17.65	3,172 18.30	3,285 18.95

EXHIBIT "C"

058J/90-PAY/6

CITY OF REDMOND
PAY PLAN "C"
POLICE OFFICERS AND SERGEANT
Effective: 1 January 1991

	<u>STEP A</u> <u>00-12m</u>	<u>STEP B</u> <u>13-18m</u>	<u>STEP C</u> <u>19-30m</u>	<u>STEP D</u> <u>31-42m</u>	<u>STEP E</u> <u>43-54m</u>	<u>STEP F</u> <u>55m +</u>
(1) Police Officer	\$2,833 16.35	2,920 16.85	3,007 17.35	3,097 17.87	3,188 18.39	3,285 18.95

***Time periods do not apply to officers employed as of January 1986.**

	<u>STEP A</u> <u>00-12m</u>	<u>STEP B</u> <u>13-24m</u>	<u>STEP C</u> <u>25m +</u>
(5) Sergeant	\$3,562 20.55	3,670 21.17	3,779 21.80

EXHIBIT "C"

058J/90-PAY/7

Ordinance No. 1604

CITY OF REDMOND
PAY PLAN "D"
FIREFIGHTER, DRIVER OPERATOR, LIEUTENANT, CAPTAIN

Effective: 1 January 1991

<u>PAY GRADE</u>	<u>STEP A</u> <u>0-12m</u>	<u>STEP B</u> <u>13-24m</u>	<u>STEP C</u> <u>25-36m</u>	<u>STEP D</u> <u>37-48m</u>	<u>STEP E</u> <u>49m +</u>	<u>STEP F</u> <u>E+EMT</u>
70-Firefighter (2624 Annual hours)	\$2,307 10.55	\$2,452 11.22	\$2,594 11.86	\$2,886 13.20	\$3,175 14.52	\$3,225 14.75
2080 Hours	13.31	14.15	14.97	16.65	18.32	18.61
	<u>STEP A</u> <u>0-6m</u>	<u>STEP B</u> <u>7-18m</u>	<u>STEP C</u> <u>19-30m</u>	<u>STEP D</u> <u>31m</u>	<u>STEP E</u> <u>D+EMT</u>	
71-Driver/ Operator (2624 Annual Hours)	\$3,113 14.24	\$3,186 14.57	\$3,261 14.92	\$3,331 15.24	\$3,381 15.46	
72-Inspector/ Investigator (2080 Hours)	\$3,114 17.97	\$3,187 18.39	\$3,262 18.82	\$3,332 19.23	\$3,382 19.51	
	<u>STEP A</u> <u>0-12m</u>	<u>STEP B</u> <u>13-24m</u>	<u>STEP C</u> <u>25+mm</u>	<u>STEP D</u> <u>C+EMT</u>		
Lieutenant (2624 Hours)	\$3,412 15.60	\$3,493 15.98	\$3,566 16.31	\$3,616 16.54		
	<u>STEP A</u> <u>0-12m</u>	<u>STEP B</u> <u>13+</u>	<u>STEP C</u> <u>B+EMT</u>			
Captain (2624 Hours)	\$3,753 17.17	\$3,893 17.81	\$3,943 18.03			
(2080 Hours)	21.66	22.46	22.75			

Exhibit "D"

CITY OF REDMOND
PAY PLAN "E"
EXECUTIVE PAY PLAN
Effective: 1 January 1991

<u>EXECUTIVE MANAGEMENT PAY GRADE</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
I PUBLIC WORKS POLICE FIRE	4,356	5,898
II FINANCE EXECUTIVE ASST	4,039	5,469
III PLAN/COMM DEV PARKS & REC PERSONNEL	3,888	5,257

058J/4/90-PAY

Exhibit "E"