

ORDINANCE NO. 1650

ORIGINAL

AN ORDINANCE OF THE CITY OF REDMOND, WASHINGTON,
MODIFYING COMPENSATION PRACTICES FOR NON-UNION EMPLOYEES

WHEREAS, the City Council authorized in 1990 a study of compensation issues affecting Redmond employees, especially those employees not covered by a collective bargaining agreement; and,

WHEREAS, the retention of experienced employees is in the City's best interests, enhancing the delivery of quality municipal services to the community, and serves as consideration for the benefits established by this ordinance; and

WHEREAS, the study recommended specific solutions to correct problems of supervisory salary compression and career plateauing, and further recommended resolving obvious disparities in the compensation of non-union employees versus employees represented by collective bargaining units; and,

WHEREAS, the City Council wishes to implement the recommendations; now, therefore

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

SECTION 1. ONE-TIME 3% PAYMENT IN-LIEU OF MERIT RAISES:

The City shall pay to each employee who is not a member of a collective bargaining unit and who, on 1 January 1991, was at the top of his or her pay range, an amount equal to 3% of the employee's annual base salary, exclusive of all adjustments, including but not limited to overtime, longevity, incentive payments, or assignment based adjustments as described in Section 5 also received by the employee.

SECTION 2. The 3% one-time payment described in Section 1 shall be calculated by multiplying three percent times the lesser of the following two periods: (1) the annual base salary of the employee for the entire period from 1 January 1991 to 31 December 1991, or (2) the base salary of the employee from 1 January 1991 to the date of any promotion or reclassification received by them in 1991.

SECTION 3. No payment called for in Section 1 shall be made to former employees of the City, whether they retired, resigned, or were dismissed during 1991. Any employee who receives a 3% one time payment and resigns, retires, or is terminated prior to December 31, 1991, shall have withheld from their final paycheck a proportionate share of the payment so received.

SECTION 4. LONGEVITY PAY FOR PROFESSIONAL AND ADMINISTRATIVE EMPLOYEES. Regular full-time employees who are not covered by a collective bargaining agreement and who are exempt from the overtime requirements of the federal Fair Labor

Standards Act (FLSA) by reason of the professional or administrative exemptions of FLSA or are exempted under FLSA solely because they report directly to an elected official, shall receive longevity pay as follows:

<u>Completed Years of Continuous Service</u>		<u>Added to Monthly Salary</u>
6 1/2	years	\$ 30.00
10	years	\$ 45.00
15	years	\$ 60.00
20	years	\$ 75.00

In no case shall longevity pay be paid to any department head, the Executive Assistant to the Mayor, or to employees who are exempt from the overtime requirements of FLSA by reason of the executive exemption.

SECTION 5. 6% PAY ADJUSTMENT FOR STAFF BATTALION CHIEFS.

When assigned to a 40-hour per week staff position such as training or administration, each Battalion Chief so assigned shall receive six percent (6%) pay in addition to his or her regular base pay for the entire period of his or her assignment. The 6% adjustment in base pay shall apply only so long as the individual Battalion Chief is serving in a staff position so designated by the Fire Chief. The 6% pay adjustment shall not apply when the staff Battalion Chief serves as a shift Battalion Chief.

SECTION 6. The 3% one-time payment described in Section 1 shall be paid in a single payment as soon as practicable following adoption of this ordinance. The longevity pay described in Section 3 shall take effect 1 July 1991. The 6% adjustment in pay for staff Battalion Chiefs described in Section 5 shall take effect 1 October 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.

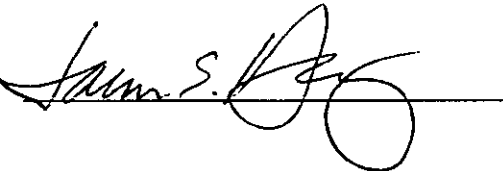
CITY OF REDMOND


MAYOR, DOREEN MARCHIONE

ATTEST/AUTHENTICATED:


CITY CLERK, DORIS A. SCHAIBLE

APPROVED AS TO FORM:
OFFICE OF THE ATTORNEY

BY: 

FILED WITH THE CITY CLERK: 09-26-91
PASSED BY THE CITY COUNCIL: 10-01-91
PUBLISHED: 10-06-91
EFFECTIVE DATE: 10-11-91
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