

ORDINANCE: 1657

**ORIGINAL**

AN ORDINANCE OF THE CITY OF REDMOND, WASHINGTON,  
SETTING 1992 SALARIES FOR NON-UNION CITY EMPLOYEES

---

WHEREAS, the City Council previously adopted in principle the structural recommendations of the Alternative Compensation Strategies Study commissioned by the City and these recommendations should now be reflected in changes to the non-union employee salary plans; and

WHEREAS, the City wishes to grant its non-union employees an across-the-board adjustment in pay to reflect changes in the local area consumer price index and to maintain competitive salaries in relation to the local marketplace; and

WHEREAS, adopting a new salary plan for non-union employees necessitates amendment to the existing pay plan on which their classifications currently appear; now, therefore

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

Section 1. "Pay Plan N - Non-Union", setting 1992 salary levels for non-union employees is hereby adopted, effective 1 January 1992, as set forth in Exhibit "A" attached hereto and incorporated by this reference as if set forth in full.

Section 2. "Pay Plan N - Non-Union", adopted in Section 1 is hereby amended, to grant a 6.0% across-the-board increase in 1992 pay rates over rates of pay in effect 31 March 1992, as set forth in Exhibit "B" attached hereto and incorporated by this reference as if set forth in full.

Section 3. "Pay Plan E - Executive", covering Department Heads and the Mayor's Executive Assistant, adopted by Ordinance Number 1629 is hereby amended, to expand pay ranges in effect 31 December 1991, as recommended in the Alternative Compensation Strategies Study adopted by the City Council on 1 October 1991, and to effectuate the realignment of the Pay Plan by placing the Planning and Community Development Director at Grade Level II, as set forth in Exhibit "C" attached hereto and incorporated by this reference as if set forth in full.

Section 4. "Pay Plan E - Executive", adopted in Section 3 is hereby amended, to grant a 6.0% across-the-board increase in 1992 pay rates over rates of pay in effect 31 March 1992, as set forth in Exhibit "D" attached hereto and incorporated by this reference as if set forth in full.

Section 5. The Classification Alignment of "Pay Plan G - General", covering general government employees represented by the Redmond City Hall Employees Association and Local 21-RD of the Washington State Council of County and City Employees, is hereby amended deleting non-union classifications that now appear on "Pay Plan N - Non-Union" referenced in Section 1, as set forth in Exhibit "E" attached hereto and incorporated by this reference as if set forth in full.

Section 6. The adoption of "Pay Plan N - Non-Union" set forth in Section 1, and the changes to pay plans "E - Executive" and "G - General" set forth in Sections 3 and 5 shall take effect 1 January 1992. The changes to pay plans "N - Non-Union" and "E - Executive" set forth in Sections 2 and 4 shall take effect 1 April 1992.

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.

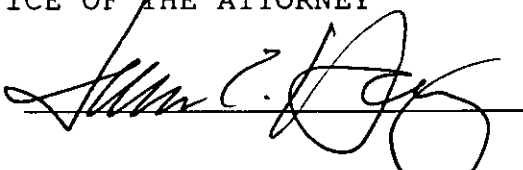
CITY OF REDMOND

  
MAYOR, DOREEN MARCHIONE

ATTEST/AUTHENTICATED:

Doris A. Schaible  
CITY CLERK, DORIS A. SCHAIBLE

APPROVED AS TO FORM:  
OFFICE OF THE ATTORNEY

BY: 

FILED WITH THE CITY CLERK: 11/26/91  
PASSED BY THE CITY COUNCIL: 12/03/91  
SIGNED BY THE MAYOR: 12/03/91  
PUBLISHED: 12/08/91  
EFFECTIVE DATE: 1/1/92  
ORDINANCE NUMBER: 1657

## CITY OF REDMOND

PAY PLAN "N"  
NON-UNION

## CLASSIFICATION ALIGNMENT/PAY SCHEDULE

Effective: 1 January 1992 to 31 March 1992

*Monthly Salaries*

<u>Title</u>	<u>Pay Grade</u>	<u>Range</u>	
		<u>Low</u>	<u>High</u>
Office Assistant	C2	1,642	1,970
SENIOR OFFICE ASSISTANT Secretary	E2	1,836	2,203
ADMINISTRATIVE SECRETARY Human Resources Technician	G2	2,048	2,458
Office Supervisor Assistant Fire Mechanic	A5	2,290	2,863
Budget Analyst* Management Analyst* Policy Analyst* Executive Secretary*	C5	2,560	3,200
Emergency Services Program Coordinator* Human Resources Analyst* Employment & Benefits Coordinator*	D5	2,708	3,385
Fire Mechanic Financial Analyst* Utility Accounting Supervisor*	E5	2,870	3,588
PUBLIC WORKS SUPERVISOR* Parks Maintenance Supervisor* General Services Supervisor* Recreation Services Supervisor* City Clerk* Special Services Supervisor* General Accounting Supervisor*	A3	3,036	3,947

\* Exempt Positions  
ALL CAPS: Benchmark Positions

EXHIBIT "A"

<u>Title</u>	<u>Pay Grade</u>	<u>Range</u>	
		<u>Low</u>	<u>High</u>
Senior Management Analyst* Systems Manager*	B3	3,218	4,183
Planning Supervisor* Accounting Manager* Support Services Manager* Utility Engineering Supervisor* Risk Manager*	D3	3,411	4,434
Assistant City Engineer* Battalion Chief* Transportation Division Manager* Recreation Division Manager* Parks Division Manager* Construction Division Manager* General Services Manager* Emergency Preparedness Program Manager*	E3	3,616	4,701
Financial Planning Manager* Building Division Manager* Information Services Manager* Storm Water Utility Manager* Police Lieutenant*	F3	3,833	4,983
City Engineer* Assistant Planning Director* Commander* Utility Manager* Deputy Fire Chief* Transportation Policy Manager* Deputy Public Works Director*	G3	4,061	5,279

\* Exempt Positions  
ALL CAPS: Benchmark Positions

EXHIBIT "A"

## CITY OF REDMOND

PAY PLAN "N"  
NON-UNION

## CLASSIFICATION ALIGNMENT/PAY SCHEDULE

Effective: 1 April 1992

*Monthly Salaries*

<u>Title</u>	<u>Pay Grade</u>	<u>Range</u>	
		<u>Low</u>	<u>High</u>
Office Assistant	C2	1,741	2,089
SENIOR OFFICE ASSISTANT Secretary	E2	1,946	2,335
ADMINISTRATIVE SECRETARY Human Resources Technician	G2	2,171	2,605
Office Supervisor Assistant Fire Mechanic	A5	2,427	3,034
Budget Analyst* Management Analyst* Policy Analyst* Executive Secretary*	C5	2,714	3,392
Emergency Services Program Coordinator* Human Resources Analyst* Employment & Benefits Coordinator*	D5	2,870	3,588
Fire Mechanic Financial Analyst* Utility Accounting Supervisor*	E5	3,042	3,803
PUBLIC WORKS SUPERVISOR* Parks Maintenance Supervisor* General Services Supervisor* Recreation Services Supervisor* City Clerk* Special Services Supervisor* General Accounting Supervisor*	A3	3,218	4,184

\* Exempt Positions  
ALL CAPS: Benchmark Positions

EXHIBIT "B"

<u>Title</u>	<u>Pay Grade</u>	<u>Range</u>	
		<u>Low</u>	<u>High</u>
Senior Management Analyst* Systems Manager*	B3	3,411	4,434
Planning Supervisor* Accounting Manager* Support Services Manager* Utility Engineering Supervisor* Risk Manager*	D3	3,616	4,700
Assistant City Engineer* Battalion Chief* Transportation Division Manager* Recreation Division Manager* Parks Division Manager* Construction Division Manager* General Services Manager* Emergency Preparedness Program Manager*	E3	3,833	4,983
Financial Planning Manager* Building Division Manager* Information Services Manager* Storm Water Utility Manager* Police Lieutenant*	F3	4,063	5,282
City Engineer* Assistant Planning Director* Commander* Utility Manager* Deputy Fire Chief* Transportation Policy Manager* Deputy Public Works Director*	G3	4,305	5,596

\* Exempt Positions  
ALL CAPS: Benchmark Positions

EXHIBIT "B"



**CITY OF REDMOND**  
**PAY PLAN "E"**  
**EXECUTIVE PAY PLAN**

Effective: 1 January 1992 to 31 March 1992

*Monthly Salaries*

<u>EXECUTIVE MANAGEMENT PAY GRADE</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
I EXECUTIVE ASST PUBLIC WORKS POLICE FIRE	4,356	6,098
II FINANCE PLAN/COMM DEV	4,039	5,655
III PARKS & REC HUMAN RESOURCES	3,888	5,443

**EXHIBIT "C"**

**CITY OF REDMOND**  
**PAY PLAN "E"**  
**EXECUTIVE PAY PLAN**

Effective: 1 April 1992

*Monthly Salaries*

<u>EXECUTIVE MANAGEMENT PAY GRADE</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
I EXECUTIVE ASST PUBLIC WORKS POLICE FIRE	4,617	6,464
II FINANCE PLAN/COMM DEV	4,281	5,994
III PARKS & REC HUMAN RESOURCES	4,121	5,770

**EXHIBIT "D"**

**CITY OF REDMOND**

**PAY PLAN "G"  
GENERAL**

**CLASSIFICATION ALIGNMENT**

Effective: 1 January 1992

Pay Grade

1		
2		
3	OFFICE CLERK Data Entry Clerk	
4	Printer's Assistant	
5	Office Assistant	
6	ACCOUNTING CLERK Computer Operations Assistant	Maintenance Custodian Central Stores Clerk
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 Deputy City Clerk PC Network Technician Office Supervisor Senior Services Specialist

\* Exempt Positions  
ALL CAPS: Benchmark Positions

EXHIBIT "E"

Pay Grade

12	Computer Programmer* Engineering Technician	Equipment Maintenance Technician Mechanic
13	Building Inspector Water Quality Technician Senior Engineering Technician Traffic Signal Technician	Recreation Coordinator* Lead Maintenance Worker (Parks and Public Works) Recycling Program Coordinator*
14	Computer Programmer/Analyst* SENIOR MECHANIC Code Enforcement Officer*	Community Information Coordinator* SENIOR BUILDING INSPECTOR CONSTRUCTION INSPECTOR
15	PLANNER* Lead Construction Inspector Lead Water Quality Technician	Lead Traffic Signal Technician PC Systems Coordinator*
16	Plans Examiner* Park Planner* Senior Planner*	Human Services Planner* CIVIL ENGINEER* SENIOR PROGRAMMER/ANALYST*
17	SENIOR CIVIL ENGINEER*	

\* Exempt Positions  
ALL CAPS: Benchmark Positions

EXHIBIT "E"