

ORDINANCE: 1712**ORIGINAL**

AN ORDINANCE OF THE CITY OF REDMOND, WASHINGTON,
SETTING 1993 EMPLOYEE SALARIES

WHEREAS, the City of Redmond agreed through collective bargaining processes to grant across-the-board increases in pay for 1993 to City employees represented by the Washington State Council of County and City Employees (Local 21-RD), Redmond City Hall Employees Association, The Redmond Police Officers Association, and the Redmond Fire Fighters Union; and

WHEREAS, the City agreed through the collective bargaining process to modify the pay plans covering Local 21-RD and RCHEA members beginning in 1993 by expanding the pay ranges a specified amount; and

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

WHEREAS, Ordinance 1637 provides for an automatic increase in the Mayor's salary equal to that granted department heads; and

WHEREAS, these increases should be reflected by adopting a new pay plan and changing existing ones and by formally setting the Mayor's 1993 salary; now, therefore

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

Section 1. "Pay Plan A - AFSCME", covering general government employees represented by the Washington State Council of County and City Employees (Local 21-RD) is hereby amending, granting a 3.15% across-the-board increase in 1993 pay rates over rates of pay in effect 31 December 1992 as adopted by Ordinance 1670, and, further, by modifying Pay Plan A, deleting pay steps, and by expanding the pay ranges as set forth in Exhibit A attached hereto and incorporated by this reference as if set forth in full.

Section 2. "Pay Plan G - RCHEA", covering general government employees represented by the Redmond City Hall Employees Association is hereby amended, by granting a 3.15% across-the-board increase in 1993 pay rates over rates of pay in effect 31 December 1992 as adopted by Ordinance 1696, and, further, by modifying Pay Plan G, deleting pay steps, and expanding the pay ranges as previously negotiated, as set forth in exhibit B attached hereto and incorporated by this reference as if set forth in full.

Section 3. "Pay Plan C - RPOA", covering represented Police Officers and Sergeants is hereby amended to grant a 2.15% across-the-board increase in 1993 pay rates over rates of pay in

effect 31 December 1992 as adopted by Ordinance 1700, plus 1.25% national accreditation pay, as set forth in Exhibit C attached hereto and incorporated by this reference as if set forth in full.

Section 4. "Pay Plan D - IAFF", covering represented employees in the Redmond Fire Fighters Union is hereby amended to grant a 4.15% across-the-board increase in 1993 pay rates over rates of pay in effect 31 December 1992 as adopted by Ordinance 1687, 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 is hereby amended to grant a 3.15% across-the-board increase in 1993 pay rates over rates of pay in effect 31 December 1992 as adopted by Ordinance 1657, as set forth in Exhibit E attached hereto and incorporated by this reference as if set forth in full.

Section 6. "Pay Plan N - Non-Union", covering Non-Union employees is hereby amended to grant a 3.15% across-the-board increase in 1993 pay rates over rates of pay in effect 31 December 1992 as adopted by Ordinance 1686, as set forth in Exhibit F attached hereto and incorporated by this reference as if set forth in full.

Section 7. The changes to Pay Plans A, G, C, D, E, and N set forth shall be effective 1 January 1993.

Section 8. As provided for in Ordinance 1637, the Mayor's annual salary shall be \$68,337, effective 1 January 1993.

Section 9. 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.

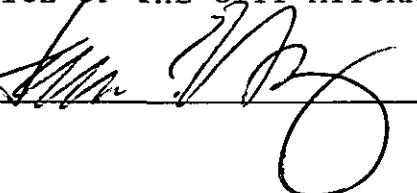
CITY OF REDMOND


MAYOR, ROSEMARIE IVES

ATTEST/AUTHENTICATED:


CITY CLERK, DORIS A. SCHAIBLE

APPROVED AS TO FORM:
OFFICE OF THE CITY ATTORNEY

BY: 

FILED WITH THE CITY CLERK:	December 3, 1992
PASSED BY THE CITY COUNCIL:	December 15, 1992
SIGNED BY THE MAYOR:	December 15, 1992
PUBLISHED:	December 20, 1992
EFFECTIVE DATE:	December 25, 1992
ORDINANCE NUMBER: <u>1712</u>	

CITY OF REDMOND

PAY PLAN "A" AFSCME

(For classifications covered by the Washington State Council of City & County Employees, Local 21-RD bargaining unit)

CLASSIFICATION ALIGNMENT/PAY SCHEDULE

Effective: 01 January 1993

Monthly Salaries

Title	Pay Grade	Range	
		Low	High
	0	1,376	1,651
	1	1,450	1,740
	2	1,525	1,829
	3	1,608	1,930
	4	1,701	2,041
	5	1,796	2,155
Maintenance Custodian Central Stores Clerk	6	1,897	2,276
	7	2,007	2,409
Meter Reader MAINTENANCE WORKER (Parks & Public Works)	8	2,119	2,542
	9	2,239	2,687
Farm Caretaker	10	2,369	2,843
SENIOR MAINTENANCE WORKER (Parks & Public Works)	11	2,503	3,129
Equipment Maintenance Technician Mechanic	12	2,647	3,309
Water Quality Technician Traffic Signal Technician Lead Maintenance Worker (Parks & Public Works)	13	2,799	3,499
SENIOR MECHANIC	14	2,960	3,701
Lead Traffic Signal Technician Lead Water Quality Technician	15	3,138	3,922

ALL CAPS: Benchmark Positions

Exhibit "A"

CITY OF REDMOND**PAY PLAN "G" RCHEA**

(For classifications covered by the Redmond City Hall Employees Association bargaining unit)

CLASSIFICATION ALIGNMENT/PAY SCHEDULE

Effective: 01 January 1993

Monthly Salaries

<u>Title</u>	<u>Pay Grade</u>	<u>Range</u>	
		<u>Low</u>	<u>High</u>
	0	1,376	1,651
	1	1,450	1,740
Van Driver	2	1,525	1,829
OFFICE CLERK Data Entry Clerk	3	1,608	1,930
Printer's Assistant Preschool Teacher	4	1,701	2,041
Office Assistant	5	1,796	2,155
ACCOUNTING CLERK	6	1,897	2,276
SENIOR OFFICE ASSISTANT Secretary	7	2,007	2,409
Accounting Assistant Recreation Program Assistant	8	2,119	2,542
ADMINISTRATIVE SECRETARY Printing Technician Senior Recreation Program Assistant	9	2,239	2,687

* Exempt Positions
ALL CAPS: Benchmark Positions

Exhibit "B"

<u>Title</u>	<u>Pay Grade</u>	<u>Range</u>	
		<u>Low</u>	<u>High</u>
	10	2,369	2,843
ENGINEERING AIDE	11	2,503	3,129
Senior Accounting Assistant			
Planning Technician			
Office Supervisor			
Senior Services Specialist			
Water Conservation Coordinator*			
System Application Coordinator			
Deputy City Clerk			
PC Support Consultant			
Paralegal			
Assistant Recycling Program Coordinator			
Permit Technician			
Engineering Technician	12	2,647	3,309
Building Inspector	13	2,799	3,499
Systems Technician			
Senior Engineering Technician			
Recreation Coordinator*			
Recycling Program Coordinator*			
Applications Support Consultant*	14	2,960	3,701
SENIOR BUILDING INSPECTOR			
Code Enforcement Officer*			
Community Information Coordinator*			
CONSTRUCTION INSPECTOR			
PLANNER*	15	3,138	3,922
Lead Construction Inspector			
Senior PC Support Consultant*			
Plans Examiner*	16	3,319	4,149
Park Planner*			
Senior Planner*			
Human Services Planner*			
CIVIL ENGINEER*			
SENIOR CIVIL ENGINEER*	17	3,518	4,398

* Exempt Positions
ALL CAPS: Benchmark Positions

Exhibit "B"

CITY OF REDMOND
PAY PLAN "C" - RPOA
(Redmond Police Officers Association)
POLICE OFFICER & SERGEANT

Effective: 1 January 1993

	<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>
(2) Police Officer	\$3,106	\$3,229	\$3,353	\$3,478	\$3,601
	<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	\$3,905	\$4,024	\$4,143		

Exhibit "C"

CITY OF REDMOND
PAY PLAN "D"
REDMOND FIRE FIGHTERS UNION

Monthly Rates

Effective: 1 January 1993

Note: Annual hours for 24-hour shift personnel = 2576

<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>
Fire Fighter (70)	\$2,603	\$2,766	\$2,926	\$3,255	\$3,582	\$3,632
	<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>	
Driver/ Operator (71)	\$3,515	\$3,597	\$3,682	\$3,761	\$3,811	
Inspector/ Investigator (72)	\$3,726	\$3,813	\$3,903	\$3,986	\$4,036	
Emergency Services Program Coordinator (75)	\$3,726	\$3,813	\$3,903	\$3,986	\$4,036	
	<u>STEP A</u> <u>0-12m</u>	<u>STEP B</u> <u>13-24m</u>	<u>STEP C</u> <u>25m+</u>	<u>STEP D</u> <u>C+EMT</u>		
Lieutenant (73)	\$3,850	\$3,942	\$4,024	\$4,074		
	<u>STEP A</u> <u>0-12m</u>	<u>STEP B</u> <u>13m+</u>	<u>STEP C</u> <u>B+EMT</u>			
Captain (74)	\$4,170	\$4,326	\$4,376			

Exhibit "D"

CITY OF REDMOND
PAY PLAN "E"
EXECUTIVE PAY PLAN

Effective: 1 January 1993

Monthly Salaries

<u>EXECUTIVE MANAGEMENT PAY GRADE</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
I EXECUTIVE ASST PUBLIC WORKS POLICE FIRE	4,762	6,667
II FINANCE PLAN/COMM DEV	4,416	6,182
III PARKS & REC HUMAN RESOURCES	4,251	5,951

Exhibit "E"

CITY OF REDMOND

PAY PLAN "N" - NON-UNION

CLASSIFICATION ALIGNMENT/PAY SCHEDULE

Effective: 1 January 1993

Monthly Salaries

<u>Title</u>	<u>Pay Grade</u>	<u>Range</u>	
		<u>Low</u>	<u>High</u>
Office Assistant	C2	1,796	2,155
SENIOR OFFICE ASSISTANT Secretary	E2	2,007	2,409
ADMINISTRATIVE SECRETARY Human Resources Technician	G2	2,239	2,687
Office Supervisor Assistant Fire Mechanic	A5	2,503	3,129
Budget Analyst* Management Analyst* Executive Secretary*	C5	2,799	3,499
Human Resources Analyst* Employment & Benefits Coordinator*	D5	2,960	3,701
Fire Mechanic Financial Analyst* Utility Accounting Supervisor* Policy Analyst*	E5	3,138	3,922
PUBLIC WORKS SUPERVISOR* Parks Maintenance Supervisor* General Services Supervisor* Recreation Services Supervisor* City Clerk* Special Services Supervisor* General Accounting Supervisor*	A3	3,319	4,315

* Exempt Positions
 ALL CAPS: Benchmark Positions

<u>Title</u>	<u>Pay Grade</u>	<u>Range</u>	
		<u>Low</u>	<u>High</u>
Senior Management Analyst* Systems Manager*	B3	3,518	4,574
Planning Supervisor* Accounting Manager* Support Services Manager* Utility Engineering Supervisor* Risk Manager* Prosecuting Attorney* Assistant Fire Marshall*	D3	3,730	4,849
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	3,954	5,140
Financial Planning Manager* Building Division Manager* Information Services Manager* Storm Water Utility Manager* Police Lieutenant*	F3	4,191	5,448
City Engineer* Assistant Planning Director* Commander* Utility Manager* Deputy Fire Chief* Transportation Policy Manager* Deputy Public Works Director*	G3	4,441	5,773

* Exempt Positions
ALL CAPS: Benchmark Positions

EXHIBIT "F"