

ORDINANCE NO: 1931**ORIGINAL**

AN ORDINANCE OF THE CITY OF REDMOND, WASHINGTON, SETTING 1997 SALARIES FOR NON-UNION AND EXECUTIVE EMPLOYEES AND EMPLOYEES REPRESENTED BY THE REDMOND CITY HALL EMPLOYEES ASSOCIATION (RCHEA), AND NON-COMMISSIONED EMPLOYEES REPRESENTED BY THE REDMOND POLICE OFFICERS ASSOCIATION (RPOA)

WHEREAS, the City of Redmond agreed through the collective bargaining process to grant an across-the-board increase in salaries for 1997 to City employees represented by the Redmond City Hall Employees Association and this increase should be reflected by amending Pay Plan G - RCHEA; and

WHEREAS, the City of Redmond agreed through the collective bargaining process to grant an across-the-board increase in salaries for 1997 to City employees represented by the Police Support Bargaining Unit of the Redmond Police Officers Association and this increase should be reflected by amending Pay Plan C-1 - Police Support; and,

WHEREAS, the City of Redmond wishes to grant its non-union and executive employees an adjustment in compensation in order to keep pace with changes occurring in the local labor market and equaling that granted certain bargaining unit employees; NOW, THEREFORE,

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

Section 1. "Pay Plan N - Non-Union", covering non-union employees is hereby amended by granting a 2.7% across-the-board increase in 1997 pay rates over rates of pay in effect 31 December 1996 as adopted by Ordinance 1862 as set forth in Exhibit A attached hereto and incorporated by this reference as if set forth in full.

Section 2. "Pay Plan E - Executive", covering department directors and the Mayor's Executive Assistant is hereby amended by granting a 2.7% across-the-board increase in 1997 monthly salaries over salaries in effect 31 December 1996 as adopted by Ordinance 1865 as set forth in Exhibit B attached hereto and incorporated by this reference as if set forth in full.

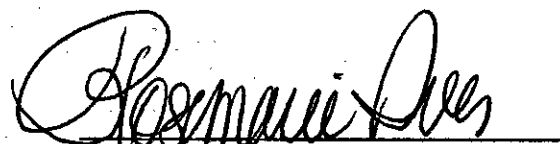
Section 3. "Pay Plan G - RCHEA", covering professional technical and clerical employees represented by the Redmond City Hall Employees Association (RCHEA) is hereby amended by granting a 2.7% across-the-board increase in 1997 monthly salaries over salaries in effect 31 December 1996 as adopted by Ordinance 1862 as set forth in Exhibit C attached hereto and incorporated by this reference as if set forth in full.

Section 4. "Pay Plan C-1 - Police Support", covering non-commissioned Police Department employees represented by the Police Support Bargaining Unit of the Redmond Police Officers Association is hereby amended by granting a 2.7% across-the-board increase in 1997 pay rates over rates of pay in effect 31 December 1996 as adopted by Ordinance 1902 as set forth in Exhibit D attached hereto and incorporated by this reference as if set forth in full.

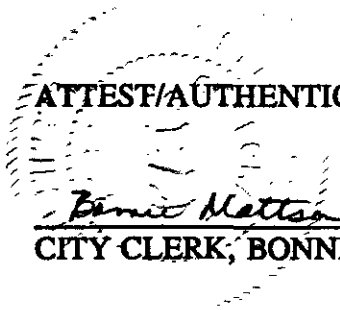
Section 5. The changes to "Pay Plan N - Non-Union", "Pay Plan E - Executive" and "Pay Plan G - RCHEA" effectuated by this ordinance shall be effective as of 1 January 1997, respectively.

Section 6. This ordinance, being an administrative action, is not subject to referendum and shall take effect five days after its publication, or publication of summary thereof, in the City's official newspaper.

CITY OF REDMOND


MAYOR, ROSEMARIE IVES

ATTEST/AUTHENTICATED:



Bonnie Mattson
CITY CLERK, BONNIE MATTSON

**APPROVED AS TO FORM:
OFFICE OF THE CITY ATTORNEY**

BY: George Jensen

FILED WITH THE CITY CLERK:	March 25, 1997
PASSED BY THE CITY COUNCIL:	April 1, 1997
SIGNED BY THE MAYOR:	April 1, 1997
PUBLISHED:	April 5, 1997
EFFECTIVE DATE:	January 1, 1997
ORDINANCE NUMBER: <u>1931</u>	

CITY OF REDMOND

PAY PLAN "N" (NON-UNION)

CLASSIFICATION ALIGNMENT / PAY SCHEDULE

Effective: 1 January 1997

Monthly Salaries

<u>TITLE</u>	<u>PAY GRADE</u>	<u>RANGE</u>	
		<u>LOW</u>	<u>HIGH</u>
Office Assistant	C2	2,002	2,401
Senior Office Assistant Secretary	E2	2,238	2,685
Administrative Secretary Human Resources Technician	G2	2,496	2,996
Senior Administrative Secretary	H2	2,640	3,169
Office Supervisor Assistant Fire Mechanic	A5	2,790	3,488
Budget Analyst* Management Analyst* Executive Secretary*	C5	3,120	3,900
Human Resources Analyst* Employment & Benefits Coordinator*	D5	3,299	4,125
Fire Mechanic Financial Analyst* Utility Accounting Supervisor* Policy Analyst*	E5	3,498	4,371

* *Exempt Positions*

<u>TITLE</u>	<u>PAY GRADE</u>	<u>RANGE</u>	
		<u>LOW</u>	<u>HIGH</u>
Public Works Supervisor*	A3	3,700	4,810
Parks Maintenance Supervisor*			
General Services Supervisor*			
Recreation Services Supervisor*			
City Clerk*			
Special Services Supervisor*			
General Accounting Supervisor*			
Deputy Prosecuting Attorney*			
Senior Management Analyst*	B3	3,921	5,098
Systems Manager*			
Planning Supervisor*	D3	4,158	5,404
Accounting Manager*			
Support Services Manager*			
Utility Engineering Supervisor*			
Risk Manager*			
Prosecuting Attorney*			
Purchasing Manager*			
General Services Manager*			
Assistant City Engineer*	E3	4,412	5,735
Transportation Division Manager*			
Recreation Division Manager*			
Parks Division Manager*			
Construction Division Manager*			
Utility Manager*			
Financial Planning Manager*	F3	4,672	6,073
Building Division Manager*			
Storm Water Utility Manager*			
Information Services Manager*			
Police Lieutenant*			
City Engineer*	G3	4,950	6,434
Assistant Planning Director*			
Commander*			
Deputy Fire Chief*			
Transportation Policy Manager*			
Deputy Public Works Director*			

*** Exempt Positions**

Ordinance No. 1931

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Exhibit "A"

CITY OF REDMOND
PAY PLAN "E"
EXECUTIVE PAY PLAN
Effective: 1 January 1997
Monthly Salaries

<u>MANAGEMENT</u> <u>PAY GRADE</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
I Executive Assistant Public Works Finance Police Fire	5,309	7,431
II Plan/Comm Dev	4,922	6,890
III Parks & Recreation Human Resources	4,739	6,633

CITY OF REDMOND

PAY PLAN "G" (RCHEA)

For classifications covered by Redmond City Hall Employees Association bargaining unit
CLASSIFICATION ALIGNMENT / PAY SCHEDULE

Effective: 1 January 1997

Monthly Salaries

<u>TITLE</u>	<u>PAY GRADE</u>	<u>RANGE</u>	
		<u>LOW</u>	<u>HIGH</u>
	0	1,533	1,841
	1	1,615	1,939
Van Driver	2	1,700	2,039
Office Clerk Data Entry Clerk	3	1,792	2,151
Printer's Assistant Preschool Teacher	4	1,896	2,275
Office Assistant	5	2,002	2,401
Accounting Clerk	6	2,114	2,537
Senior Office Assistant Secretary	7	2,238	2,685
Accounting Assistant Recreation Program Assistant	8	2,361	2,833
Administrative Secretary Printing Technician Senior Recreation Program Assistant	9	2,496	2,996
Senior Administrative Secretary Farm Caretaker	10	2,640	3,169

* Exempt Positions

Exhibit "C"

<u>TITLE</u>	<u>PAY GRADE</u>	RANGE	
		<u>LOW</u>	<u>HIGH</u>
Engineering Aide	11	2,790	3,488
Senior Accounting Assistant			
Planning Technician			
Office Supervisor			
Senior Services Specialist			
System Application Coordinator			
Deputy City Clerk			
PC Support Consultant			
Paralegal			
Assistant Recycling Program Coord.			
Permit Technician			
Buyer			
Engineering Technician	12	2,951	3,688
Safety Coordinator*			
Building Inspector	13	3,120	3,900
Systems Technician			
Senior Engineering Technician			
Recreation Coordinator*			
Recycling Program Coordinator*			
Administrative Coordinator*			
Water Conservation Coordinator*			
Budget Analyst*			
Management Analyst*			
Application Support Consultant*	14	3,299	4,125
Senior Building Inspector			
Code Enforcement Officer*			
Community Information Coordinator*			
Construction Inspector			
Planner*	15	3,498	4,371
Lead Construction Inspector			
Senior PC Support Consultant*			
Plans Examiner*	16	3,700	4,625
Park Planner*			
Senior Planner*			
Human Services Planner*			
Civil Engineer*			
Assistant Building Official*			
Senior Civil Engineer*	17	3,921	4,902

* Exempt Positions

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Exhibit "C"

CITY OF REDMOND

PAY PLAN "C-1"

REDMOND POLICE OFFICERS ASSOCIATION
POLICE SUPPORT BARGAINING UNIT

Effective: 1 January 1997

Monthly Salaries

<u>CLASSIFICATION</u>	<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	2,097	2,159	2,224	2,293	2,360	2,430	2,503
Lead Police Records Specialist	2,308	2,378	2,446	2,521	2,596	2,674	2,753
Property/Evidence Technician	2,262	2,329	2,399	2,472	2,546	2,623	2,701
Relief Case Filing Secretary	2,630						
Records Supervisor	2,652	2,732	2,813	2,898	2,985	3,075	3,167
Police Support Officer	2,362	2,430	2,496	2,568	2,641	2,715	2,791
Communications Supervisor	3,141	3,235	3,333	3,432	3,535	3,641	
Communications Dispatcher	2,341	2,423	2,507	2,595	2,685	2,781	
Lead Communications Disp.	2,575	2,666	2,760	2,854	2,955	3,058	
		<u>MINIMUM</u>		<u>MAXIMUM</u>			
Crime Analyst*	3,121			3,700			
Technical Systems Coord.*	3,499			4,372			

* *Exempt Positions*