

ORDINANCE NO. 1978

AN ORDINANCE OF THE CITY OF REDMOND,
WASHINGTON, SETTING 1998 SALARIES FOR NON-
UNION AND EXECUTIVE EMPLOYEES AND
AMENDING THE PERSONNEL MANUAL

WHEREAS, the City of Redmond seeks to maintain salaries competitive with the regional labor market; and,

WHEREAS, it is desirable to achieve parity in the amount of life insurance provided City employees; and,

WHEREAS, it is necessary to make certain changes to Ordinance 1963 to make minor corrections in earlier recommendations stemming from the Creative Compensation Study; now, therefore

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

Section 1. The Job Family Pay Grade Index covering non-union and executive employees set forth in Exhibit "A" attached hereto and incorporated by this reference as if set forth in full, is hereby adopted, replacing and superceding the Job Family Pay Grade Index adopted by Ordinance 1963.

Section 2. (A) The 1998 Salary Structure covering non-union and executive employees set forth in Exhibit "B" attached hereto and incorporated by this reference as if set forth in full, is hereby adopted, granting effective January 1, 1998, a 3.625% across the board increase in salaries, over salaries in effect December 31, 1997.

(B) Pay grade 26 shall be reserved for executive employees and governed by the following rules, in addition to such other rules adopted by ordinance, resolution, or personnel manual when not in conflict with the following:

- (1) Executive employees shall at no time be granted a salary that would have the effect of paying the executive employee a rate in excess of the market rate for his or her individual position. At no time shall an executive employee be paid more than the top of Grade 26, regardless of market rate for the position. The market rate for each position shall be determined by periodically conducting a benchmark salary survey as called for in the Implementation and Administrative Guidelines adopted by resolution.
- (2) For executive positions whose market rate is less than the top of pay grade 26 the following salary maximums shall apply:

Police Chief	\$ 7,949
Fire Chief	\$ 7,891
Planning Director	\$ 7,862
Parks & Recreation Director	\$ 7,964
Human Resources Director	\$ 7,652

All executive positions not specified above shall be eligible to receive salary increases up to and including the maximum of Pay Grade 26.

- (3) In the absence of a current benchmark salary survey, the market rates specified in Section 2(B)(2), above, may be adjusted uniformly by such across the board adjustment granted other non-union employees.

Section 3. Brenda G. Kreitzberg and Janet A. Fuller of the Redmond Police Department are hereby granted accreditation incentive pay in the amount of 1.25% to be added to their monthly base salary so long as the City of Redmond Police Department maintains national accreditation by the Commission on Accreditation for Law Enforcement Agencies.

Section 4. Personnel Manual Section 6.45 (1), adopted by Ordinance 1394, is hereby amended as follows:

6.45 Life and Accidental Death & Dismemberment (AD&D) Insurance

- (1) **City-Paid Benefits** The City provides group term life insurance and accidental death and dismemberment (AD&D) benefits at City expense to all regular non-union employees as follows:

	<u>Life Insurance</u> Value <u>Policy</u>	of AD&D Value <u>Policy</u>	of
Non-Exempt Employee	\$50,000	\$50,000	
Exempt Employee	\$50,000	\$50,000	

Section 5. The changes called for in Section 1, Section 2, and Section 3 shall be effective January 1, 1998. The changes called for in Section 4 shall be effective May 1, 1998.

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 a summary thereof, in the City's official newspaper.

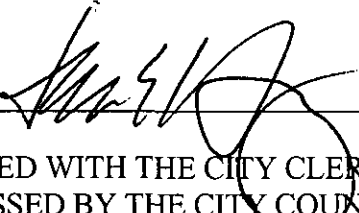
CITY OF REDMOND


MAYOR ROSEMARIE IVES

ATTEST/AUTHENTICATED:


CITY CLERK, BONNIE MATTSON

APPROVED AS TO FORM:
OFFICE OF THE CITY ATTORNEY:

By: 
FILED WITH THE CITY CLERK: April 10, 1998
PASSED BY THE CITY COUNCIL: May 5, 1998

SIGNED BY THE MAYOR: May 5, 1998
PUBLISHED: May 9, 1998
EFFECTIVE DATE: May 14, 1998
ORDINANCE NO. 1978

**CITY OF REDMOND
PAY PLAN "N"
NON-UNION AND EXECUTIVE EMPLOYEES
Effective January 1, 1998
JOB FAMILY PAY GRADE INDEX**

MANAGEMENT SERIES	
	Grade
MANAGER V	25
MANAGER IV	24
MANAGER III	23
MANAGER II	22
MANAGER I	21
SUPERVISOR III	20
SUPERVISOR II	19
SUPERVISOR I	18
* SUPERVISOR	17

EXECUTIVE SERIES	
	Grade
DIRECTOR	26

ADMINISTRATIVE SERIES	
	Grade
* ADMIN ASSIST IV	16
* ADMIN ASSIST III	14
* ADMIN ASSIST II	12
* ADMIN ASSIST I	10
* OFFICE TECH II	9
* OFFICE TECH I	8

ANALYST SERIES	
	Grade
ANALYST III	19
ANALYST II	17
ANALYST I	16

INFORMATION SYSTEMS SERIES	
	Grade
IS CONSULTANT V	22

NON JOB FAMILY CLASSIFICATION	
	Grade
DEPUTY PROSECUTING ATTORNEY	20
EMERG PREPARD COORDINATOR	19
* FIRE MECHANIC	18
EXECUTIVE ASSISTANT	17
* ASSISTANT FIRE MECHANIC	14
* HUMAN RESOURCES TECHNICIAN	13
* EXECUTIVE OFFICE COORDINATOR	12

1998 Salary Structure

Non-Union and Executive Employees

EFFECTIVE: January 1, 1998

Grade	Minimum	Midpoint	Maximum
26	5,181	6,736	8,290
25	5,011	6,114	7,216
24	4,706	5,741	6,776
23	4,419	5,391	6,363
22	4,148	5,061	5,974
21	3,895	4,752	5,609
20	3,753	4,467	5,181
19	3,541	4,215	4,888
18	3,429	3,982	4,535
17	3,250	3,774	4,298
16	3,081	3,578	4,075
15	2,920	3,391	3,862
14	2,768	3,214	3,660
13	2,624	3,047	3,469
12	2,554	2,894	3,233
11	2,432	2,756	3,079
10	2,317	2,625	2,933
9	2,206	2,500	2,793
8	2,102	2,381	2,659
7	2,001	2,267	2,533
6	1,906	2,159	2,412
5	1,816	2,057	2,297
4	1,728	1,958	2,188
3	1,647	1,866	2,084