

AN ORDINANCE OF THE CITY OF REDMOND,
WASHINGTON, SETTING 1998 SALARIES FOR
EMPLOYEES REPRESENTED BY THE REDMOND
CITY HALL EMPLOYEES ASSOCIATION

WHEREAS, the City of Redmond recently completed labor contact negotiations with the Redmond City Hall Employee Association (RCHEA), which represents professional, technical, and administrative support employees in several City departments; and,

WHEREAS, the City of Redmond, with the active participation of RCHEA, completed in 1997 a comprehensive study of City compensation practices—the Creative Compensation Study—that addressed the classification structure, salary levels, market relationships, and administrative practices governing the compensation of, among others, employees represented by RCHEA; and,

WHEREAS, the changes in pay and compensation practices resulting from the study and the negotiations should now be reflected by amending Pay Plan G and by implementing Council Resolution 1063, the latter putting into effect the Creative Compensation Study recommendations for RCHEA bargaining unit members; now therefore

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

Section 1. The Creative Compensation Study Implementation and Administrative Guidelines set forth in Council Resolution 1063 and incorporated by this

reference as if set forth in full, are hereby adopted for employees represented by the RCHEA bargaining unit, provided that Section II.1 of the guidelines shall not apply.

Section 2. Pay Plan "G" – RCHEA, adopted by Ordinance 1931, is hereby superceded and replaced by the Job Family Pay Grade Index (Exhibit "A") and 1998 Salary Structure (Exhibit "B"), attached hereto and incorporated by this reference as if set forth in full, which shall govern 1998 salary levels of employees represented by RCHEA.

Section 3. Effective January 1, 1998, the base salary of each employee represented by the RCHEA bargaining unit shall be increased either by 3.625% over the monthly salary in effect for such employees on December 31, 1997, or to the minimum of the salary range of the applicable classification as adopted in Section 1, whichever is greater.

Section 4. 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.

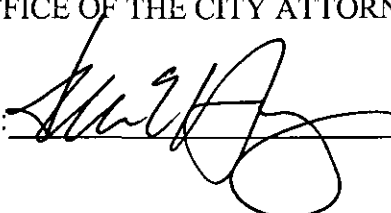
CITY OF REDMOND


MAYOR ROSEMARIE IVES

ATTEST/AUTHENTICATED:


CITY CLERK, BONNIE MATTSON

APPROVED AS TO FORM:
OFFICE OF THE CITY ATTORNEY:

By: 

Ordinance No. 1994

FILED WITH THE CITY CLERK:	July 29, 1998
PASSED BY THE CITY COUNCIL:	August 4, 1998
SIGNED BY THE MAYOR: PRO TEM:	August 4, 1998
PUBLISHED:	August 8, 1998
EFFECTIVE DATE:	August 13, 1998
ORDINANCE NO. <u>1994</u>	

CITY OF REDMOND
PAY PLAN "G"
RCHEA EMPLOYEES
 Effective January 1, 1998
JOB FAMILY PAY GRADE INDEX

MANAGEMENT SERIES	
	Grade
* SUPERVISOR	17

ENGINEERING SERIES	
	Grade
ENGINEER IV	21
ENGINEER III	20
ENGINEER II	19
* ENGINEER I	17
* ENG TECH IV	17
* ENG TECH III	15
* ENG TECH II	14
* ENG TECH I	13

PLANNER SERIES	
	Grade
PLANNER IV	20
PLANNER III	19
PLANNER II	18
PLANNER I	17
* PLANNING TECH	14
* PERMIT TECH II	14
* PERMIT TECH I	13

INSPECTOR SERIES	
	Grade
* INSPECTOR IV	19
* INSPECTOR III	18
* INSPECTOR II	17
* INSPECTOR I	15

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

PURCHASING/CONTRACT MGMT SERIES	
	Grade
BUYER III	17
* BUYER II	15
* BUYER I	13

PROGRAM ADMINISTRATION SERIES	
	Grade
PROGRAM ADMINISTRATOR II	17
PROGRAM ADMINISTRATOR I	16
* PROGRAM COORDINATOR III	13
* PROGRAM COORDINATOR II	11
* PROGRAM COORDINATOR I	10

ACCOUNTING SERIES	
	Grade
ACCOUNTANT II	18
ACCOUNTANT I	16
* FINANCIAL TECH IV	14
* FINANCIAL TECH III	13
* FINANCIAL TECH II	11
* FINANCIAL TECH I	9

INFORMATION SYSTEMS SERIES	
	Grade
IS CONSULTANT IV	20
IS CONSULTANT III	18
* IS CONSULTANT II	15
* IS CONSULTANT I	14

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

CITY OF REDMOND

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PAY PLAN "G"

RCHEA EMPLOYEES

Effective January 1, 1998

JOB FAMILY PAY GRADE INDEX

NON-FAMILY JOB SERIES	
	Grade
PLANS EXAMINER	19
CODE ENFORCEMENT OFFICER	17
TELECOMMUNICATIONS COORDINATOR	16
* GRAPHICS TECHNICIAN	12
* VAN DRIVER	5

* Non-exempt employees receive overtime

CITY OF REDMOND

1998 Salary Structure

PAY PLAN "G" - RCHEA

For classifications covered by Redmond City Hall Employees Association

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