

AN ORDINANCE OF THE CITY OF REDMOND,
WASHINGTON, SETTING 1999 SALARIES FOR
POLICE, MAINTENANCE AND NON-UNION
EMPLOYEES.

WHEREAS, the City of Redmond agreed through the collective bargaining process to grant an across the board increase in 1999 salaries to commissioned Police Officers and Lieutenants represented by the Redmond Police Officers Association (RPOA), certain non-commissioned Police Support personnel represented by the RPOA, Parks and Public Works maintenance employees represented by the Washington State Council of County and City Employees (AFSCME); and,

WHEREAS, Council Resolution No. 1063 calls for an adjustment of the salaries of non-union and executive employees in keeping with changes in salaries in the local labor market by both private and municipal employers; and,

WHEREAS, these changes should now be reflected by amending the respective pay plans; now, therefore,

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

Section 1. Pay Plan "C" is hereby amended to grant a three percent (3%) increase in salaries effective January 1, 1999, for the classifications of Police Officer and Lieutenant, over rates of pay in effect December 31, 1998, adopted by Ordinance No. 1996, as set forth in Exhibit "A" attached hereto and incorporated by this reference as if set forth in full.

Section 2. Pay Plan "C" is hereby amended to grant a one percent (1%) increase in salaries of Police Officers and Lieutenants effective July 1, 1999, over rates of pay established by Section 1 of this ordinance, as set forth in Exhibit "B" attached hereto and incorporated by this reference as if set forth in full.

Section 3. Pay Plan "C-1" is hereby amended to grant a three percent increase (3%) in salaries effective January 1, 1999, over rates of pay in effect December 31, 1998, adopted by Ordinance No. 1991, for the classifications of Police Records Specialist, Lead Police Records Specialist, Records Supervisor, Police Support Officer, Crime Analyst, Technical Systems Coordinator, Legal Advocate, and Relief Case Filing Secretary, as set forth in Exhibit "C" attached hereto and incorporated by this reference as if set forth in full.

Section 4. Pay Plan "A-AFSCME", covering Parks and Public Works maintenance employees represented by the Washington State Council of County and City Employees, Local 21-RD (AFSCME), is hereby amended effective January 1, 1998, by granting a 2.25% across the board increase in 1999 salaries over rates of pay in effect December 31, 1998, adopted by Ordinance No. 1977, as set forth in Exhibit "D" attached hereto and incorporated by this reference as if set forth in full.


Section 5. (A) Pay Plan "N" covering non-union and executive employees is hereby amended, granting 2.92% across the board increase in salaries, effective January 1, 1999 over salaries in effect December 31, 1998, adopted by Ordinance No. 1978, as set forth in Exhibit "E" attached hereto and incorporated by this reference as if set forth in full.

(B) Pay grade 26 shall be reserved for executive employees. At no time shall an executive employee be paid more than the top of Grade 26, regardless of the market rate for the position. For executive positions whose market rate is less than the top of pay grade 26, the following salary maximums shall apply:

Police Chief	\$8,178
Fire Chief	\$8,121
Planning Director	\$8,091
Parks & Recreation Director	\$8,197
Human Resources Director	\$7,875

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

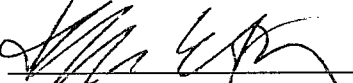
Section 6. This ordinance, being an administrative action, is not subject to referendum and shall take effect five days after it's publication, or publication of a summary thereof, in the City's official newspaper.

CITY OF REDMOND

MAYOR ROSEMARIE IVES

ATTEST/AUTHENTICATED:


CITY CLERK, BONNIE MATTSO

APPROVED AS TO FORM:
OFFICE OF THE CITY ATTORNEY:

By: 

FILED WITH THE CITY CLERK:	December 10, 1998
PASSED BY THE CITY COUNCIL:	December 15, 1998
SIGNED BY THE MAYOR:	December 15, 1998
PUBLISHED:	December 19, 1998
ORDINANCE NO: <u>2008</u>	

CITY OF REDMOND**PAY PLAN "C" - RPOA**

(Redmond Police Officers Association)

POLICE OFFICER & LIEUTENANT**Effective: January 1, 1999**

Ordinance No. 2008

	STEP A <u>0-12m</u>	STEP B <u>13-24m</u>	STEP C <u>25-36m</u>	STEP D <u>37-48m</u>	STEP E <u>49m+</u>
(1) Police Officer	\$3,737	\$3,882	\$4,032	\$4,182	\$4,330
	STEP A <u>0-12m</u>	STEP B <u>13-24m</u>	STEP C <u>25+</u>		
(5) Lieutenant	\$4,741	\$4,888	\$5,031		

CITY OF REDMOND**CITY OF REDMOND****PAY PLAN "C" - RPOA**

(Redmond Police Officers Association)

POLICE OFFICER & LIEUTENANT

Effective: July 1, 1999

Ordinance No. 2008

	STEP A <u>0-12m</u>	STEP B <u>13-24m</u>	STEP C <u>25-36m</u>	STEP D <u>37-48m</u>	STEP E <u>49m+</u>
(1) Police Officer	\$3,774	\$3,921	\$4,072	\$4,224	\$4,373
	STEP A <u>0-12m</u>	STEP B <u>13-24m</u>	STEP C <u>25+</u>		
(5) Lieutenant	\$4,788	\$4,937	\$5,081		

Ordinance No: 2008

CITY OF REDMOND**PAY PLAN "C-1"****REDMOND POLICE OFFICERS ASSOCIATION****POLICE SUPPORT BARGAINING UNIT****Effective: January 1,1999*****Monthly Salaries***

Ordinance No. 2008

<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	2,404	2,475	2,549	2,629	2,706	2,786	2,870
Lead Police Records Specialist	2,646	2,726	2,805	2,890	2,977	3,065	3,156
Property/Evidence Technician	2,394	2,465	2,538	2,615	2,693	2,775	2,858
Relief Case Filing Secretary	2,807						
Records Supervisor	3,041	3,132	3,225	3,322	3,422	3,525	3,631
Police Support Officer	2,708	2,786	2,861	2,944	3,027	3,113	3,200
Communications Supervisor*							
Communications Dispatcher*							
Lead Communications Disp.*							
	<u>MINIMUM</u>		<u>MAXIMUM</u>				
Crime Analyst**	3,331		3,949				
Technical Systems Coord.**	4,012		5,777				
Legal Advocate**	2,681		3,185				

**** Exempt Positions**

**CITY OF REDMOND
PAY PLAN "A" AFSCME**

(For classifications covered by the Washington State Council of County & City Employees)

Local 21-RD bargaining unit

CLASSIFICATION ALIGNMENT/PAY SCHEDULE

Effective: January 1, 1999

Ordinance No. 2008

<u>Title</u>	<u>Pay Grade</u>	<u>Low</u>	<u>Range</u>	<u>High</u>
	0	1625		1951
	1	1712		2054
	2	1802		2161
	3	1899		2279
	4	2009		2410
	5	2122		2544
Maintenance Custodian	6	2240		2688
Central Stores Clerk				
	7	2370		2845
	8	2502		3002
	9	2644		3175
	10	2798		3358
MAINTENANCE TECHNICIAN (Parks & Public Works)	8/11	2502	3099	3695
Equipment Maintenance Technician Mechanic	12	3127		3908
Water Quality Technician SENIOR MECHANIC Lead Maintenance Worker (Parks & Public Works)	13	3306		4132
Traffic Signal Technician	14	3496		4371
Lead Water Quality Technician Lead Traffic Signal Technician	15	3707		4631

CITY OF REDMOND

1999 Salary Structure

Non-Union and Executive Employees

EFFECTIVE: January 1, 1999

Ordinance No. 2008

Grade	Minimum	Midpoint	Maximum
26	5,332	6,932	8,532
25	5,157	6,292	7,427
24	4,843	5,909	6,974
23	4,548	5,549	6,549
22	4,269	5,209	6,148
21	4,009	4,891	5,773
20	3,863	4,598	5,332
19	3,644	4,338	5,031
18	3,529	4,098	4,667
17	3,345	3,885	4,424
16	3,171	3,683	4,194
15	3,005	3,490	3,975
14	2,849	3,308	3,767
13	2,701	3,136	3,570
12	2,629	2,978	3,327
11	2,503	2,836	3,169
10	2,385	2,702	3,019
9	2,270	2,573	2,875
8	2,163	2,450	2,737
7	2,059	2,333	2,607
6	1,962	2,222	2,482
5	1,869	2,117	2,364
4	1,778	2,015	2,252
3	1,695	1,920	2,145