

ORDINANCE NO: 2042

**AN ORDINANCE OF THE CITY OF
REDMOND, WASHINGTON, SETTING
2000 SALARIES.**

WHEREAS, the City of Redmond agreed through the collective bargaining process to grant an across the board increase in 2000 salaries to commissioned Police Officers and Lieutenants represented by the Redmond Police Association (RPA), professional, technical and administrative employees represented by the Redmond City Hall Employees Association (RCHEA), and 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, 2000, for the classifications of Police Officer and Lieutenant, over rates of pay in effect on December 31, 1999, adopted by Ordinance No. 2008, as set forth in Exhibit "A" attached hereto and incorporated by this reference as if set forth in full.

Section 2. (A) Pay Plan "N" covering non-union and executive employees is hereby amended, granting 3.097% across the board increase in salaries, effective January 1, 2000, over salaries in effect on December 31, 1999, adopted by Ordinance No. 2008, as set forth in Exhibit "B" 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 Pay 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	\$8,431
Fire Chief	\$8,373
Planning Director	\$8,342
Parks & Recreation Director	\$8,451
Human Resources Director	\$8,119

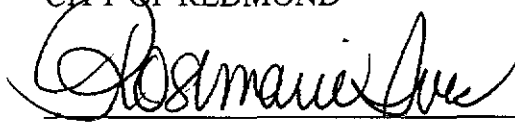
All executive positions not specified above shall be eligible to receive salary increases up to and including the maximum of Pay Grade 26.

Section 3. Pay Plan "G" covering employees represented by the Redmond City Hall Employees Association (RCHEA) is hereby amended, granting a 3.097% across the board increase in salaries, effective January 1, 2000, over salaries in effect on December 31, 1999, adopted by Ordinance No. 2010, 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, 2000, by granting a 2.8% across the board increase in 2000 salaries over rates of pay in effect on

December 31, 1999, adopted by Ordinance No. 2008 as set forth in Exhibit "D" attached hereto and incorporated by this reference as if set forth in full.

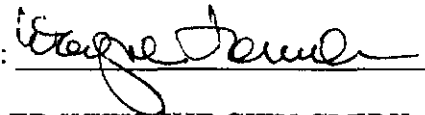
Section 5. This ordinance, being an administrative action, is not subject to referendum and shall take effect five days after its publication, or publication of a summary thereof, in the City's official newspaper.

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:	December 1, 1999
PASSED BY THE CITY COUNCIL:	December 7, 1999
SIGNED BY THE MAYOR:	December 9, 1999
PUBLISHED:	December 11, 1999
ORDINANCE NO.: <u>2042</u>	

Exhibit "A"
CITY OF REDMOND

PAY PLAN "C" - RPA

(Redmond Police Association)

POLICE OFFICER & LIEUTENANT

Effective: January 1, 2000

	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>
(1) Police Officer	\$3,887	\$4,039	\$4,194	\$4,351	\$4,504
	<u>STEP A</u> <u>0-12m</u>	<u>STEP B</u> <u>13-24m</u>	<u>STEP C</u> <u>25+</u>		
(5) Lieutenant	\$4,932	\$5,085	\$5,233		

Exhibit "B"

City of Redmond2000 Salary StructurePay Plan "N" - Non-Union & Executive EmployeesEFFECTIVE: January 1, 2000

Grade	Minimum	Midpoint	Maximum
26	5497	7147	8796
25	5317	6487	7657
24	4993	6092	7190
23	4689	5721	6752
22	4401	5370	6338
21	4133	5042	5952
20	3983	4740	5497
19	3757	4472	5187
18	3638	4225	4812
17	3449	4005	4561
16	3269	3797	4324
15	3098	3598	4098
14	2937	3410	3884
13	2785	3233	3681
12	2710	3070	3430
11	2581	2924	3267
10	2459	2786	3113
9	2340	2653	2964
8	2230	2526	2822
7	2123	2405	2688
6	2023	2291	2559
5	1927	2183	2437
4	1833	2077	2322
3	1747	1979	2211

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

Exhibit "C"

CITY OF REDMOND**2000 Salary Structure****PAY PLAN "G" - RCHEA****For classifications covered by Redmond City Hall Employees Association****EFFECTIVE: January 1, 2000**

Grade	Minimum	Midpoint	Maximum
24	4993	6092	7190
23	4689	5721	6752
22	4401	5370	6338
21	4133	5042	5952
20	3983	4740	5497
19	3757	4472	5187
18	3638	4225	4812
17	3449	4005	4561
16	3269	3797	4324
15	3098	3598	4098
14	2937	3410	3884
13	2785	3233	3681
12	2710	3070	3430
11	2581	2924	3267
10	2459	2786	3113
9	2340	2653	2964
8	2230	2526	2822
7	2123	2405	2688
6	2023	2291	2559
5	1927	2183	2437
4	1833	2077	2322
3	1747	1979	2211

**CITY OF REDMOND
PAY PLAN "G"
RCHEA EMPLOYEES
Effective April 1, 1999
JOB FAMILY PAY GRADE INDEX**

MANAGEMENT SERIES	
	Grade
* SUPERVISOR	17

ENGINEERING SERIES	
	Grade
ENGINEER V	22
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 III	18
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

NON-FAMILY JOB SERIES	
	Grade
CONCURRENCY ANALYST	20
PLANS EXAMINER	19
CODE ENFORCEMENT OFFICER	17
TELECOMMUNICATIONS COORDINAT	16
* GRAPHICS TECHNICIAN	12
* VAN DRIVER	5

Exhibit "D"

**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, 2000

<u>Title</u>	<u>Pay Grade</u>	<u>Range</u>	
		<u>Low</u>	<u>High</u>
	0	1,671	2,006
	1	1,760	2,112
	2	1,852	2,222
	3	1,952	2,343
	4	2,065	2,477
	5	2,181	2,615
Maintenance Custodian	6	2,303	2,763
Central Stores Clerk			
	7	2,436	2,925
	8	2,572	3,086
	9	2,718	3,264
	10	2,876	3,452
MAINTENANCE TECHNICIAN (Parks & Public Works)	8/11	2,572	3,186 3,798
Equipment Maintenance Technician Mechanic	12	3,215	4,017
Water Quality Technician SENIOR MECHANIC Lead Maintenance Worker (Parks & Public Works)	13	3,399	4,248
Traffic Signal Technician	14	3,594	4,493
Lead Water Quality Technician Lead Traffic Signal Technician	15	3,811	4,761