CITY OF REDMOND ORDINANCE NO. 2707

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF REDMOND, WASHINGTON, AMENDING THE 2013 NON-UNION PAY PLAN FOR THE YEAR 2013; AND AFFIRMING SEVERABILITY AND AN EFFECTIVE DATE

WHEREAS, Resolution No. 1142, subsequently amended by Resolution No. 1358, calls for an adjustment of salaries in keeping with changes in salaries in the local labor market of both private and municipal employers; and

WHEREAS, these changes are reflected in the 2013 Non-Union Pay Plan established by Council approval of Ordinance No. 2670 in December 2012 and subsequently amended on May 21, 2013, with Council approval of Ordinance No. 2688; and

WHEREAS, the needs of the Finance Department has resulted in the recommendation to consolidate two functional areas resulting in the merger of the Revenue and Treasury Manager classifications into one classification and to adopt the necessary corresponding pay range; and

WHEREAS, implementation of the recommendations will require an amendment of the 2013 Non-Union Pay Plan.

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

Section 1. The 2013 Non-Union Pay Plan adopted by Ordinance No. 2670 and amended by Ordinance No. 2688, and attached to this ordinance as Exhibit 1, is hereby amended and the classification and salary range for the position of Revenue and Treasury Manager shall replace the classification of Revenue Manager. The amended 2013 Non-Union Pay Plan is incorporated herein as if set forth in full.

Section 2. The effective date of the adjusted pay plan will continue to be January 1, 2013, as established by Ordinance No. 2670. The adjusted pay plan does not result in any retroactive adjustment to the salary of any employee covered by the plan.

Section 3. If any section, sentence, clause or phrase of this ordinance should be held to be invalid or unconstitutional by a court of competent jurisdiction, such invalidity or unconstitutionality shall not affect the validity or constitutionality of any other section, sentence, clause or phrase of this ordinance.

Section 4. This ordinance shall take effect five days after its publication, or publication of a summary thereof, in the City's official newspaper.

ADOPTED by the Redmond City Council this 17 day of September, 2013.

CITY OF REDMOND

JOHN MARCHIONE, Mayor

ATTEST:

MICHELLE M. HART, MMC, City Clerk

(SEAL)

APPROVED AS TO FORM

OFFICE OF THE CITY ATTORNEY:

By:

FILED WITH THE CITY CLERK:

PASSED BY THE CITY COUNCIL:

SIGNED BY THE MAYOR:

PUBLISHED:

EFFECTIVE DATE:

ORDINANCE NO. 2707

September 3, 2013

September 17, 2013

September 23, 2013

September 24, 2013

September 29, 2013

YES: Allen, Carson, Flynn, Margeson, Myers, Stilin, and Vache

City of Redmond Non-Union Employees 2013 Pay Plan

Ordinance No. 2707 Attachment C, Exhibit 1

Grade	Title	Minimum	Midpoint	Maximum
NA01	Accounting Manager	\$6,598	\$7,752	\$8,907
NA10	Administrative Assistant	\$3,488	\$4,012	\$4,535
NA20	Administrative Specialist	\$3,708	\$4,295	\$4,821
NA30	Administrative Supervisor	\$4,907	\$5,701	\$6,495
NA40	Applications Services Manager	\$6,836	\$8,688	\$10,540
NA45	Assistant Director - Community Planning	\$6,851	\$8,222	\$9,592
NA46	Assistant Director - Development Services	\$7,300	\$8,760	\$10,219
NA50	Assistant Director Public Works	\$7,449	\$9,240	\$11,030
NA70	Assistant Maintenance Manager	\$6,606	\$7,762	\$8,918
NA80	Assistant Police Chief	\$9,006	\$10,014	\$11,022
NB01	Benefits Administrator	\$3,851	\$4,887	\$5,922
NB20	Business Operations Manager	\$5,641	\$6,553	\$7,465
NM80	Chief Policy Advisor	\$7,532	\$8,844	\$10,155
NC01	City Clerk	\$6,790	\$7,837	\$8,883
NC10	Communications and Marketing Administrator	\$6,305	\$7,566	\$8,827
NC05	Communications Dispatch Supervisor	\$5,034	\$5,715	\$6,395
NC40	Communications Program Manager	\$5,115	\$5,821	\$6,526
NC25	Compensation Analyst	\$4,074	\$5,112	\$6,149
NC28	Compensation Programs Manager	\$6,366	\$7,640	\$8,913
NC30	Computer Forensic Investigator - Senior	\$4,363	\$5,586	\$6,808
ND01	Department Administrative Coordinator	\$4,208	\$4,840	\$5,471
ND15	Deputy Finance Director	\$7,408	\$9,132	\$10,856
NA60	Deputy Fire Chief	\$8,973	\$10,024	\$11,075
ND05	Deputy Parks Director	\$7,471	\$8,609	\$9,746
NE05	Economic Development Manager	\$6,700	\$8,040	\$9,380
NE01	Emergency Preparedness Manager	\$5,923	\$6,774	\$7,624
NE10	Employment and Training Manager	\$5,669	\$6,764	\$7,858
NE20	Engineer - Senior	\$6,554	\$7,701	\$8,848
NE30	Engineering Manager	_. \$7,577	\$8,903	\$10,229
NE50	Engineering Supervisor	\$7,023	\$8,252	\$9,481
NE60	EPSCA 800 Megahertz Technician	\$5,364	\$6,382	\$7,400
NE62	EPSCA 800 Magahertz Console Technician	\$5,148	\$5,525	\$5,901
NE64	EPSCA Operations Manager	\$6,539	\$7,782	\$9,024
NE68	EPSCA Senior Accounting Associate	\$3,788	\$4,508	\$5,228
NE40	Executive Assistant	\$4,736	\$5,446	\$6,156
NF05	Finance Officer	\$6,436	\$7,724	\$9,011
NF20	Financial Analyst	\$4,745	\$5,575	\$6,405
NF10	Financial Analyst - Associate	\$4,017	\$4,619	\$5,221
NF30	Financial Analyst - Senior	\$5,466	\$6,423	\$7,380
NF40	Financial Planning Manager	\$6,946	\$8,161	\$9,376

City of Redmond Non-Union Employees 2013 Pay Plan

NH10 Human Resources Generalist \$4,190 \$5,187 \$6 NH15 Human Resources Program Manager \$6,461 \$7,887 \$5 NI01 Inspection Supervisor \$5,889 \$6,920 \$5 NI10 IS Manager \$7,439 \$9,296 \$1 NM01 Maintenance Manager \$7,129 \$8,377 \$6 NM15 Maintenance and Operations Supervisor \$6,005 \$7,056 \$6 NM60 Management Analyst \$4,252 \$5,450 \$6 NM50 Management Analyst - Associate \$3,699 \$4,741 \$6 NM70 Management Analyst - Senior \$4,890 \$6,268 \$7 NN01 Network Communications Manager \$6,579 \$8,300 \$1 NP02 Parks Maintenance and Operations Manager \$6,013 \$7,216 \$6 NP05 Parks Operations Supervisor \$4,958 \$5,826 \$1 NP10 Parks Planning and Cultural Arts Manager \$6,584 \$7,901 \$5 NP25	9,496
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	7,363
ND00 B - 11 O	9,217
NP30 Payroll Supervisor \$5,307 \$6,235 \$	7,164
NP50 Planning Manager \$6,961 \$8,179 \$	9,398
NP65 Police Commander \$8,885 \$9,333 \$	9,781
NP67 Police Crime Analyst (limited duration) \$4,771 \$5,416 \$	6,060
NP69 Police Program Coordinator (limited duration) \$4,562 \$5,177 \$	5,792
NP68 Police Support Services Supervisor \$4,598 \$5,219 \$	5,839
NP70 Program Manager \$5,883 \$6,694 \$	7,505
NP80 Prosecuting Attorney \$5,842 \$6,789 \$	7,735
NP90 Purchasing/Accounts Payable Manager \$6,727 \$7,905 \$	9,082
NR01 Real Property Manager \$5,557 \$6,530 \$	7,502
NR10 Recreation Division Manager \$6,933 \$8,038 \$	9,142
NR20 Recreation Program Manager \$5,842 \$6,600 \$	7,357
NR50 Reprographics Supervisor \$4,619 \$5,507 \$	6,395
NU01 Revenue and Treasury Manager \$5,666 \$7,095 \$	8,523
NR40 Risk Analyst \$4,513 \$5,522 \$	6,531
NR30 Risk Analyst - Senior \$5,191 \$6,352 \$	7,512
NS04 Safety Coordinator \$4,513 \$5,522 \$	6,531
NS03 Senior Human Resources Analyst \$5,471 \$6,428 \$	7,385
NS02 Senior Labor Analyst \$5,766 \$6,737 \$	7,708
NS05 Senior Recruiter \$5,669 \$6,764 \$	7,858
NS10 Supervising Attorney \$7,669 \$8,916 \$7	10,163
NS30 Supervisor - Permit Technicians/Plans Examiners \$5,604 \$6,585 \$	7,566
NS20 Support Services Manager \$6,061 \$7,619 \$	9,177