

NON-CODE

**CITY OF REDMOND
ORDINANCE NO. 2756**

AN ORDINANCE OF THE CITY OF REDMOND,
WASHINGTON, AMENDING THE 2014 PAY PLAN FOR
EMPLOYEES COVERED BY THE REDMOND CITY HALL
EMPLOYEES ASSOCIATION REPRESENTING EMPLOYEES
IN PROFESSIONAL, TECHNICAL, AND
ADMINISTRATIVE POSITIONS

WHEREAS, the City of Redmond completed labor contract negotiations in 2014 with the City Hall Employees Association (RCHEA); and

WHEREAS, Pay Plan R was adopted, and put into effect the negotiated salary ranges agreed to through the collective bargaining process; and

WHEREAS, the salary ranges adopted by Ordinance No. 2734 have now been amended in accordance with Article 8, Section 1 of the RCHEA collective bargaining agreement implementing the results of a comprehensive compensation study with the RCHEA bargaining unit.

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

Section 1. Pay Plan R. The 2014 RCHEA Pay Plan (Pay Plan R) adopted by Ordinance No. 2734, and attached to this ordinance as Exhibit 1, is hereby amended to reflect the negotiated changes as a result of the comprehensive compensation

study. The amended RCHEA Pay Plan is incorporated herein, as if set forth in full.

Section 2. Pay Plan Effective Date. The effective date of the adjusted pay plan will continue to be January 1, 2014, as established by Ordinance No. 2734. The adjusted pay plan does not result in any retroactive adjustment to the salary of any employee covered by the plan.

Section 3. Severability. 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. Effective Date. This ordinance shall take effect five days after its publication, or publication of a summary thereof, in the City's official newspaper, or as otherwise provided by law.

ADOPTED by the Redmond City Council this 18th day of
November, 2014.

CITY OF REDMOND



JOHN MARCHIONE, MAYOR


ATTEST:



MICHELLE M. HART, MMC, CITY CLERK

(SEAL)

APPROVED AS TO FORM



JAMES HANEY, CITY ATTORNEY

FILED WITH THE CITY CLERK:	November 4, 2014
PASSED BY THE CITY COUNCIL:	November 18, 2014
SIGNED BY THE MAYOR:	November 20, 2014
PUBLISHED:	November 24, 2014
EFFECTIVE DATE:	November 29, 2014
ORDINANCE NO. 2756	

YES: Allen, Carson, Flynn, Margeson, Myers, Shutz, Stilin

Grade	Position	Minimum	Midpoint	Maximum
RA10	Accountant	\$4,355	\$5,117	\$5,879
RA20	Accountant - Senior	\$4,950	\$5,817	\$6,683
RA25	Accounting Specialist - Associate	\$3,326	\$3,826	\$4,325
RA26	Accounting Specialist	\$3,734	\$4,294	\$4,854
RA27	Accounting Specialist - Senior	\$4,256	\$4,895	\$5,534
RA30	Administrative Assistant	\$3,558	\$4,092	\$4,626
RA50	Administrative Specialist	\$3,782	\$4,350	\$4,917
RB01	Building Inspector Technician	\$4,187	\$4,816	\$5,444
RB20	Building Inspector	\$5,037	\$5,792	\$6,547
RB30	Building Inspector - Senior	\$5,540	\$6,371	\$7,201
RB70	Business Application Specialist	\$4,482	\$5,155	\$5,827
RB75	Business Analyst	\$5,306	\$6,235	\$7,164
RC05	Capital & Grant Analyst	\$4,670	\$5,371	\$6,072
RC20	Code Enforcement Officer	\$4,928	\$5,667	\$6,406
RC40	Construction Inspector	\$4,931	\$5,671	\$6,410
RC50	Construction Inspector - Lead	\$5,461	\$6,417	\$7,373
RC60	Cultural Arts Administrator	\$5,455	\$6,409	\$7,364
RD20	Department Administrative Coordinator	\$4,292	\$4,936	\$5,580
RD40	Deputy City Clerk	\$4,258	\$4,896	\$5,535
RE10	Engineer	\$5,684	\$6,679	\$7,673
RE01	Engineer - Associate	\$4,919	\$5,657	\$6,395
RE20	Engineer - Senior	\$6,685	\$7,855	\$9,025
RE40	Engineering Technician	\$4,552	\$5,235	\$5,918
RE30	Engineering Technician - Associate	\$3,676	\$4,228	\$4,780
RE50	Engineering Technician - Senior	\$4,990	\$5,739	\$6,487
RE60	Environmental Scientist - Associate	\$4,686	\$5,389	\$6,091
RE65	Environmental Scientist	\$5,690	\$6,686	\$7,681
RE70	Environmental Scientist - Senior	\$6,258	\$7,354	\$8,449
RF10	Financial Analyst	\$4,840	\$5,687	\$6,533
RF20	Financial Analyst - Senior	\$5,575	\$6,552	\$7,528
RG10	GIS Data Technician	\$4,214	\$4,846	\$5,477
RG15	GIS Analyst	\$4,787	\$5,625	\$6,462
RG20	GIS Analyst - Senior	\$5,283	\$6,207	\$7,131
RG01	Graphics Designer	\$4,390	\$5,049	\$5,708
RL01	Legal Assistant	\$4,135	\$4,858	\$5,582

Grade	Position	Minimum	Midpoint	Maximum
RM10	Management Analyst	\$4,337	\$5,559	\$6,780
RN01	Network Analyst	\$5,685	\$6,680	\$7,674
RN10	Network Systems Engineer	\$6,377	\$7,493	\$8,609
RP01	Paralegal	\$4,594	\$5,398	\$6,202
RP10	Payroll Analyst	\$4,051	\$4,659	\$5,267
RP15	Permit Technician	\$3,975	\$4,571	\$5,166
RP20	Planner - Assistant	\$4,396	\$5,056	\$5,716
RP25	Planner	\$4,835	\$5,681	\$6,527
RP35	Planner - Principal	\$6,057	\$7,117	\$8,176
RP30	Planner - Senior	\$5,506	\$6,470	\$7,433
RP45	Plans Examiner	\$5,450	\$6,267	\$7,084
RP55	Preschool Teacher	\$3,003	\$3,487	\$3,970
RP65	Program Administrator	\$5,237	\$6,154	\$7,070
RP66	Program Aide	\$2,749	\$3,162	\$3,574
RP67	Program Assistant	\$3,672	\$4,222	\$4,773
RP70	Program Coordinator	\$4,689	\$5,509	\$6,329
RP75	Programmer Analyst	\$5,213	\$6,125	\$7,037
RP80	Programmer Analyst - Senior	\$6,337	\$7,446	\$8,555
RP85	Purchasing Agent	\$4,365	\$5,019	\$5,673
RP90	Purchasing Agent - Senior	\$5,198	\$6,108	\$7,018
RR01	Recreation Program Administrator	\$5,237	\$6,154	\$7,070
RS10	Senior Systems Analyst	\$6,532	\$7,675	\$8,818
RS15	Stormwater Inspector	\$4,494	\$5,169	\$5,843
RS20	Systems Support Specialist	\$4,528	\$5,208	\$5,887
RT10	Technical Systems Coordinator	\$5,234	\$6,150	\$7,066