

NON-CODE

**CITY OF REDMOND
ORDINANCE NO. 2757**

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF REDMOND, WASHINGTON, AMENDING THE 2014 NON-UNION PAY PLAN FOR THE YEAR 2014; 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 2014 Non-Union Pay Plan established by Council approval of Ordinance No. 2735 in March 2014; and

WHEREAS, the results of a comprehensive compensation study, as provided for in Resolution Nos. 1142 and 1358, has resulted in the recommendation to add, modify or delete existing classifications and the corresponding pay ranges; and

WHEREAS, implementation of the recommendations will require an amendment of the 2014 Non-Union Pay Plan.

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

Section 1. The 2014 Non-Union Pay Plan adopted by Ordinance No. 2735, and attached to this ordinance as Exhibit 1, is hereby amended to reflect all the proposed changes as a

result of the comprehensive compensation study. The amended 2014 Non-Union Pay Plan is incorporated herein as if set forth in full.

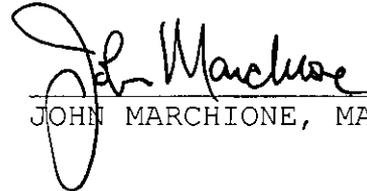
Section 2. The effective date of the adjusted pay plan will continue to be January 1, 2014, as established by Ordinance No. 2735. The adjusted pay plan does not result in any retroactive adjustment to the salary of any employee covered by the plan.

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, 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. 2757	

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

City of Redmond
Non-Union Employees
2014 Pay Plan

Grade	Title	Minimum	Midpoint	Maximum
NA01	Accounting Manager	\$6,730	\$7,908	\$9,085
NA10	Administrative Assistant	\$3,558	\$4,092	\$4,626
NA20	Administrative Specialist	\$3,782	\$4,350	\$4,917
NA30	Administrative Supervisor	\$5,005	\$5,815	\$6,625
NA40	Applications Services Manager	\$6,973	\$8,862	\$10,751
NA45	Assistant Director - Community Planning	\$6,988	\$8,386	\$9,784
NA46	Assistant Director - Development Services	\$7,446	\$8,935	\$10,423
NA50	Assistant Director Public Works	\$7,598	\$9,425	\$11,251
NA70	Assistant Maintenance Manager	\$6,738	\$7,917	\$9,096
NA80	Assistant Police Chief	\$9,186	\$10,214	\$11,242
NB01	Benefits Administrator	\$3,928	\$4,984	\$6,040
NB20	Business Operations Manager	\$5,754	\$6,684	\$7,614
NM80	Chief Policy Advisor	\$7,683	\$9,021	\$10,358
NC01	City Clerk	\$6,926	\$7,994	\$9,061
NC10	Communications and Marketing Administrator	\$6,431	\$7,718	\$9,004
NC05	Communications Dispatch Supervisor	\$5,135	\$5,829	\$6,523
NC25	Compensation Analyst	\$4,155	\$5,214	\$6,272
NC28	Compensation Programs Manager	\$6,493	\$7,792	\$9,091
NC30	Computer Forensic Investigator - Senior	\$4,450	\$5,697	\$6,944
ND01	Department Administrative Coordinator	\$4,292	\$4,936	\$5,580
ND15	Deputy Finance Director	\$7,556	\$9,315	\$11,073
NA60	Deputy Fire Chief	\$9,152	\$10,225	\$11,297
ND05	Deputy Parks Director	\$7,620	\$8,781	\$9,941
NE05	Economic Development Manager	\$6,834	\$8,201	\$9,568
NE01	Emergency Preparedness Manager	\$6,041	\$6,909	\$7,776
NE10	Employment and Training Manager	\$5,782	\$6,899	\$8,015
NE20	Engineer - Senior	\$6,685	\$7,855	\$9,025
NE30	Engineering Manager	\$7,729	\$9,082	\$10,434
NE50	Engineering Supervisor	\$7,163	\$8,417	\$9,671
NE62	EPSCA 800 Magahertz Console Technician	\$5,251	\$5,635	\$6,019
NE64	EPSCA Operations Manager	\$6,670	\$7,937	\$9,204
NE68	EPSCA Senior Accounting Associate	\$3,864	\$4,599	\$5,333
NE40	Executive Assistant	\$4,831	\$5,555	\$6,279
NF05	Finance Officer	\$6,565	\$7,878	\$9,191
NF20	Financial Analyst	\$4,840	\$5,687	\$6,533
NF30	Financial Analyst - Senior	\$5,575	\$6,552	\$7,528
NF40	Financial Planning Manager	\$7,085	\$8,325	\$9,564

City of Redmond
Non-Union Employees
2014 Pay Plan

Grade	Title	Minimum	Midpoint	Maximum
NG01	GIS Manager	\$6,265	\$7,976	\$9,686
NH10	Human Resources Generalist	\$4,274	\$5,291	\$6,308
NH15	Human Resources Program Manager	\$6,590	\$8,045	\$9,499
NI01	Inspection Supervisor	\$6,007	\$7,059	\$8,110
NI10	IS Manager	\$7,588	\$9,482	\$11,376
NM01	Maintenance Manager	\$7,272	\$8,545	\$9,818
NM15	Maintenance and Operations Supervisor	\$6,125	\$7,197	\$8,269
NP02	Parks Maintenance and Operations Manager	\$6,133	\$7,360	\$8,586
NP05	Parks Maintenance Supervisor	\$5,057	\$5,943	\$6,828
NP10	Parks Operations Supervisor	\$5,563	\$6,537	\$7,510
NP25	Parks Planning and Cultural Arts Manager	\$6,716	\$8,059	\$9,401
NP30	Payroll Supervisor	\$5,413	\$6,360	\$7,307
NP50	Planning Manager	\$7,100	\$8,343	\$9,586
NP65	Police Commander	\$9,063	\$9,520	\$9,977
NP67	Police Crime Analyst (limited duration)	\$4,866	\$5,524	\$6,181
NP69	Police Program Coordinator (limited duration)	\$4,653	\$5,281	\$5,908
NP68	Police Support Services Supervisor	\$4,690	\$5,323	\$5,956
NP80	Prosecuting Attorney	\$5,959	\$6,925	\$7,890
NP90	Purchasing/Accounts Payable Manager	\$6,862	\$8,063	\$9,264
NR01	Real Property Manager	\$5,668	\$6,660	\$7,652
NR10	Recreation Division Manager	\$7,072	\$8,199	\$9,325
NR15	Recreation Program Administrator	\$5,237	\$6,154	\$7,070
NU01	Revenue and Treasury Manager	\$6,840	\$8,037	\$9,234
NR40	Risk Analyst	\$4,603	\$5,633	\$6,662
NR30	Risk Analyst - Senior	\$5,295	\$6,479	\$7,662
NS04	Safety Coordinator	\$4,603	\$5,633	\$6,662
NS03	Senior Human Resources Analyst	\$5,580	\$6,557	\$7,533
NS02	Senior Labor Analyst	\$5,881	\$6,872	\$7,862
NS05	Senior Recruiter	\$5,782	\$6,899	\$8,015
NS06	Strategic Funds Advisor	\$5,531	\$6,499	\$7,466
NS10	Supervising Attorney	\$7,822	\$9,094	\$10,366
NS30	Supervisor - Permit Technicians/Plans Examine	\$5,716	\$6,717	\$7,717
NS20	Support Services Manager	\$6,182	\$7,772	\$9,361