

NON-CODE

**CITY OF REDMOND
ORDINANCE NO. 2758**

AN ORDINANCE OF THE CITY OF REDMOND,
WASHINGTON, AMENDING PAY PLANS "N" AND "E"
IN ORDER TO SET SALARIES FOR NON-UNION AND
EXECUTIVE EMPLOYEES FOR THE YEAR 2015;
PROVIDING FOR SEVERABILITY AND ESTABLISHING
AN EFFECTIVE DATE

WHEREAS, Resolution No. 1142 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 should now be reflected by amending the respective pay plans for non-union and executive employees.

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

Section 1. Pay Plans Adopted. Effective January 1, 2015, Pay Plan "N" covering non-union employees is hereby amended and the salary ranges increased 2.31 percent above the ranges in effect on January 1, 2014, as adopted by Ordinance No. 2718 and subsequently amended on March 18, 2014, with Council approval of Ordinance No. 2735 and on November 18, 2014, with Council approval of Ordinance No. 2757. In conjunction with the adjustment of the salary ranges, the salaries of all non-union, non-executive employees covered by the "N" pay plan will be increased across-the-board 2.31 percent. The amended Pay

Plan is attached as Exhibit 1 and incorporated herein as if set forth in full.

- Effective January 1, 2015, Pay Plan "E" covering executive employees is hereby amended and the salary ranges increased 2.31 percent over the ranges in effect on January 1, 2014, as adopted by Ordinance No. 2718. The amended Pay Plan is attached as Exhibit 2 and incorporated herein as if set forth in full.

Section 2. 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 3. 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.

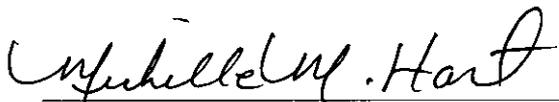
ADOPTED by the Redmond City Council this 2nd day of
December, 2014.

CITY OF REDMOND



JOHN MARCHIONE, MAYOR

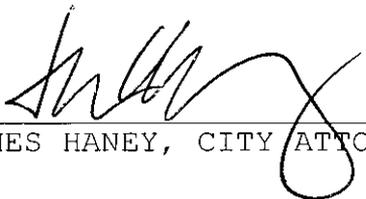
ATTEST:



MICHELLE M. HART, MMC, CITY CLERK

(SEAL)

APPROVED AS TO FORM



JAMES HANEY, CITY ATTORNEY

FILED WITH THE CITY CLERK:	November 18, 2014
PASSED BY THE CITY COUNCIL:	December 2, 2014
SIGNED BY THE MAYOR:	December 4, 2014
PUBLISHED:	December 8, 2014
EFFECTIVE DATE:	December 13, 2014
ORDINANCE NO.	2758

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

**City of Redmond
Non-Union Employees
2015 Pay Plan**

Attachment A, Exhibit 1

Grade	Title	Minimum	Midpoint	Maximum
NA01	Accounting Manager	\$6,885	\$8,090	\$9,295
NA10	Administrative Assistant	\$3,640	\$4,187	\$4,733
NA20	Administrative Specialist	\$3,869	\$4,450	\$5,031
NA30	Administrative Supervisor	\$5,121	\$5,950	\$6,778
NA40	Applications Services Manager	\$7,134	\$9,067	\$10,999
NA45	Assistant Director - Community Planning	\$7,149	\$8,580	\$10,010
NA46	Assistant Director - Development Services	\$7,618	\$9,141	\$10,664
NA50	Assistant Director Public Works	\$7,774	\$9,643	\$11,511
NA70	Assistant Maintenance Manager	\$6,894	\$8,100	\$9,306
NA80	Assistant Police Chief	\$9,398	\$10,450	\$11,502
NB01	Benefits Administrator	\$4,019	\$5,100	\$6,180
NB20	Business Operations Manager	\$5,887	\$6,839	\$7,790
NM80	Chief Policy Advisor	\$7,860	\$9,229	\$10,597
NC01	City Clerk	\$7,086	\$8,178	\$9,270
NC10	Communications and Marketing Administrator	\$6,580	\$7,896	\$9,212
NC05	Communications Dispatch Supervisor	\$5,254	\$5,964	\$6,674
NC25	Compensation Analyst	\$4,251	\$5,334	\$6,417
NC28	Compensation Programs Manager	\$6,643	\$7,972	\$9,301
NC30	Computer Forensic Investigator - Senior	\$4,553	\$5,829	\$7,104
ND01	Department Administrative Coordinator	\$4,391	\$5,050	\$5,709
ND15	Deputy Finance Director	\$7,731	\$9,530	\$11,329
NA60	Deputy Fire Chief	\$9,363	\$10,461	\$11,558
ND05	Deputy Parks Director	\$7,796	\$8,984	\$10,171
NE05	Economic Development Manager	\$6,992	\$8,391	\$9,789
NE01	Emergency Preparedness Manager	\$6,181	\$7,069	\$7,956
NE10	Employment and Training Manager	\$5,916	\$7,058	\$8,200
NE20	Engineer - Senior	\$6,839	\$8,036	\$9,233
NE30	Engineering Manager	\$7,908	\$9,292	\$10,675
NE50	Engineering Supervisor	\$7,328	\$8,611	\$9,894
NE62	EPSCA 800 Magahertz Console Technician	\$5,372	\$5,765	\$6,158
NE64	EPSCA Operations Manager	\$6,824	\$8,121	\$9,417
NE68	EPSCA Senior Accounting Associate	\$3,953	\$4,705	\$5,456
NE40	Executive Assistant	\$4,943	\$5,684	\$6,424
NF05	Finance Officer	\$6,717	\$8,060	\$9,403
NF20	Financial Analyst	\$4,952	\$5,818	\$6,684
NF30	Financial Analyst - Senior	\$5,704	\$6,703	\$7,702
NF40	Financial Planning Manager	\$7,249	\$8,517	\$9,785

**City of Redmond
Non-Union Employees
2015 Pay Plan**

Grade	Title	Minimum	Midpoint	Maximum
NG01	GIS Manager	\$6,410	\$8,160	\$9,910
NH10	Human Resources Generalist	\$4,373	\$5,414	\$6,454
NH15	Human Resources Program Manager	\$6,742	\$8,230	\$9,718
NI01	Inspection Supervisor	\$6,146	\$7,222	\$8,297
NI10	IS Manager	\$7,763	\$9,701	\$11,639
NM01	Maintenance Manager	\$7,440	\$8,743	\$10,045
NM15	Maintenance and Operations Supervisor	\$6,266	\$7,363	\$8,460
NP02	Parks Maintenance and Operations Manager	\$6,275	\$7,530	\$8,784
NP05	Parks Maintenance Supervisor	\$5,174	\$6,080	\$6,986
NP10	Parks Operations Supervisor	\$5,692	\$6,688	\$7,683
NP25	Parks Planning and Cultural Arts Manager	\$6,871	\$8,245	\$9,618
NP30	Payroll Supervisor	\$5,538	\$6,507	\$7,476
NP50	Planning Manager	\$7,264	\$8,536	\$9,807
NP65	Police Commander	\$9,272	\$9,740	\$10,207
NP67	Police Crime Analyst (limited duration)	\$4,978	\$5,651	\$6,324
NP69	Police Program Coordinator (limited duration)	\$4,760	\$5,402	\$6,044
NP68	Police Support Services Supervisor	\$4,798	\$5,446	\$6,094
NP80	Prosecuting Attorney	\$6,097	\$7,085	\$8,072
NP90	Purchasing/Accounts Payable Manager	\$7,021	\$8,250	\$9,478
NR01	Real Property Manager	\$5,799	\$6,814	\$7,829
NR10	Recreation Division Manager	\$7,235	\$8,388	\$9,540
NR15	Recreation Program Administrator	\$5,358	\$6,296	\$7,233
NU01	Revenue and Treasury Manager	\$6,998	\$8,223	\$9,447
NR40	Risk Analyst	\$4,709	\$5,763	\$6,816
NR30	Risk Analyst - Senior	\$5,417	\$6,628	\$7,839
NS04	Safety Coordinator	\$4,709	\$5,763	\$6,816
NS03	Senior Human Resources Analyst	\$5,709	\$6,708	\$7,707
NS02	Senior Labor Analyst	\$6,017	\$7,031	\$8,044
NS05	Senior Recruiter	\$5,916	\$7,058	\$8,200
NS06	Strategic Funds Advisor	\$5,659	\$6,649	\$7,638
NS10	Supervising Attorney	\$8,003	\$9,304	\$10,605
NS30	Supervisor - Permit Technicians/Plans Examiner	\$5,848	\$6,872	\$7,895
NS20	Support Services Manager	\$6,325	\$7,951	\$9,577

CITY OF REDMOND
PAY PLAN "E" - EXECUTIVE PAY PLAN
2015 (Effective January 1, 2015)

<u>Grade</u>	<u>Title</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
6	Deputy City Administrator Finance Director Fire Chief Human Resources Director Parks Director Planning Director Police Chief Public Works Director	\$9,590	\$11,543	\$13,496