

NON-CODE

**CITY OF REDMOND  
ORDINANCE NO. 2759**

AN ORDINANCE OF THE CITY OF REDMOND,  
WASHINGTON, ESTABLISHING THE 2015 PAY PLAN  
FOR EMPLOYEES COVERED BY THE REDMOND CITY  
HALL EMPLOYEES ASSOCIATION REPRESENTING  
EMPLOYEES IN PROFESSIONAL, TECHNICAL, AND  
ADMINISTRATIVE POSITIONS

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

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

WHEREAS, the latest salary range will now be adjusted in accordance with the RCHEA Collective Bargaining Agreement.

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

Section 1.      Pay Plan Adopted.      Effective January 1, 2015, Pay Plan R covering all employees in the RCHEA bargaining unit is hereby amended and the salary ranges increased 2.31 percent above the ranges in effect on December 31, 2014, as adopted by Ordinance No. 2734 and subsequently amended on November 18, 2014, with Council approval of Ordinance No. 2756.

In conjunction with the adjustment of the salary ranges, the salaries for all employees covered by the RCHEA collective bargaining agreement 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.

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 2<sup>nd</sup> day of  
December, 2014.

CITY OF REDMOND

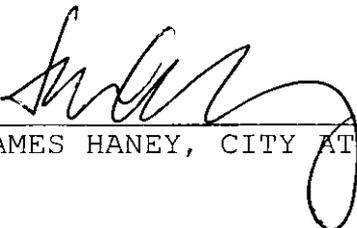
  
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JOHN MARCHIONE, MAYOR

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.	2759

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

City of Redmond  
2015 RCHEA Employees "R" Pay Plan

Attachment B, Exhibit 1

Grade	Position	Minimum	Midpoint	Maximum
RA10	Accountant	\$4,456	\$5,236	\$6,015
RA20	Accountant - Senior	\$5,064	\$5,951	\$6,837
RA25	Accounting Specialist - Associate	\$3,403	\$3,914	\$4,425
RA26	Accounting Specialist	\$3,820	\$4,393	\$4,966
RA27	Accounting Specialist - Senior	\$4,354	\$5,008	\$5,662
RA30	Administrative Assistant	\$3,640	\$4,187	\$4,733
RA50	Administrative Specialist	\$3,869	\$4,450	\$5,031
RB01	Building Inspector Technician	\$4,284	\$4,927	\$5,570
RB20	Building Inspector	\$5,153	\$5,926	\$6,698
RB30	Building Inspector - Senior	\$5,668	\$6,518	\$7,367
RB70	Business Application Specialist	\$4,586	\$5,274	\$5,962
RB75	Business Analyst	\$5,429	\$6,379	\$7,329
RC05	Capital & Grant Analyst	\$4,778	\$5,495	\$6,212
RC20	Code Enforcement Officer	\$5,042	\$5,798	\$6,554
RC40	Construction Inspector	\$5,045	\$5,802	\$6,558
RC50	Construction Inspector - Lead	\$5,587	\$6,565	\$7,543
RC60	Cultural Arts Administrator	\$5,581	\$6,558	\$7,534
RD20	Department Administrative Coordinator	\$4,391	\$5,050	\$5,709
RD40	Deputy City Clerk	\$4,356	\$5,010	\$5,663
RE10	Engineer	\$5,815	\$6,833	\$7,850
RE01	Engineer - Associate	\$5,033	\$5,788	\$6,543
RE20	Engineer - Senior	\$6,839	\$8,036	\$9,233
RE40	Engineering Technician	\$4,657	\$5,356	\$6,055
RE30	Engineering Technician - Associate	\$3,761	\$4,326	\$4,890
RE50	Engineering Technician - Senior	\$5,105	\$5,871	\$6,637
RE60	Environmental Scientist - Associate	\$4,794	\$5,513	\$6,232
RE65	Environmental Scientist	\$5,821	\$6,840	\$7,858
RE70	Environmental Scientist - Senior	\$6,403	\$7,524	\$8,644
RF10	Financial Analyst	\$4,952	\$5,818	\$6,684
RF20	Financial Analyst - Senior	\$5,704	\$6,703	\$7,702
RG10	GIS Data Technician	\$4,311	\$4,958	\$5,604
RG15	GIS Analyst	\$4,898	\$5,755	\$6,611
RG20	GIS Analyst - Senior	\$5,405	\$6,351	\$7,296
RG01	Graphics Designer	\$4,491	\$5,166	\$5,840
RL01	Legal Assistant	\$4,231	\$4,971	\$5,711

City of Redmond  
2015 RCHEA Employees "R" Pay Plan

Attachment B, Exhibit 1

Grade	Position	Minimum	Midpoint	Maximum
RM10	Management Analyst	\$4,437	\$5,687	\$6,937
RN01	Network Analyst	\$5,816	\$6,834	\$7,851
RN10	Network Systems Engineer	\$6,524	\$7,666	\$8,808
RP01	Paralegal	\$4,700	\$5,523	\$6,345
RP10	Payroll Analyst	\$4,145	\$4,767	\$5,389
RP15	Permit Technician	\$4,067	\$4,676	\$5,285
RP20	Planner - Assistant	\$4,498	\$5,173	\$5,848
RP25	Planner	\$4,947	\$5,813	\$6,678
RP35	Planner - Principal	\$6,197	\$7,281	\$8,365
RP30	Planner - Senior	\$5,633	\$6,619	\$7,605
RP45	Plans Examiner	\$5,576	\$6,412	\$7,248
RP55	Preschool Teacher	\$3,072	\$3,567	\$4,062
RP65	Program Administrator	\$5,358	\$6,296	\$7,233
RP66	Program Aide	\$2,813	\$3,235	\$3,657
RP67	Program Assistant	\$3,757	\$4,320	\$4,883
RP70	Program Coordinator	\$4,797	\$5,636	\$6,475
RP75	Programmer Analyst	\$5,333	\$6,267	\$7,200
RP80	Programmer Analyst - Senior	\$6,483	\$7,618	\$8,753
RP85	Purchasing Agent	\$4,466	\$5,135	\$5,804
RP90	Purchasing Agent - Senior	\$5,318	\$6,249	\$7,180
RR01	Recreation Program Administrator	\$5,358	\$6,296	\$7,233
RS10	Senior Systems Analyst	\$6,683	\$7,853	\$9,022
RS15	Stormwater Inspector	\$4,598	\$5,288	\$5,978
RS20	Systems Support Specialist	\$4,633	\$5,328	\$6,023
RT10	Technical Systems Coordinator	\$5,355	\$6,292	\$7,229