

NON-CODE

**CITY OF REDMOND
ORDINANCE NO. 2760**

AN ORDINANCE OF THE CITY OF REDMOND, WASHINGTON, ESTABLISHING THE 2015 PAY PLAN FOR EMPLOYEES REPRESENTED BY THE WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES, LOCAL 21-RD (AFSCME) AND ESTABLISHING AND RENAMING A 2015 PAY PLAN FOR SUPPLEMENTAL EMPLOYEES WORKING IN POSITIONS REPRESENTED BY THE AFSCME BARGAINING UNIT

WHEREAS, the City of Redmond completed labor contract negotiations with the Washington State Council of County and City Employees (AFSCME); and

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

WHEREAS, the salary ranges will now be adjusted in accordance with the negotiated agreement with the AFSCME bargaining unit.

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 "A" 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. 2723. In conjunction with the adjustment of the salary ranges, the salaries for all

employees covered by the AFSCME bargaining agreement will be increase 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. AFSCME Supplemental Pay Plan. Effective January 1, 2015, the AFSCME Supplemental Pay Plan covering supplemental employees who work in positions represented by the AFSCME bargaining unit, is hereby adjusted to reflect pay ranges that represent 80 percent to 110 percent of the lowest pay for a comparable regular position, as adopted by Ordinance No. 2723 for the AFSCME bargaining unit. The amended Pay Plan is attached as Exhibit 2 and incorporated herein as if set forth in full.

Section 3. Renaming of the Supplemental Pay Plan. The Supplemental Pay Plan will be renamed from Supplemental Pay Plan to Pay Plan AF-S.

Section 4. 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 5. 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

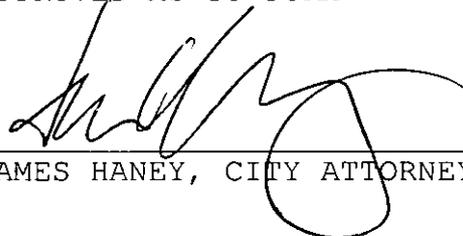
ATTEST:



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.	2760

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

PAY PLAN "A" AFSCME
(For classifications covered by the Washington State Council
of County and City Employees Local 21-RD bargaining unit)
CLASSIFICATION ALIGNMENT/PAY SCHEDULE
Effective: January 1, 2015

Title	Grade	Min	Mid	Max
	0	\$2,379	\$2,617	\$2,854
	1	\$2,504	\$2,756	\$3,007
	2	\$2,636	\$2,898	\$3,160
	3	\$2,775	\$3,054	\$3,333
	4	\$2,938	\$3,232	\$3,526
	5	\$3,101	\$3,412	\$3,722
	6	\$3,277	\$3,604	\$3,931
	7	\$3,463	\$3,813	\$4,163
	8	\$3,660	\$4,025	\$4,390
	9	\$3,869	\$4,257	\$4,644
Meter Reader	9a	\$3,660	\$4,096	\$4,532
Inventory Control Specialist Small Equipment Auto Service Worker	10	\$4,092	\$4,502	\$4,911
Maintenance Technician	8/11	\$3,660	\$4,533	\$5,405
HVAC Technician Mechanic	12	\$4,808	\$5,289	\$5,770
Water Quality Cross Connection Specialist Utility Systems Technician	13	\$4,836	\$5,440	\$6,043
Traffic Signal Technician Lead Maintenance Worker Fleet Ops Lead Water Quality Analyst	14	\$5,114	\$5,753	\$6,392
ITS Network Technician Lead Traffic Signal Technician	15	\$5,423	\$6,098	\$6,773
Source Control Administrator	16	\$5,338	\$6,075	\$6,811

PAY PLAN "AF-S" AFSCME (Supplemental)
(For classifications covered by the Washington State Council
of County and City Employees Local 21-RD bargaining unit)
CLASSIFICATION ALIGNMENT/PAY SCHEDULE
Effective: January 1, 2015

Title	Grade	Min	Mid	Max
	0	\$10.98	\$13.04	\$15.10
	1	\$11.56	\$13.73	\$15.89
	2	\$12.17	\$14.45	\$16.73
	3	\$12.81	\$15.21	\$17.61
	4	\$13.56	\$16.11	\$18.65
Maintenance Aide	5	\$14.31	\$17.00	\$19.68
	6	\$15.12	\$17.96	\$20.80
	7	\$15.98	\$18.98	\$21.98
	8	\$16.89	\$20.06	\$23.23
	9	\$17.86	\$21.21	\$24.55
Meter Reader	9a	\$16.89	\$20.06	\$23.23
Inventory Control Specialist Small Equipment Auto Service Worker	10	\$18.89	\$22.43	\$25.97
Maintenance Technician	8/11	\$16.89	\$20.06	\$23.23
Mechanic HVAC Technician	12	\$22.19	\$26.35	\$30.51
Water Quality Cross Connection Specialist Utility Systems Technician	13	\$22.32	\$26.51	\$30.69
Traffic Signal Technician Lead Maintenance Worker Fleet Ops Lead Water Quality Analyst	14	\$23.60	\$28.03	\$32.45
ITS Network Technician Lead Traffic Signal Technician	15	\$25.03	\$29.73	\$34.42
Source Control Administrator	16	\$24.64	\$29.26	\$33.88