

NON-CODE

**CITY OF REDMOND  
ORDINANCE NO. 2788**

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF REDMOND, WASHINGTON, AMENDING THE 2015 NON-UNION PAY PLAN FOR THE YEAR 2015; PROVIDING FOR SEVERABILITY AND ESTABLISHING AN EFFECTIVE DATE

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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 2015 Non-Union Pay Plan established by Council approval of Ordinance No. 2758 in December 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 2015 Non-Union Pay Plan.

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

Section 1.      Pay Plan Amended.      The 2015 Non-Union Pay Plan adopted by Ordinance No. 2758, 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 2015 Non-Union Pay Plan is incorporated herein as if set forth in full.

Section 2. On-Call Pay. Non-Union, Non-Executive, employees in management positions in the Police Department, including the Assistant Police Chief and Police Commanders, are hereby granted on-call incentive pay in the amount of 3.0 percent to be added to their monthly base salary so long as the City of Redmond Police Department requires the positions to be part of the mandatory rotation schedule for on-call duty.

Section 3. Pay Plan Effective Date. The effective date of the adjusted pay plan will continue to be January 1, 2015, as established by Ordinance No. 2758. The adjusted pay plan does not result in any retroactive adjustment to the salary of any employee covered by the plan, and the on-call incentive pay granted by Section 2 shall apply only to salary earned after the effective date of this ordinance.

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 in the city's official newspaper, or as otherwise provided by law.

ADOPTED by the Redmond City Council this 21<sup>st</sup> day of April, 2015.

CITY OF REDMOND

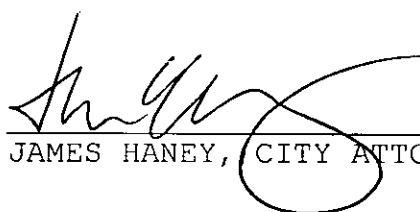
  
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JOHN MARCHIONE, MAYOR

ATTEST:

  
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MICHELLE M. HART, MMC, CITY CLERK

(SEAL)

APPROVED AS TO FORM

  
\_\_\_\_\_  
JAMES HANEY, CITY ATTORNEY

FILED WITH THE CITY CLERK:      April 7, 2015  
PASSED BY THE CITY COUNCIL:      April 21, 2015  
SIGNED BY THE MAYOR:              April 24, 2015  
PUBLISHED:                              April 27, 2015  
EFFECTIVE DATE:                        May 2, 2015  
ORDINANCE NO.: 2788

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

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

<b>Grade</b>	<b>Title</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
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	\$10,881	\$11,426	\$11,970
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	\$6,853	\$8,053	\$9,252
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**

<b>Grade</b>	<b>Title</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
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	\$9,680	\$10,164	\$10,648
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