

NON-CODE

**CITY OF REDMOND
ORDINANCE NO. 2808 (AM)**

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

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 subsequently amended by Council approval of Ordinance No. 2788 in April 2015; 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. The 2015 Non-Union Pay Plan adopted by Ordinance No. 2758 and amended by Ordinance No. 2788, 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. The effective date of the amendments to the pay plan is the effective date of this ordinance. The amended 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 become effective five days after its publication, or publication of a summary thereof, in the city's official newspaper, or as otherwise provided by law.

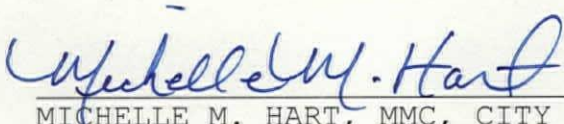
ADOPTED by the Redmond City Council this 17th day of
November, 2015.

CITY OF REDMOND



JOHN MARCHIONE, MAYOR

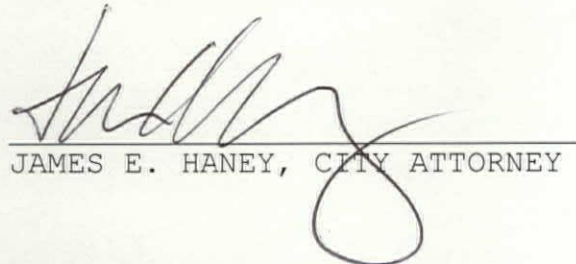
ATTEST:



MICHELLE M. HART, MMC, CITY CLERK

(SEAL)

APPROVED AS TO FORM



JAMES E. HANEY, CITY ATTORNEY

FILED WITH THE CITY CLERK:	November 3, 2015
PASSED BY THE CITY COUNCIL:	November 17, 2015
SIGNED BY THE MAYOR:	November 20, 2015
PUBLISHED:	November 23, 2015
EFFECTIVE DATE:	November 28, 2015
ORDINANCE NO.:	2808 (AM)

YES: ALLEN, CARSON, FLYNN, MARGESON, MYERS, SHUTZ, STILIN

City of Redmond
Non-Union Employees
2015 Pay Plan

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
NA40	Applications Services Manager	\$8,147	\$9,573	\$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	\$8,527	\$10,019	\$11,511
NA70	Assistant Maintenance Manager	\$6,894	\$8,100	\$9,306
NA80	Assistant Police Chief	\$10,881	\$11,426	\$11,970
NM80	Chief Policy Advisor	\$8,611	\$10,118	\$11,625
NC01	City Clerk	\$6,867	\$8,069	\$9,270
NC10	Communications and Marketing Administrator	\$6,580	\$7,896	\$9,212
NC05	Communications Dispatch Supervisor	\$5,729	\$6,732	\$7,734
NC25	Compensation Analyst	\$5,394	\$6,338	\$7,282
ND01	Department Administrative Coordinator	\$4,391	\$5,050	\$5,709
ND15	Deputy Finance Director	\$8,392	\$9,861	\$11,329
NA60	Deputy Fire Chief	\$8,877	\$10,430	\$11,983
ND05	Deputy Parks Director	\$7,534	\$8,853	\$10,171
ND20	Deputy Prosecuting Attorney	\$6,356	\$7,468	\$8,580
ND25	Development Services Center Supervisor	\$6,301	\$7,404	\$8,507
ND30	Digital Forensic Investigator - Senior	\$5,417	\$6,365	\$7,313
NE05	Economic Development Manager	\$6,853	\$8,053	\$9,252
NE01	Emergency Preparedness Manager	\$7,161	\$8,414	\$9,667
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 Executive Director	\$8,220	\$9,658	\$11,096
NE68	EPSCA Senior Accounting Associate	\$4,343	\$5,103	\$5,863
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
NH10	Human Resources Analyst	\$4,939	\$5,803	\$6,667
NH25	Human Resources Program & Policy Advisor	\$7,850	\$9,224	\$10,597
NH15	Human Resources Program Manager	\$7,199	\$8,459	\$9,718

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

Grade	Title	Minimum	Midpoint	Maximum
NI01	Inspection Supervisor	\$6,146	\$7,222	\$8,297
NI10	IS Manager	\$8,621	\$10,130	\$11,639
NM15	Maintenance and Operations Supervisor	\$6,266	\$7,363	\$8,460
NM01	Maintenance Manager	\$7,971	\$9,366	\$10,760
NO10	Operations & Infrastructure Manager	\$7,467	\$8,774	\$10,080
NP02	Parks Maintenance and Operations Manager	\$6,638	\$7,800	\$8,962
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	\$7,124	\$8,371	\$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	\$5,602	\$6,582	\$7,562
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	\$7,067	\$8,304	\$9,540
NR15	Recreation Program Administrator	\$5,358	\$6,296	\$7,233
NU01	Revenue and Treasury Manager	\$6,998	\$8,223	\$9,447
NS03	Senior Human Resources Analyst	\$5,709	\$6,708	\$7,707
NS06	Strategic Funds Advisor	\$5,659	\$6,649	\$7,638
NS10	Supervising Attorney	\$7,856	\$9,231	\$10,605
NS20	Support Services Manager	\$7,890	\$9,271	\$10,652