

NON-CODE

**CITY OF REDMOND  
ORDINANCE NO. 2811**

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 2016;  
PROVIDING FOR SEVERABILITY AND ESTABLISHING  
AN EFFECTIVE DATE

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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, 2016, Pay Plan "N" covering non-union employees is hereby amended and the salary ranges increased 2.14 percent above the ranges in effect on January 1, 2015, as adopted by Ordinance No. 2758 and subsequently amended on April 21, 2015, with Council approval of Ordinance No. 2788 and on November 17, 2015, with Council approval of Ordinance No. 2808. 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 2.14 percent. The amended Pay Plan is

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

(B) Effective January 1, 2016, Pay Plan "E" covering executive employees is hereby amended and the salary ranges increased 2.14 percent over the ranges in effect on January 1, 2015, as adopted by Ordinance No. 2758. 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.

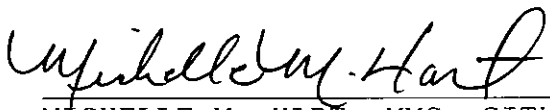
Section 3. Effective Date. This ordinance shall take effect five days after its publication, or publication of a summary thereof, in the City's official newspaper, or as otherwise provided by law.

ADOPTED by the Redmond City Council this 1<sup>st</sup> day of  
December, 2015.

CITY OF REDMOND

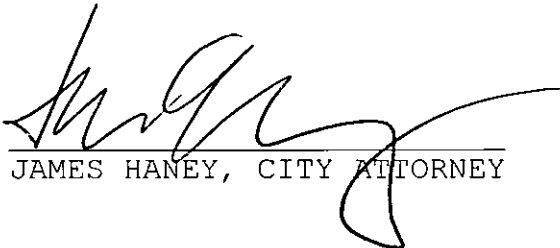
  
JOHN MARCHIONE, MAYOR

ATTEST:

  
MICHELLE M. HART, MMC, CITY CLERK

(SEAL)

APPROVED AS TO FORM:

  
JAMES HANEY, CITY ATTORNEY

FILED WITH THE CITY CLERK:	November 17, 2015
PASSED BY THE CITY COUNCIL:	December 1, 2015
SIGNED BY THE MAYOR:	December 4, 2015
PUBLISHED:	December 7, 2015
EFFECTIVE DATE:	December 12, 2015
ORDINANCE NO. 2811	

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

**City of Redmond  
Non-Union Employees  
2016 Pay Plan**

Attachment A, Exhibit 1

<b>Grade</b>	<b>Title</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
NA01	Accounting Manager	\$7,032	\$8,263	\$9,494
NA10	Administrative Assistant	\$3,718	\$4,276	\$4,834
NA20	Administrative Specialist	\$3,952	\$4,546	\$5,139
NA40	Applications Services Manager	\$8,321	\$9,778	\$11,234
NA45	Assistant Director - Community Planning	\$7,302	\$8,763	\$10,224
NA46	Assistant Director - Development Services	\$7,781	\$9,337	\$10,892
NA50	Assistant Director Public Works	\$8,709	\$10,233	\$11,757
NA70	Assistant Maintenance Manager	\$7,042	\$8,274	\$9,505
NA80	Assistant Police Chief	\$11,114	\$11,670	\$12,226
NM80	Chief Policy Advisor	\$8,795	\$10,335	\$11,874
NC01	City Clerk	\$7,014	\$8,241	\$9,468
NC10	Communications and Marketing Administrator	\$6,721	\$8,065	\$9,409
NC05	Communications Dispatch Supervisor	\$5,852	\$6,876	\$7,900
NC25	Compensation Analyst	\$5,509	\$6,474	\$7,438
ND01	Department Administrative Coordinator	\$4,485	\$5,158	\$5,831
ND15	Deputy Finance Director	\$8,572	\$10,072	\$11,571
NA60	Deputy Fire Chief	\$9,067	\$10,653	\$12,239
ND05	Deputy Parks Director	\$7,695	\$9,042	\$10,389
ND20	Deputy Prosecuting Attorney	\$6,492	\$7,628	\$8,764
ND25	Development Services Center Supervisor	\$6,436	\$7,563	\$8,689
ND30	Digital Forensic Investigator - Senior	\$5,533	\$6,501	\$7,469
NE05	Economic Development Manager	\$7,000	\$8,225	\$9,450
NE01	Emergency Preparedness Manager	\$7,314	\$8,594	\$9,874
NE20	Engineer - Senior	\$6,985	\$8,208	\$9,431
NE30	Engineering Manager	\$8,077	\$9,490	\$10,903
NE50	Engineering Supervisor	\$7,485	\$8,796	\$10,106
NE62	EPSCA 800 Magahertz Console Technician	\$5,487	\$5,889	\$6,290
NE64	EPSCA Executive Director	\$8,396	\$9,865	\$11,333
NE68	EPSCA Senior Accounting Associate	\$4,436	\$5,212	\$5,988
NE40	Executive Assistant	\$5,049	\$5,805	\$6,561
NF05	Finance Officer	\$6,861	\$8,233	\$9,604
NF20	Financial Analyst	\$5,058	\$5,943	\$6,827
NF30	Financial Analyst - Senior	\$5,826	\$6,847	\$7,867
NF40	Financial Planning Manager	\$7,404	\$8,699	\$9,994
NH10	Human Resources Analyst	\$5,045	\$5,928	\$6,810

**City of Redmond  
Non-Union Employees  
2016 Pay Plan**

Attachment A, Exhibit 1

<b>Grade</b>	<b>Title</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
NH25	Human Resources Program & Policy Advisor	\$8,018	\$9,421	\$10,824
NH15	Human Resources Program Manager	\$7,353	\$8,640	\$9,926
NI01	Inspection Supervisor	\$6,278	\$7,377	\$8,475
NI10	IS Manager	\$8,805	\$10,347	\$11,888
NM15	Maintenance and Operations Supervisor	\$6,400	\$7,521	\$8,641
NM01	Maintenance Manager	\$8,142	\$9,566	\$10,990
NO10	Operations & Infrastructure Manager	\$7,627	\$8,962	\$10,296
NP02	Parks Maintenance and Operations Manager	\$6,780	\$7,967	\$9,154
NP05	Parks Maintenance Supervisor	\$5,285	\$6,211	\$7,136
NP10	Parks Operations Supervisor	\$5,814	\$6,831	\$7,847
NP25	Parks Planning and Cultural Arts Manager	\$7,276	\$8,550	\$9,824
NP30	Payroll Supervisor	\$5,657	\$6,647	\$7,636
NP50	Planning Manager	\$7,419	\$8,718	\$10,017
NP65	Police Commander	\$9,887	\$10,382	\$10,876
NP67	Police Crime Analyst (limited duration)	\$5,085	\$5,772	\$6,459
NP69	Police Program Coordinator (limited duration)	\$4,862	\$5,518	\$6,173
NP68	Police Support Services Supervisor	\$5,722	\$6,723	\$7,724
NP90	Purchasing/Accounts Payable Manager	\$7,171	\$8,426	\$9,681
NR01	Real Property Manager	\$5,923	\$6,960	\$7,997
NR10	Recreation Division Manager	\$7,218	\$8,481	\$9,744
NR15	Recreation Program Administrator	\$5,473	\$6,431	\$7,388
NU01	Revenue and Treasury Manager	\$7,148	\$8,399	\$9,649
NS03	Senior Human Resources Analyst	\$5,831	\$6,852	\$7,872
NS06	Strategic Funds Advisor	\$5,780	\$6,791	\$7,801
NS10	Supervising Attorney	\$8,024	\$9,428	\$10,832
NS20	Support Services Manager	\$8,059	\$9,470	\$10,880

**CITY OF REDMOND**  
**PAY PLAN "E" - EXECUTIVE PAY PLAN**  
**2016 (Effective January 1, 2016)**

<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	\$9,795	\$11,790	\$13,785