

NON-CODE

**CITY OF REDMOND
ORDINANCE NO. 2818**

AN ORDINANCE OF THE CITY OF REDMOND,
WASHINGTON ESTABLISHING 2016 SALARIES FOR
REGULAR AND SUPPLEMENTAL EMPLOYEES
REPRESENTED BY THE WASHINGTON STATE COUNCIL
OF COUNTY AND CITY EMPLOYEES, LOCAL 21-RD
(AFSMCE)

WHEREAS, the City of Redmond recently completed labor contract negotiations with the AFSMCE unit Local 21-RD representing public works and parks maintenance workers; and

WHEREAS, Pay Plan A and the supplemental pay plan will be established and put into effect the negotiated salary ranges agreed to through the collective bargaining process and adopted on February 16, 2016.

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

Section 1. Pay Plan Adopted. Effective January 1, 2016, Pay Plan A covering all employees in the AFSCME bargaining unit is hereby amended to grant a 2.50 percent across-the-board increase to employees' salaries over those salaries in effect on December 31, 2015, as adopted by Ordinance No. 2760. Salary ranges in the A Pay Plan will be increased by the same percentage. The amended pay plans for regular and supplemental

employees are attached as Exhibits 1 and 2 and are incorporated herein as if set forth in full.

Section 2. The supplemental pay plan is adjusted to increase the salary ranges for temporary seasonal employees to within eighty percent (80%) and one-hundred twenty percent (120%) of the salary range minimum for comparable bargaining unit classifications.

Section 3. Lump Sum Payment. In addition to the increases described in Section 1 above, each employee in the AFSCME bargaining unit shall receive a one-time lump sum cash payment equal to 1.5% of their annual salary after the COLA increase, subject to the applicable withholding.

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 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 16th day of February, 2016.

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: February 2, 2016
PASSED BY THE CITY COUNCIL: February 16, 2016
SIGNED BY THE MAYOR: February 19, 2016
PUBLISHED: February 22, 2016
EFFECTIVE DATE: February 27, 2016
ORDINANCE NO.: 2818

YES: ALLEN, BIRNEY, CARSON, 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, 2016

Title	Grade	Min	Mid	Max
	0	\$2,438	\$2,682	\$2,925
	1	\$2,567	\$2,825	\$3,082
	2	\$2,702	\$2,971	\$3,239
	3	\$2,844	\$3,130	\$3,416
	4	\$3,011	\$3,313	\$3,614
	5	\$3,179	\$3,497	\$3,815
	6	\$3,359	\$3,694	\$4,029
	7	\$3,550	\$3,909	\$4,267
	8	\$3,752	\$4,126	\$4,500
	9	\$3,966	\$4,363	\$4,760
Meter Reader	9a	\$3,752	\$4,199	\$4,645
Inventory Control Specialist Small Equipment Auto Service Worker	10	\$4,194	\$4,614	\$5,034
Maintenance Technician	8/11	\$3,752	\$4,646	\$5,540
HVAC Technician Mechanic	12	\$4,928	\$5,421	\$5,914
Water Quality Cross Connection Specialist Utility Systems Technician	13	\$4,957	\$5,576	\$6,194
Traffic Signal Technician Lead Maintenance Worker Fleet Ops Lead Water Quality Analyst	14	\$5,242	\$5,897	\$6,552
ITS Network Technician Lead Traffic Signal Technician	15	\$5,559	\$6,251	\$6,942
Source Control Administrator	16	\$5,471	\$6,226	\$6,981

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, 2016

Title	Grade	Min	Mid	Max
	0	\$11.25	\$14.07	\$16.88
	1	\$11.85	\$14.81	\$17.77
	2	\$12.47	\$15.59	\$18.71
	3	\$13.13	\$16.41	\$19.69
	4	\$13.90	\$17.38	\$20.85
Maintenance Aide	5	\$14.67	\$18.34	\$22.01
	6	\$15.50	\$19.38	\$23.25
	7	\$16.38	\$20.48	\$24.58
	8	\$17.32	\$21.65	\$25.98
	9	\$18.30	\$22.88	\$27.46
Meter Reader	9a	\$17.32	\$21.65	\$25.98
Inventory Control Specialist Small Equipment Auto Service Worker	10	\$19.36	\$24.20	\$29.04
Maintenance Technician	8/11	\$17.32	\$21.65	\$25.98
Mechanic HVAC Technician	12	\$22.74	\$28.43	\$34.12
Water Quality Cross Connection Specialist Utility Systems Technician	13	\$22.88	\$28.60	\$34.32
Traffic Signal Technician Lead Maintenance Worker Fleet Ops Lead Water Quality Analyst	14	\$24.19	\$30.24	\$36.29
ITS Network Technician Lead Traffic Signal Technician	15	\$25.66	\$32.08	\$38.49
Source Control Administrator	16	\$25.25	\$31.57	\$37.88