

NON-CODE

**CITY OF REDMOND
ORDINANCE NO. 2853**

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF REDMOND, WASHINGTON, AMENDING THE 2016 NON-UNION PAY PLAN FOR THE YEAR 2016; 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 2016 Non-Union Pay Plan established by Council approval of Ordinance No. 2845 in October 2016; and

WHEREAS, organizational restructuring in the Finance and Executive Departments has resulted in the recommendation to delete or rename existing classifications in order to cover existing work and/or to be able to hire individuals with the necessary skills and adopt the necessary corresponding pay ranges; and

WHEREAS, implementation of the recommendation will require an amendment of the 2016 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 2016 Non-Union Pay Plan originally adopted by Ordinance No. 2811 and amended by Council

approval through Ordinance No. 2837 in June 2016, and Ordinance No. 2845 in October 2016, and attached to this ordinance as Exhibit 1, is hereby amended and the classification title of the Operations and Infrastructure Manager be retitled to Infrastructure and Operations Manager, the Purchasing/Accounts Payable Manager be retitled to Purchasing/Contracting Manager, and the classification and salary range for the position of Communications and Marketing Administrator be deleted. The amended 2016 Non-Union Pay Plan is 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. The effective date of the adjusted pay plan will continue to be January 1, 2016, as established by Ordinance No. 2845. This ordinance shall take effect five days after its publication, or publication of a summary thereof, in the City's official newspaper.

ADOPTED by the Redmond City Council this 6th day of December,
2016.

CITY OF REDMOND



JOHN MARCHIONE, MAYOR

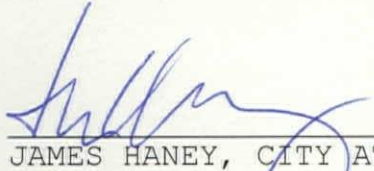
ATTEST:



MICHELLE M. HART, MMC, CITY CLERK

(SEAL)

APPROVED AS TO FORM



JAMES HANEY, CITY ATTORNEY

FILED WITH THE CITY CLERK:	November 15, 2016
PASSED BY THE CITY COUNCIL:	December 6, 2016
SIGNED BY THE MAYOR:	December 9, 2016
PUBLISHED:	December 12, 2016
EFFECTIVE DATE:	December 17, 2016
ORDINANCE NO.:	2853

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

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

Attachment B, Exhibit 1

Grade	Title	Minimum	Midpoint	Maximum
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
NM80	Chief Policy Advisor	\$8,795	\$10,335	\$11,874
NC01	City Clerk	\$7,014	\$8,241	\$9,468
NC15	Communications and Marketing Manager	\$7,224	\$8,488	\$9,752
NC05	Communications Dispatch Supervisor	\$5,852	\$6,876	\$7,900
NC25	Compensation Analyst	\$5,509	\$6,474	\$7,438
NC50	Customer Service Manager	\$6,340	\$7,450	\$8,560
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
NH25	Human Resources Program & Policy Advisor	\$8,018	\$9,421	\$10,824

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

Attachment B, Exhibit 1

Grade	Title	Minimum	Midpoint	Maximum
NH15	Human Resources Program Manager	\$7,353	\$8,640	\$9,926
NI05	Infrastructure & Operations Manager	\$7,627	\$8,962	\$10,296
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
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
NA80	Police Captain	\$11,114	\$11,670	\$12,226
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
NP71	Police Support Services Manager	\$6,829	\$8,024	\$9,218
NP68	Police Support Services Supervisor	\$5,722	\$6,723	\$7,724
NP90	Purchasing/Contracting 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