

CITY OF REDMOND, WASHINGTON

RESOLUTION NO. 364

A RESOLUTION, approving a Memorandum of Understanding between the City and Newspaper and Magazine Drivers and Chauffeurs, Local Union No. 763, representing certain members of the Police Department; and authorizing the Mayor to execute the same on behalf of the City of Redmond.

WHEREAS, the City of Redmond by its Resolution No. 274, passed September 21, 1971, recognized the Newspaper and Magazine Drivers and Chauffeurs, Local Union No. 763, hereafter referred to as the Union, as the exclusive bargaining representative of the employees therein included; and

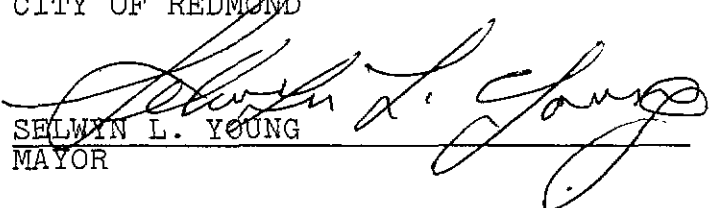
WHEREAS, representatives of the City and the Union have met and agreed upon a Memorandum of Understanding with respect to compensation and implementation of the City of Redmond Personnel Administration Manual, 1974 Edition, between the parties, and the City Council has determined that the same should be approved and executed by the City, Now, Therefore,

THE CITY COUNCIL OF THE CITY OF REDMOND DO RESOLVE AS FOLLOWS:

1. Memorandum of Understanding approved. That certain Memorandum of Understanding between the City of Redmond and the Union, covering certain employees of the City of Redmond, a copy of which is attached hereto and by this reference made a part hereof, is hereby approved.
2. Mayor and City Clerk authorized to execute agreement. The Mayor and the City Clerk are hereby authorized and empowered to execute such agreement on behalf of the City of Redmond.

PASSED by the Council of the City of Redmond, Washington, at a regular meeting thereof, and APPROVED by the Mayor this 4 day of March, 1975.

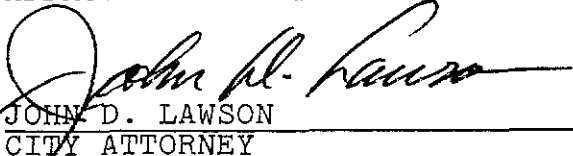
CITY OF REDMOND

  
SELWYN L. YOUNG  
MAYOR

ATTEST:

  
ELEANOR J. HAYDEN  
CITY CLERK

APPROVED AS TO FORM:

  
JOHN D. LAWSON  
CITY ATTORNEY

MEMORANDUM OF UNDERSTANDING

Between

THE CITY OF REDMOND

And

TEAMSTERS LOCAL UNION #763

Pursuant to Section 26 of the Agreement between the City of Redmond and Newspaper and Magazine Drivers and Chauffeurs Union Local #763, dated April 9, 1974, the following changes are mutually agreed to between the parties:

1. Implementation of the Personnel Administration Plan as set forth in the City of Redmond Personnel Administration Manual, 1974 edition, adopted per ordinance #672 with the Wage Plan retroactive to 7/1/74 and with copies relating to the Wage Plan extracted therefrom and attached hereto as follows:

- . Wage Administrative Procedure - Police Department (identified as pages V-7, V-8, V-9).
- . Index of Jobs by Pay Grade (identified as page App. IV-6).
- . Pay Plan C Rate Ranges, effective 7/1/74.

The Wage Implementation Plan shall be as set forth in Attachments hereto - #1 and #2.

2. Implementation of Pay Plan C Rate Ranges, effective 1/1/75, as set forth in Attachment hereto - #3.
3. In order for the employer to be in compliance with the Federal Fair Labor Standards Act, it is further understood and agreed that the employees in the Patrol Division are assigned to an established eight (8) day work cycle.

IN WITNESS HEREOF, we hereunto attach our signatures this

14TH day of JANUARY, 1975.

CITY OF REDMOND, WASHINGTON TEAMSTERS LOCAL UNION #763

By:   
Mayor

By: 

## CITY OF REDMOND

WAGE PLAN IMPLEMENTATION PROCEDURE  
 POLICE DEPARTMENT  
 (7/1/74 through 12/31/74)

The procedures followed in converting from the pay schedule existing in the 1974 Agreement to the proposed Pay Plan are as follows as of 7/1/74:

The attached Chart A shows (a) the actual salaries resulting from the implementation as of 7/1/74, (b) subsequent proficiency level increases due between 7/1/74 and 12/31/74, (c) new salaries 1/1/75 as a result of negotiations, and (d) proficiency level increases due between 1/1/75 and 12/31/75.

I. CLERK DISPATCHER - PROBATIONARY

1. Pay Grade 21, Proficiency Level A, first 6 months in classification.

II. CLERK DISPATCHER/PAY GRADE 23

1. Proficiency Level A - if less than one year service in classification.
2. Proficiency Level B - if more than one year but less than two years in classification.
3. Proficiency Level C - if two years or more in classification.

III. CLERK DISPATCHER - LEAD

1. Pay Grade 25, Proficiency Level C - provided satisfactory completion of probation occurred prior to 7/1/74.

IV. POLICE OFFICER CLASSIFICATIONS (Schedule for individuals hired prior to 7/1/74)

7 - 18 months service:	Pay Grade 29, Level A
19 - 30 months service:	Pay Grade 30, Level A
31 - 42 months service:	Pay Grade 30, Level B
43 months service:	Pay Grade 30, Level C

NOTE: All individuals classified as Police Officer - Sr. (Patrolman-Sr.) prior to 7/1/74 convert to Pay Grade 30, Proficiency Level C as of 7/1/74.

Police Department - Wage Implementation Procedure (continued)

V. SERGEANT - PROBATIONARY/PAY GRADE 31

Individuals in this classification convert at Pay Grade 31, Level B.

Individuals in this classification who satisfactorily completed their probation and obtained permanent status between 7/1/74 and 12/31/74 are increased to Pay Grade 32, Level B on the first day of the month following appointment to permanent status, with eligibility for Level C one year later.

VI. SERGEANT CLASSIFICATION/PAY GRADE 32

Individuals in this classification who had satisfactorily completed their probation and obtained permanent status prior to 7/1/74 but after 7/1/73 convert at Pay Grade 32, Level B with eligibility for Level C at 7/1/75.

All individuals with over two years in this classification convert at Pay Grade 32, Level C.

VII. DETECTIVE CLASSIFICATIONS

NOTE: Detective pay to be one proficiency level higher than the above schedules or \$35.00 above regular base pay, whichever is greater.

Attachment #2  
(Chart A)

CITY OF REDMOND  
Current & Proposed Classifications & Salaries  
Department Police

Name	Date of Hire	Current Title	Date of Current Job	Proposed Title	7/1/74		7/1/74		1974 Prof. Level Increase	1/1/75 Salary \$	1975 Prof. Level Increase
					Cur. Sal.	Salary Grade	Proposed Profic. Level	Salary \$			
Alford, J.	08/01/73	Sergeant	08/01/73	Sergeant	32	1082	B	1082	38	1190	7/1/75 32C(1224)
Anderson, J.	08/01/73	Sergeant	08/01/73	Sergeant	32	1113	C	1113	69	1224	-
Barton, B.	08/01/73	Sergeant	08/01/73	Sergeant	32	1113	C	1113	69	1224	-
Bennett, C.	08/01/73	Sergeant, Prob.	8	Sergeant - Prob.	31	1020	B	1020	14	1190	9/1/74 32B(1082)
Bishop, W.	08/01/71	Patrolman, Sr.	08/01/71	Patrolman - Sr.	30	990	C	990	37	1089	-
Burton, J.	08/01/71	Patrolman, Sr.	08/01/71	Patrolman - Sr.	30	990	C	990	37	1089	-
Carroll, J.	08/01/73	Patrolman, 2nd Class	08/01/73	Patrolman	29	880	A	880	7	1026**	-
Conroy, J.	08/01/74	Patrolman, Sr.	08/01/74	Patrolman	28	830	A	830	10	988	9/1/74 29A(980)
Davis, J.	08/01/73	Patrolman, Sr.	08/01/73	Patrolman - Sr.	30	990	C	990	37	1089	-
Dawson, C.	08/01/71	Patrolman, Sr.	08/01/71	Patrolman - Sr.	30	990	C	990	37	1089	-
Decker, C.	08/04/73	Patrolman, Prob.	08/04/73	Patrolman	29	880	A	880	7	988	7/1/75 30A(1026)
DeLorenzo, H.	08/01/73	Patrolman, 2nd Class	08/01/73	Patrolman	29	880	A	880	7	1026	9/1/74 30A(933)
Dennis, D.	08/01/74	Patrolman, Sr.	08/01/74	Patrolman - Sr.	30	990	C	990	37	1089	-
Dillon, W.	08/01/73	Patrolman, Sr.	08/01/73	Patrolman - Sr.	30	990	C	990	37	1089	-
Dunn, J.	08/01/71	Patrolman, Sr.	08/01/71	Patrolman - Sr.	30	990	C	990	37	1089	-
Dutton, H.	08/01/73	Patrolman, Sr.	08/01/73	Patrolman - Sr.	30	990	C	990	37	1089	-
Dwyer, C.	08/01/71	Patrolman, Sr.	08/01/71	Patrolman - Sr.	30	990	C	990	37	1089	-
Miner,	08/22/74	Patrolman, Prob.	08/22/74	Police Officer - Prob.	28	830	A	830	10	988***	-

\*\* 30A, 1/1/75  
\*\*\* 29A, 1/1/75

# eligible for permanent appointment: 8/7/74.

CITY OF REDMOND  
Current & Proposed Classifications & Salaries  
Department Police

Name	Date of Hire	Current Title	Date of Current Job	Proposed Title	Cur. Sal.	7/1/74		7/1/74		1974 Prof. Level Increase	1/1/75 Salary \$	1975 Prof. Le. Increase
						Salary Grade	Proposed Profic. Level	Salary \$	Job Eval. Increase \$			
Crossfield, J.	1/23/73	Clk. Disp. - Prof.		Clk. Dispatcher	591	23	A	620	39	-	682	6/1/75 23E(7C2)
Wynon, J.	6/25/73	Clk. Dispatcher		Clk. Dispatcher	591	23	A	620	39	-	682	2/1/75 23E(7C2)
Wustell, F.	1/10/68	Clk. Dispatcher		Clk. Dispatcher	591	23	C	658	52	-	724	-
Wittema, A.	6/15/72	Clk. Disp. - Lead - Prof.		Clk. Disp. - Lead	5/3/74 591	25	C	738	81	-	812	-
Ward, J. L.	6/25/76	Clk. Disp. - Prof.		Clk. Disp. - Prof.	591	21	A	(551)	-	10/1/74 23A(620)	682	10/1/75 23E(7C2)
Ward, J.	6/13/76	Clk. Disp. - Prof.		Clk. Disp. - Prof.	591	21	A	(551)	-	12/1/75 23A(620)	682	12/1/75 23E(7C2)
TOTAL SALARIES PER MONTH					510,576							
NOTE: Miscellaneous Detention Receivable 53,000 per month above base pay as shown above.												

CITY OF REDMOND  
PAY PLAN C

Effective: 1/1/75

- - - - - Police Department - - - - -  
(Non-Exempt)

Pay Grade	-----Proficiency Levels-----				
	A	B	C	D	E
20	573	590	607	625	644
21	607	625	644	662	682
22	644	662	682	702	724
23	682	702	724	745	767
24	724	745	767	789	812
25	767	789	812	837	861
26	812	837	861	888	913
27	861	888	913	939	968
28	913	939	968	997	1026
29	968	997	1026	1058	1089
30	1026	1058	1089	1122	1154
31	1089	1122	1154	1190	1224
32	1154	1190	1224	1261	1299

\*1338

\*Applicable for Detective Sergeant only

## CITY OF REDMOND

## ADMINISTRATIVE PROCEDURE - POLICE DEPARTMENT

The following shall be the normal plan for promotion and wage progression for employees in the Police Department subject to LEFF, City of Redmond Civil Service rules and regulations and satisfactory passing of established qualification tests.

I. POLICE OFFICER CLASSIFICATION:

(Schedule for individuals hired 7/1/74 and after)

Police Officer - Probationary / Pay Grade 28 (0 - 12 months  
in the classification)

1. Hire at Level A.
2. Eligible for increase at 12 months to Police Officer, Pay Grade 29.

Police Officer / Pay Grade 29 (13 - 42 months)

1. Eligible for promotion into job as 3rd class at Level A after satisfactory completion of probation. (13 - 18 months)
2. Eligible for increase to 2nd class at Level B after one year at Level A. (19 - 30 months)
3. Eligible for increase to 1st class at Level C after one year at Level B. (31 - 42 months)

Police Officer - Sr. / Pay Grade 30 (after minimum of 3-1/2  
years total service)

1. Eligible for increase to Police Officer - Sr. at Level B after 42 months total service. (43 - 54 months)
2. Eligible for increase to Level C after 54 months total service.
3. Eligibility for further Level increases to D or E to be based on sustained outstanding performance, special skills or special assignments as determined and approved by the Police Chief.



POLICE OFFICER CLASSIFICATION:

(Schedule for individuals hired prior to 7/1/74)

- 7 - 18 months service: Pay Grade 29, Level A
- 19 - 30 months service: Pay Grade 30, Level A
- 31 - 42 months service: Pay Grade 30, Level B
- 43 months service: Pay Grade 30, Level C

II. SERGEANT CLASSIFICATION:

Sergeant - Probationary / Pay Grade 31

Upon promotion, pay to be at 31B (or should be at least one Proficiency Level higher than pay received before promotion).

Sergeant / Pay Grade 32

Upon permanent appointment, pay to be at 32A (or should be at least one Proficiency Level higher than pay received during probation). Progression to Level B and C at one year intervals.

Eligibility for further Level increases to D or E to be based on sustained outstanding performance, special skills or special assignment as determined and approved by the Police Chief.

III. CLERK-DISPATCHER CLASSIFICATION:

Clerk-Dispatcher - Probationary / Pay Grade 21 (0 - 12 months)

1. Hire at Pay Grade 21, Level A.
2. Eligible for increase to Dispatcher, Pay Grade 23, Level A at end of 12 months and upon satisfactory completion of probation.

Clerk-Dispatcher / Pay Grade 23

1. Increase to position at Level A.
2. Eligible for progression to Level B after one year at Level A.
3. Eligible for progression to Level C after one year at Level B.

Clerk -Dispatcher / Pay Grade 23 (continued)

4. Eligibility for further Level increases to D or E to be based on sustained outstanding performance, special skills or special assignment as determined and approved by the Police Chief.

Clerk-Dispatcher - Lead - Probationary / Pay Grade 24

1. Promote to Level in Pay Grade 24 which results in a wage increase one increment higher than current pay.

Clerk-Dispatcher - Lead / Pay Grade 25

1. Eligible for increase to this position at Level A after satisfactory completion of probation.
2. Eligible for increase to Level B after one year at Level A.
3. Eligible for increase to Level C after one year at Level B.
4. Eligibility for further Level increases to D or E to be based on sustained outstanding performance, special skills or special assignment as determined and approved by the Police Chief.

IV. DETECTIVE ASSIGNMENTS:

NOTE: Detective pay to be one Proficiency Level higher than the above schedules, or \$35.00 per month above regular base pay, whichever is the greater amount.

CITY OF REDMOND  
INDEX OF JOBS BY PAY GRADE

- - - - - Police Department - - - - -

WAGE PLAN C

<u>Pay Grade</u>		<u>Job Title</u>
21		Clerk Dispatcher - Probationary
23		Clerk Dispatcher
24		Lead Clerk Dispatcher - Probationary
25		Lead Clerk Dispatcher
28	#	Police Officer - Probationary
29	#	Police Officer
30	#	Police Officer - Sr.
31		Sergeant - Probationary
32		Sergeant

SALARY PLAN A

<u>Salary Grade</u>		<u>Position Title</u>
46	*	Lieutenant - Police
50	**	Chief of Police

# Benchmark Job

\* Not included in collective bargaining unit.

NOTE: All the above positions in Wage Plan C are included ("non-exempt") under provisions of the Federal Fair Labor Standards Act, as amended and effective May 1, 1974.

CITY OF REDMOND  
PAY PLAN C

- - - - - Police Department - - - - -  
(Non-Exempt)

Pay Grade	-----Proficiency Levels-----				
	A	B	C	D	E
20	521	537	551	568	585
21	551	568	585	602	620
22	585	602	620	638	658
23	620	638	658	677	697
24	658	677	697	717	738
25	697	717	738	761	783
26	738	761	783	807	830
27	783	807	830	854	880
28	830	854	880	906	933
29	880	906	933	962	990
30	933	962	990	1020	1049
31	990	1020	1049	1082	1113
32	1049	1082	1113	1146	1181

\*(1216)

\*Applicable for Detective Sergeant only