

ORIGINAL

CITY OF REDMOND, WASHINGTON

RESOLUTION NO. 462

A RESOLUTION, approving an agreement between the City and Newspaper and Magazine Drivers and Chauffeurs, Local Union No. 763, representing certain members of the Police Department (Clerk/Dispatchers); 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 revised collective bargaining agreement between the parties with respect to the Clerk/Dispatchers 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. Collective Bargaining Agreement approved. That certain agreement between the City of Redmond and the Union, covering certain employees of the City of Redmond (Police Department - Clerk/Dispatchers), 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 2nd day of May, 1978.

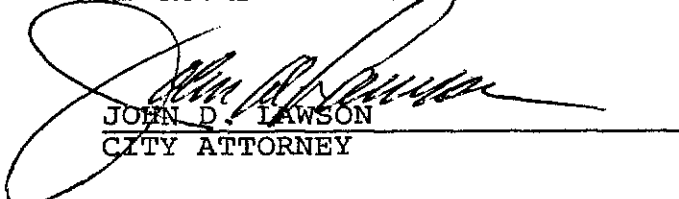
CITY OF REDMOND


SELWYN L. YOUNG
MAYOR

ATTEST:


PAUL F. KUSAKABE
CITY CLERK

APPROVED AS TO FORM:


JOHN D. LAWSON
CITY ATTORNEY

AGREEMENT

By and Between

THE CITY OF REDMOND

and

TEAMSTERS UNION LOCAL NO. 763

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AGREEMENT

By and Between

THE CITY OF REDMOND

and

TEAMSTERS LOCAL UNION NO. 763

PREAMBLE

The purpose of the Employer and the Union in entering into this Agreement is to set forth their complete agreement with regard to rates of pay, hours of work and working conditions, so as to promote orderly and harmonious relations between the Employer and the Union; to promote the efficiency and effectiveness of law enforcement with maximum consideration of the public safety; and to promote economy and efficiency in the operation of the Department.

ARTICLE 1 - DEFINITIONS

As used herein, the following terms are defined:

"Employer" means the City of Redmond.

"Union" means Teamsters Local No. 763.

"Employee" means an individual employed in the bargaining unit covered by this Agreement.

"Bargaining unit" means all covered employees employed in the Redmond Police Department except those specifically excluded within Article 2, Recognition.

"Emergency" means an unforeseen combination of circumstances requiring immediate action.

"Regular shift change" means a shift change made on a regular rotation basis (usually 90 days) or as a "noticed" shift change because of military leave situation, training courses and special events, with at least six calendar days' posted notice given of the shift change. This is not intended to preclude other appropriate shift changes made by mutual agreement.

ARTICLE 2 - RECOGNITION

The Employer agrees to recognize the Union as the sole collective bargaining agent for employees of the Redmond Police Department according to the Certification of Representative by the Department of Labor and Industries, dated September 9, 1971, under its Case No. 0-979 and pursuant to City of Redmond Resolution No. 274, dated September 21, 1971, as follows:

Included: All regular full-time members of the City of Redmond Police Department classified as Clerk-Dispatcher and Clerk-Dispatcher - Lead.

Excluded: Chief of Police; Captain; Lieutenant; Department Secretary; Members of the Police Reserve; all other members of the Redmond Police Department covered by separate collective bargaining agreement; all other City of Redmond, Washington employees.

ARTICLE 3 - UNION SECURITY

3.1 Employees covered by this Agreement who are members of the Union on the date of execution of this Agreement, or subsequently join, must remain members of the Union in good standing through December 17, 1980, as a condition of continued employment. It is understood and agreed by the Employer and the Union that members may withdraw their membership in the Union during the period of December 18, 1980, through December 31, 1980, and thereafter their membership in the Union would not be required as a condition of employment. Withdrawal procedure requires the member to obtain a withdrawal card from the Union.

3.2 Good standing in the Union, for purposes of this Article, means the member must be current in the payment of the regular Union dues.

3.3 If any provision of this Article is invalid under the laws of this state, such provision shall be modified to comply with the requirements of state laws or, by mutual agreement, may be renegotiated for the purpose of adequate replacement.

ARTICLE 4 - DUES CHECK-OFF

Upon receipt of a voluntarily signed authorization by an employee covered by this Agreement, the Employer shall deduct from the employee's wage the regular monthly Union membership dues payable to the Union by such employee during the period provided for in the signed authorization, provided, however, that no such authorization shall be irrevocable for a period of more than one year or beyond the termination date of this Agreement, whichever occurs sooner. The Employer will remit said monthly dues to Teamsters Local Union No. 763 on a monthly basis.

ARTICLE 5 - NONDISCRIMINATION

No employee shall be discriminated against for upholding Union principles and any employee who works under instructions of the Union or who serves on a committee shall not lose his job or be discriminated against for this reason provided such activities do not interfere with the employee's duties. The Employer and the Union agree not to discriminate against any individual with respect to hiring, compensation, terms or

conditions of employment because of such individual's race, creed, color, national origin, sex, marital status, age or the presence of any sensory, mental or physical handicaps, except where such characteristics are a bona fide occupational qualification.

ARTICLE 6 - WORK PERIOD

6.1 The workweek shall consist of five (5) consecutive days. Each workday shall consist of eight (8) hours on duty with sixteen (16) hours off duty. Each five (5) day workweek will be followed by two (2) consecutive 24-hour days off.

6.2 A workday will include at least a 30-minute lunch break and two 15-minute coffee breaks. All employees are subject to immediate call during coffee and lunch breaks.

6.3 The above schedules shall apply except for regular scheduled shift changes, and for bona fide emergencies, declared by the Mayor or Chief of Police, which could not otherwise be anticipated and which require overriding the schedule.

ARTICLE 7 - OVERTIME

7.1 Overtime as used in this Agreement shall mean that time an employee works in excess of eight (8) hours in a workday or forty (40) hours in any workweek, which shall be compensated at the rate of one and one-half times the regular hourly rate. A workweek is defined as any 7-day period.

7.2 All overtime shall be authorized in writing by the Chief of Police or his designee, in advance or within 24 hours after the work has been performed in order to qualify as paid or compensatory time. Overtime will be adjusted by compensatory leave or by overtime pay in accordance with Article 11.

7.3 All overtime shall be compensated for in increments of 15 minutes.

ARTICLE 8 - CALLBACK/COURT TIME

8.1 Employees called back to service after completing a duty shift, while on their day off, or more than three (3) hours before the start of their regular shift, shall be compensated for actual time spent, but in no event shall compensation be less than three (3) hours at the overtime rate as provided for in Article 7.

8.2 Employees called back to service after completing a duty shift, while on their day off, or more than three (3) hours before the start of their regular shift, to make court or subpoenaed appearances in

City court, where the City is a party involved, or resulting directly in connection with a dispatched call, shall be compensated for the actual time spent, but in no event shall such compensation be less than three (3) hours at the overtime rate as provided for in Article 7, provided that any compensation received by such employee for said appearances shall be credited or turned over to the Employer.

8.3 Employees called back or who make court or other subpoenaed appearances while on off duty shall be required to perform solely that specific assignment for which they were specifically called out.

8.4 Employees called back while on vacation or leave of absence will be reimbursed reasonable transportation costs required to return to duty, provided the employee is more than 100 miles away from the employee's home.

8.5 There shall be no compensation for callbacks occasioned by the employee's own neglect.

8.6 Court appearances made by an employee that are not covered by Section 8.2 of this Article shall be subject to review by a three-member panel, at least one being of equal rank, if overtime compensation is denied. Notice shall be given by the employee as provided in Article 18 (Grievance Procedure).

ARTICLE 9 - STANDBY TIME

9.1 If any off-duty employee is required to keep headquarters informed of his or her whereabouts and/or be available by telephone he or she shall be considered as being on standby time.

9.2 The Employer shall not require the employees covered by this Agreement to be on a standby basis without compensation, except in the case of bona fide emergencies declared by the Mayor or Chief of Police. The employees will endeavor, on an entirely voluntary basis, to keep headquarters informed of their whereabouts, and/or availability. Failure to do so will not result in any disciplinary action.

9.3 Standby time shall be authorized only by the Chief of Police or his Second in Command. Standby time shall be paid at a rate of 20% of the employee's regular basic hourly wage.

ARTICLE 10 - DEPARTMENTAL MEETINGS

10.1 All departmental meetings that off-duty employees are required to attend shall be compensated for at the overtime rate set forth in Article 7. Such meetings will not be called with less than four (4) days' notice, except that for bona fide emergency meetings the four (4) day notice will be waived.

10.2 Attendance at optional special training classes, whether conducted at the police station or at other locations, shall be without additional compensation.

ARTICLE 11 - COMPENSATORY TIME

11.1 Compensatory time may be accrued by an employee in lieu of pay for court-time, callbacks or overtime up to a maximum of ninety-six (96) hours.

11.2 The Chief of Police shall have the discretion of permitting additional compensatory leave in lieu of overtime pay in accordance with budget allowances and restrictions; provided that all compensatory time accrued in excess of ninety-six (96) hours in any calendar year will be paid on the last payday of November of each year.

11.3 Accrued compensatory time off shall be taken at a time mutually agreeable to the Employer and the employee. Compensatory time off shall not be taken in conjunction with vacation leave except upon the approval of the Chief of Police.

11.4 No compensatory time shall be deducted from that accrued to the employee unless the employee actually used that compensatory time or was paid for same or agreed to having it removed for disciplinary purposes.

ARTICLE 12 - HOLIDAYS

12.1 In lieu of holidays (established by RCW 1.16.050 as amended or otherwise declared), employees shall be paid one day's pay at their regular rate for each completed calendar month of duty, provided that they may elect to receive up to one-half of the annual accumulation of said additional days' pay as compensatory time off in lieu of pay.

12.2 Holiday pay, reduced by the amount of in-lieu compensatory time elected, shall be paid the last payday of November of each year.

ARTICLE 13 - VACATION

13.1 Each full-time employee shall earn vacation leave time each month according to length of service, with the total vacation accrual to be as noted in the following schedule:

<u>Length of Continuous Service</u>	<u>Annual Vacation Time Accrued</u>
1-2 years	10 days
3 years	11 days
4 years	12 days
5 years	14 days
8 years	15 days
10 years	16 days
15 years and on	20 days

13.2 After six (6) months' continuous service, an employee's vacation credits earned shall be vested as of the end of each full month's service and shall be taken in accordance with standard personnel practices in force for the City.

13.3 On termination, the following procedures shall apply for payment for vacation time accrued but not taken:

13.3.1 Employees who leave the employ of the City because of discharge for cause or resignation without two weeks' notice will receive pay for unused vacation up to the end of the last preceding full year of employment. Discharge for cause shall be defined in the Civil Service Rules and Regulations except that for purposes of this Section, Rule XIII, Section 3, Paragraph One shall not apply.

13.3.2 Employees who leave the employ of the City for any reason other than discharge for cause or resignation without two weeks' notice will receive pay for any vacation time earned but not taken up to separation date.

ARTICLE 14 - SICK LEAVE

14.1 Sick leave shall accumulate at the rate of one (1) day per month and shall accumulate up to a total of ninety (90) working days. As a bonus for regularity, full-time employees shall be entitled to a credit of twenty-five percent (25%) of their unused sick leave accrued during the preceding twelve (12) months, at the option of the employee, to be added to their vacation leave or paid for at their regular rate of pay as determined by the Department Head or appointing authority. Sick leave credit shall be determined and allowed on or about November 30 of each calendar year. Probationary employees with less than six months' service shall not be entitled to sick leave with pay. Sick leave shall be taken in accordance with standard personnel practices in force for the City.

14.2 The certificate of a physician shall be required certifying the employee's need for sick leave in order to qualify for sick leave with pay when the sick leave extends over 3 days.

14.3 A full-time employee who has a member of his or her immediate family taken by death shall receive up to three (3) days off for bereavement, from accumulated sick leave, with immediate family defined as husband, wife, son, daughter, mother, father, brother or sister and provided that one day off shall be allowed for mother-in-law or father-in-law with up to three days off if travel is necessary as approved by the Department Head.

ARTICLE 15 - LEAVE OF ABSENCE

A leave of absence without pay may be granted to an employee for a period of not to exceed one year by the Department Head with the approval

of the Mayor when the same has been determined to be in the interest and to the welfare and convenience of the City, providing adequate provision can be made for replacement of the absent employee during his or her absence. To obtain leave, the employee must make an application therefor, submitting reasons for requesting a leave of absence, the length of time requested and expected return. No leave of absence without pay will be granted until all accrued and unused vacation time has been utilized by the employee. Leave of absence time shall not affect civil service and seniority status of the employee.

ARTICLE 16 - TRAINING

16.1 When any employee is required to attend job-related training courses, unless otherwise paid for, the entire costs shall be borne by the Employer, by making arrangements to be billed by the school in advance for tuitions and actual expenses incurred, by reimbursement, or by a combination of these methods. Whenever permitted by state law, the Employer shall make every effort to obtain authorization for payment of expenses in advance to the end that the employee will not be required, to the extent possible, to attend such schools under a "pay-out-of-your-own-pocket-and-be-reimbursed" arrangement.

16.2 Any employee who by attending any required training on the individual's normally scheduled days off shall be given compensatory time off for days lost at a later date.

16.3 The following training will be provided to employees covered by this Agreement by the City of Redmond:

16.3.1 During duty time:

- 1) Care and Custody of Prisoners.
- 2) Booking Procedures.

16.3.2 Voluntary, during off-duty time:

- 3) Basic First-Aid Courses.
- 4) Care and Use of Firearms - including an issue of an annual minimum of 75 rounds of ammunition for target practice on firing range.
- 5) A minimum of 8 hours every 6 months spent in a patrol care riding with a Commissioned Officer or the Duty Sergeant.

ARTICLE 17 - PERFORMANCE OF DUTY

The Union agrees that all employees covered by this Agreement shall present themselves on time for their duty schedules in proper working uniform, ready to perform their assigned duties and that there shall be no strikes, slow-downs, stoppage of work or any interference with the efficient management of the Police Department.

ARTICLE 18 - GRIEVANCE PROCEDURE

18.1 A grievance shall be defined as an issue raised relating to the interpretation, application or violation of any terms or provisions of this Agreement.

18.2 Procedure:

18.2.1 An employee and/or the Union, within ten (10) working days from the occurrence or knowledge of the occurrence of an alleged grievance (but in no event more than sixty (60) calendar days from the date of the occurrence), may bring said grievance to the attention of the Chief.

18.2.2 The Chief shall make every effort to resolve the alleged grievance within five (5) working days. If within five (5) working days the grievance has not been settled it then shall be submitted to the Mayor for adjustment. Failure of the Mayor to resolve the alleged grievance within the following ten (10) working day period, the Union shall then be permitted the right to submit a demand for arbitration to the Employer.

18.2.3 The Employer and the Union shall immediately thereafter select an arbitrator to hear the dispute. If the Employer and the Union are not able to agree upon an arbitrator within three (3) working days after receipt by the Employer of the demand for arbitration, the Union and/or Employer may request a list of five (5) arbitrators from the Federal Mediation and Conciliation Service. After receipt of same the parties shall alternately strike the names of the arbitrators until only one name remains, who shall, upon hearing the dispute, render a decision which shall be final and binding upon all parties.

18.2.4 Nothing herein shall prevent an employee from seeking assistance from the Union or the Union from furnishing such assistance at any stage of the grievance procedure.

18.2.5 The expenses of the arbitrator, the cost of any hearing room and the cost of shorthand reporter, unless such are paid by the state of Washington, shall be borne equally by the Employer and the Union.

18.2.6 Union business conducted by the Shop Steward and aggrieved employee under this Section may be performed during duty hours, with the consent of the Chief of Police.

ARTICLE 19 - HEALTH AND WELFARE AND INSURANCE

19.1 The Employer agrees to cover all employees in the bargaining unit and their dependents under the City's Group Medical and Dental Insurance Program and further agrees to pay the premium for the employees and their dependents' coverage.

19.2 It is understood and agreed that if there is an increase in premiums needed to maintain the present level of benefits, during the life of this Agreement, the Employer agrees to maintain such benefits at the cost determined by the insurance carrier or, by option of the Employer, through another insurance carrier.

19.3 The Employer shall carry adequate insurance, to the extent available, for employees covered by this Agreement against liability for the performance of their duties with the premiums for such insurance borne by the Employer.

ARTICLE 20 - WAGES

20.1 Each employee covered by this Agreement shall receive the salary set forth in the attached Appendix "A", Schedule of Wages (Pay Plan C), which schedule by this reference is incorporated herein as if set forth in full.

20.2 Effective January 1, 1979, the salary schedule as set forth in Appendix "A" shall be increased by the same percent that the CPI (Consumer Price Index - 1967 equals 100, all items, Urban Wage Earners and Office Clerical Workers, Seattle Area) increased for the preceding August to current August period, plus one percent (1%).

20.3 Effective January 1, 1980, the salary schedule as adjusted January 1, 1979 and set forth in Appendix "A" shall be increased by the same percent that the CPI (as defined in 20.2) increased for the preceding August to current August period, plus one percent (1%).

ARTICLE 21 - CLOTHING MAINTENANCE ALLOWANCE

21.1 It shall be the Employer's responsibility to provide each employee with the required uniform, and other equipment authorized and required, and shall further provide replacements as necessary to properly maintain the employee's uniform in a presentable manner as established by the "Fair Wear and Tear Committee" and required by the Department. In accordance with this standard, the attached Appendix "C" sets forth the minimum issue.

21.2 In addition, each employee covered by this Agreement will be paid an annual cleaning allowance, payable on or about July 1 of each year in the amount of \$140.00 in 1978, \$160.00 in 1979, and \$180.00 in 1980, with all such amounts to be made proportional for service of less than a full year.

21.3 Loss or destruction of items of clothing shall be replaced by the Employer where said loss was incurred as a direct result of the performance of the employee while on the job, or as the result of an occurrence not due to the employee's intentional act or negligence. Accountable items of clothing assigned to an employee which are lost or mutilated as a direct result of the employee's negligence shall be replaced by the employee.

21.4 All uniforms and equipment issued by the Employer to each employee will remain the property of the Employer.

21.5 A three-person board shall be established by the Department to review items of uniform to determine "fair wear and tear" and determine that a replacement item is needed. The Board shall further recommend a standard number of uniforms to be assigned each employee and recommend guidelines and regulations governing uniforms worn by Departmental employees. The Board shall be comprised of one Patrol Officer or one Sergeant, selected by the bargaining unit, and two representatives selected by the Chief of Police.

ARTICLE 22 - PERSONNEL TENURE AND REDUCTION

22.1 The provisions of the Civil Service Rules and Regulations shall prevail regarding personnel tenure and regarding reductions in personnel and placement of the names of such personnel on the Employer's eligibility list for reappointment.

22.2 "Seniority", as used in this Agreement, shall accrue from an employee's seniority date which shall be his or her first compensated working day or first date of most recent hire.

22.3 The Employer shall provide the Union a list of all current employees of the bargaining unit with their respective seniority dates on July 1st of each year and shall post a copy of same on the Union Bulletin Board.

22.4 Preference in vacation scheduling and extra days off shall be administered in accordance with seniority, within classification.

22.5 An employee shall lose all seniority in the event of discharge or voluntary termination.

22.6 Length of continuous employment shall govern in layoffs and demotions caused by reductions in force, provided that job performance, proficiency, ability and other qualifications shall be given consideration.

ARTICLE 23 - APPLICATION OF CIVIL SERVICE LAW

It is specifically understood and agreed that nothing contained in this Agreement is intended to supercede any matter delegated to the Redmond Civil Service Commission by state law or by ordinance, resolution or laws of or pertaining to the City of Redmond and such Commission shall continue to have primary authority over the subjects within the scope of its jurisdiction and authority.

ARTICLE 24 - SAVINGS CLAUSE

If any provision of this Agreement or the application of such provision should be rendered or declared invalid by a court action or by reason of any existing or subsequently enacted legislation, the remaining parts or portions of this Agreement shall remain in full force and effect. Furthermore, if any proposal submitted by the Union, and agreed to by the Employer, may not be put into effect because of applicable legislation, Executive Orders or Regulations dealing with Wage and Price Stabilization, then such proposals, or any part thereof, shall become effective at such time, in such amounts, and for such periods as will be permitted by law at any time during the life of this Agreement.

ARTICLE 25 - SCOPE OF AGREEMENT

25.1 This Agreement contains all the terms and conditions agreed upon by the parties, and any and all rights concerned with the management and operation of the Department, in accordance with its responsibilities and the powers and authority, which the City possesses, are exclusively that of the Employer unless expressly limited by this Agreement.

25.2 The personnel administration manual (1974 edition) authorized by the City in Ordinance #672 and agreed to by the Union in a Memo of Understanding dated January 14, 1975 and as supplemented by City Ordinance and Executive Order, is hereby made a part of this Agreement except that specific provisions of this Agreement shall prevail wherever a conflict therewith exists.

25.3 The parties to this Agreement acknowledge that each has had the unlimited right and opportunity to make proposals with respect to any matter deemed a proper subject for collective bargaining. The results of the exercise of that right are set forth in this Agreement. Therefore, the Employer and the Union each voluntarily and unqualifiedly agree to waive the right to oblige the other party to bargain with respect to any subject or matter not specifically covered by this Agreement during the term of the Agreement, except as otherwise mutually agreed upon.

ARTICLE 26 - TERM OF AGREEMENT

26.1 This Agreement shall be effective January 1, 1978, and shall remain in force through December 31, 1980, and may be extended thereafter by mutual agreement; provided, that the salary schedule set forth in this document shall be subject to amendment on January 1, 1979 and January 1, 1980, (as set forth in Article 20).

26.2 It is further agreed that the Employer or the Union has the right to request opening of this Agreement for renegotiating changes to be effective following the expiration of this Agreement with such notice to be in writing to the other party in accordance with the time schedules established by RCW 41.56.

IN WITNESS WHEREOF, we hereunto attach our signatures:

FOR THE CITY OF REDMOND, WASHINGTON

FOR TEAMSTERS LOCAL UNION NO. 763

By

Joseph S. Young
Date: 4/20/78

By

Paul J. Kalaric
Date: 4/17/78

C I T Y O F R E D M O N D

PERSONNEL ADMINISTRATION MANUAL - 1974 EDITION
 ADMINISTRATIVE PROCEDURE - POLICE DEPARTMENT

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

I. 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.
4. Eligible for progression to Level D after one year at Level C.
5. Eligibility for Level E to be based on special assignments 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. Eligible for increase to Level D after one year at Level C.
5. Eligibility for Level E to be based on special assignments as determined and approved by the Police Chief.

II. SPECIAL ASSIGNMENTS:

1. Special assignments may be made, as determined and approved by the Chief of Police, for which an increase of one Proficiency Level will be granted for the duration of the assignment.

CITY OF REDMOND - PAY PLAN C
(Nonexempt)

- - - - Police Department - - - -

Effective January 1, 1978

<u>Pay Grade</u>	<u>Proficiency Levels</u>				
	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>
21	818	838	867	891	919
23	919	944	975	1002	1031
24	975	1002	1031	1061	1093
25	1031	1061	1093	1126	1159

* * * * *

<u>Pay Grade</u>	<u>Job Title</u>
21	Clerk Dispatcher - Probationary
23	Clerk Dispatcher
24	Lead Clerk Dispatcher - Probationary
25	Lead Clerk Dispatcher

APPENDIX "C"

UNIFORM AND EQUIPMENT ISSUE FOR NEW HIRES

DISPATCHERS:

Slacks	2 pair
Shift	1 each
Blouses	3 each
*Shoes	2 pair
*Blazers	2 each

* One issued at hire, second issued at completion of probation.