

ORDINANCE NO: 2117

AN ORDINANCE OF THE CITY OF REDMOND,
WASHINGTON, SETTING 2002 SALARIES.

WHEREAS, Resolution No. 1063 calls for an adjustment of the salaries of non-union and executive employees in keeping with changes in salaries in the local labor market by both private and municipal employers; and

WHEREAS, these changes should now be reflected by amending the respective pay plans; now, therefore,

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

Section 1. (A) Effective January 1, 2002, Pay Plan “N” covering non-union and executive employees and the Interim Technology Services Pay Plan for non-union employees are hereby amended to grant a 2.53 percent across the board increase in salaries over those salaries in effect on December 31, 2001, as adopted by Ordinance No. 2091. The amended “N” Pay Plan, attached as Exhibit “A,” and the amended Technology Services Interim Pay Plan, attached as Exhibit “B,” are incorporated herein as if set forth in full. In addition, effective January 1, 2002, all non-union and executive employees covered by Pay Plan “N” and the Technology Services Interim Pay Plan shall receive an increase equal to the difference, if any, between the 2.53 percent granted by the preceding sentence and the amount of the salary or wage increase, if any, ultimately agreed to by the City and the Redmond City Hall Employees Association (RCHEA) for 2002. Effective January 1, 2002, the non-union and executive employees covered by Pay Plan “N” and the Technology Services Interim Pay Plan shall be paid salaries at the level established by the 2.53 percent increase, and the remaining increase, if any, dependent upon the

RCHEA contract, shall be deferred until and paid when the RCHEA contract is approved. PROVIDED, that in order to receive that portion of the increase, if any, that is dependent upon the RCHEA contract, an employee must still be employed by the City as of the date the RCHEA contract is approved. The deferred amount that is described above is therefore intended to qualify as non-qualified deferred compensation pursuant to the Internal Revenue Code of 1986, as amended, and is subject to a substantial risk of forfeiture.

(B) Pay Grade 26 shall be reserved for executive employees. At no time shall an executive employee be paid more than the top of Pay Grade 26, regardless of the market rate for the position. For executive positions whose market rate is less than the top of Pay Grade 26, the following salary maximums shall apply:

Police Chief	\$8,928
Fire Chief	\$8,867
Planning Director	\$8,834
Parks and Recreation Director	\$8,950
Human Resources Director	\$8,598

All executive positions not specified above shall be eligible to receive salary increases up to and including the maximum of Pay Grade 26

(C) The City Council finds that the salaries of fourteen non-union and executive employees may be at, or above, market level for comparable positions. Therefore, employees who have been notified that the Human Resources Department intends to recommend a wage freeze for such employees at the time the City Council considers a salary study currently underway, and who have either (1) not appealed such recommendation according to applicable procedures or (2) have appealed but are or have been ultimately unsuccessful, shall be ineligible

to receive any increase in salary authorized by this ordinance. By subsequent action, the City Council may lift the wage freeze hereby imposed and authorize salary adjustments for any or all of the fourteen employees whose salaries have been frozen. Such adjustment(s) may, but shall not be required to, date from January 1, 2002, or utilize any method of reduction or adjustment approved with respect to a comparable bargaining unit position.

Section 2. This Ordinance, being an administrative action, is not subject to referendum and shall take effect five days after its publication, or publication of a summary thereof, in the City's official newspaper.

CITY OF REDMOND
/s/ MAYOR ROSEMARIE IVES

ATTEST/AUTHENTICATED:
/s/ CITY CLERK, BONNIE MATTSON

APPROVED AS TO FORM
OFFICE OF THE CITY ATTORNEY:
/s/ JAMES E. HANEY

FILED WITH THE CITY CLERK:	November 30, 2001
PASSED BY THE CITY COUNCIL:	December 4, 2001
SIGNED BY THE MAYOR:	December 5, 2001
PUBLISHED:	December 8, 2001
EFFECTIVE DATE:	December 13, 2001
ORDINANCE NO: <u>2117</u>	