

ORDINANCE NO. 2138

AN ORDINANCE OF THE CITY OF REDMOND,
WASHINGTON, CREATING PAY PLAN “E” FOR
EXECUTIVE EMPLOYEES, ESTABLISHING
SEVERABILITY, AND FIXING AN EFFECTIVE DATE.

WHEREAS, City of Redmond staff have performed a market study for executive positions pursuant to the provisions of Resolution No. 1142; and

WHEREAS, the aforementioned market study has revealed discrepancies between City of Redmond salaries and those examined in the market study; and

WHEREAS, the City of Redmond desires to maintain competitive salaries, job classifications, and other benefits to attract qualified job applicants and retain existing employees, and the City Council desires to establish Pay Plan “E” accordingly; and

WHEREAS, executive positions were covered previously under the Non-Union Pay Plan, the Non-Union Pay Plan must be amended accordingly, now, therefore,

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

Section 1. Establishment of the Executive Pay Plan. Except as provided hereinafter, Pay Plan “E” is established for executive level, non-union employees as set forth in the attached exhibits and is hereby amended for the calendar years 2000, 2001 and 2002 to read as set forth on Exhibits “A”, “B,” and “C” attached hereto and incorporated by this reference as if set forth in full. Pursuant to Resolution 1106, the effective date of any and all pay rate changes specified in the 2000 Pay Plan “E” attached as Exhibit “A” is January 1, 2000. Pursuant to Resolution 1106, the effective date of any and all pay rate changes specified in the 2001 Pay Plan

“E” attached as Exhibit “B” is January 1, 2001. Pursuant to Resolution 1106, the effective date of any and all pay rate changes specified in the 2002 Pay Plan “E” attached as Exhibit “C” is January 1, 2002.

Section 2. Amendments to the Non-Union Pay Plan. The Non-Union pay plan is amended, attached hereto as Exhibit “D” and incorporated herein by this reference as if set forth in full.

Section 3. Conflicts – 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 4. Effective Date. This ordinance, being an exercise of a power specifically delegated to the City legislative body, is not subject to referendum, and shall take effect five (5) days after passage and publication of an approved summary thereof consisting of the title.

CITY OF REDMOND
/S/ MAYOR ROSEMARIE IVES

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

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

FILED WITH THE CITY CLERK:	October 11, 2002
PASSED BY THE CITY COUNCIL:	October 15, 2002
SIGNED BY THE MAYOR:	October 15, 2002
PUBLISHED:	October 19, 2002
EFFECTIVE DATE:	October 24, 2002
ORDINANCE NO. <u>2138</u>	

CITY OF REDMOND

Exhibit A

PAY PLAN "E" - EXECUTIVE PAY PLAN

2000

<u>Grade</u>	<u>Title</u>		<u>Minimum</u>	<u>Midpoint</u>		<u>Maximum</u>
1	Human Resources Director	6040.58	\$6,040	\$7,282	8524.6843	\$8,525
2	Planning Director	6480.444	\$6,481	\$7,532	8581.9693	\$8,583
3	Parks Director	6663.63	\$6,664	\$7,742	8820.158	\$8,820
4	Assistant to the Mayor	6445.349	\$6,446	\$7,621	8795.765	\$8,796
5	Fire Chief Police Chief	6876.718	\$6,877	\$8,068	9258.373	\$9,258
6	Finance Director Public Works Director	6708.955	\$6,709	\$8,076	9442.582	\$9,442

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CITY OF REDMOND

[Exhibit B](#)

PAY PLAN "E" - EXECUTIVE PAY PLAN

2001

<u>Grade</u>	<u>Title</u>		<u>Minimum</u>	<u>Midpoint</u>		<u>Maximum</u>
1	Human Resources Director	6239.31	\$6,239	\$7,522	8805.1465	\$8,805
2	Planning Director	6693.651	\$6,694	\$7,779	8864.3161	\$8,865
3	Parks Director	6882.864	\$6,883	\$7,997	9110.342	\$9,110
4	Assistant to the Mayor	6657.401	\$6,658	\$7,872	9085.146	\$9,085
5	Fire Chief Police Chief	7102.962	\$7,103	\$8,333	9562.973	\$9,563
6	Finance Director Public Works Director	6929.679	\$6,930	\$8,341	9753.243	\$9,753

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CITY OF REDMOND

Exhibit C

PAY PLAN "E" - EXECUTIVE PAY PLAN

2002

Grade	Title		Minimum	Midpoint		Maximum
1	Human Resources Director	6397.17	\$6,397	\$7,713	9027.92	\$9,028
2	Planning Director	6863	\$6,863	\$7,976	9088.583	\$9,089
3	Parks Director	7057	\$7,057	\$8,199	9340.833	\$9,341
4	Assistant to the Mayor	6825.833	\$6,826	\$8,070	9315	\$9,315
5	Fire Chief Police Chief	7282.667	\$7,283	\$8,544	9804.917	\$9,805
6	Finance Director Public Works Director	7105	\$7,105	\$8,553	10000	\$10,000

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City of Redmond
N Pay Plan-Non-Union Employees
Effective January 1, 2002

Exhibit D

<u>Title</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Accounting Manager	\$4,808	\$6,026	\$7,245
Administrative Assistant	\$2,272	\$2,826	\$3,381
Administrative Specialist	\$2,459	\$3,092	\$3,725
Administrative Supervisor	\$3,795	\$4,408	\$5,022
Applications Services Manager	\$5,287	\$6,718	\$8,149
Assistant Director Public Works	\$5,759	\$7,144	\$8,529
Assistant Fire Chief	\$6,792	\$7,462	\$8,131
Assistant Maintenance Manager	\$5,072	\$5,770	\$6,467
Assistant Police Chief	\$6,963	\$7,744	\$8,524
Benefits Administrator	\$2,980	\$3,780	\$4,579
Building Official	\$5,317	\$6,048	\$6,779
Business Operations Manager	\$4,364	\$5,069	\$5,775
City Clerk	\$5,251	\$6,059	\$6,867
Compensation Manager	\$4,355	\$5,482	\$6,608
Compensation & Benefits Analyst	\$3,551	\$4,474	\$5,397
Department Administrative Coordinator	\$2,926	\$3,577	\$4,227
Deputy Planning Director	\$5,942	\$6,799	\$7,656
Emergency Preparedness Manager	\$4,580	\$5,238	\$5,896
Employment & Training Manager	\$4,384	\$5,230	\$6,077
Engineer-Senior	\$4,854	\$5,846	\$6,838
Engineering Manager	\$4,995	\$6,216	\$7,437
Executive Assistant	\$3,117	\$3,837	\$4,557
Facilities Maintenance Supervisor	\$4,079	\$4,794	\$5,510
Financial Analyst-Associate	\$2,894	\$3,690	\$4,485
Financial Analyst	\$3,509	\$4,413	\$5,317
Financial Analyst-Senior	\$3,904	\$5,037	\$6,171
Financial Planning Manager	\$5,729	\$7,061	\$8,394

<u>Title</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Fleet Manager	\$4,847	\$5,437	\$6,028
Human Resources Assistant	\$2,473	\$3,037	\$3,601
Human Resources Generalist	\$3,240	\$4,011	\$4,782
Human Services Manager	\$5,253	\$5,766	\$6,280
Inspection Supervisor	\$4,532	\$5,144	\$5,757
IS Manager	\$5,752	\$7,188	\$8,624
Maintenance Manager	\$5,693	\$6,453	\$7,213
Maintenance Operations Supervisor-Stormwater	\$4,489	\$5,111	\$5,734
Maintenance Operations Supervisor-Streets	\$4,489	\$5,111	\$5,734
Maintenance Operations Supervisor-Water Operations	\$4,489	\$5,111	\$5,734
Maintenance Operations Supervisor-Wastewater	\$4,489	\$5,111	\$5,734
Management Analyst-Associate	\$2,858	\$3,663	\$4,468
Management Analyst	\$3,286	\$4,212	\$5,138
Management Analyst-Senior	\$3,779	\$4,844	\$5,909
Network Communications Manager	\$5,089	\$6,418	\$7,747
Parks Maintenance Manager	\$5,524	\$6,422	\$7,320
Parks Operations Supervisor	\$4,001	\$4,577	\$5,153
Parks Planning Manager	\$5,401	\$5,939	\$6,477
Payroll Supervisor	\$3,775	\$4,658	\$5,540
Planning Manager-Development Review	\$5,381	\$6,267	\$7,154
Planning Manager-Marketing & Information	\$5,560	\$6,632	\$7,705
Planning Manager-Policy & Comprehensive Planning	\$5,652	\$6,589	\$7,525
Program Manager	\$4,549	\$5,176	\$5,803
Prosecuting Attorney	\$4,518	\$5,250	\$5,982
Purchasing/Accounts Payable Manager	\$4,694	\$5,859	\$7,024
Real Property Manager	\$4,428	\$5,021	\$5,614
Recreation Division Manager	\$5,361	\$6,215	\$7,069
Recreation Program Manager	\$4,517	\$5,103	\$5,690
Risk Manager	\$4,883	\$6,244	\$7,604
Special Projects Manager	\$4,995	\$6,216	\$7,437
Supervising Attorney	\$5,930	\$6,895	\$7,859
Support Services Manager	\$4,686	\$5,891	\$7,096
Utility Billing Manager	\$4,790	\$5,723	\$6,656

