ORDINANCE NO: ___2396___

AN ORDINANCE OF THE CITY OF REDMOND,
WASHINGTON, ESTABLISHING THE 2007 AND 2008
R PAY PLANS FOR EMPLOYEES COVERED BY THE
REDMOND CITY HALL EMPLOYEES ASSOCIATION
REPRESENTING EMPLOYEES IN PROFESSIONAL,
TECHNICAL AND ADMINISTRATIVE POSITIONS.

WHEREAS, the City of Redmond completed labor contract negotiations in 2008 with the City Hall Employees Association; and,

WHEREAS, Pay Plan R was established and put into effect the negotiated salary ranges agreed to through the collective bargaining process and adopted; and

WHEREAS, the salary ranges adopted by Ordinance 2288 have now been adjusted in accordance with the previously negotiated agreement with the RCHEA bargaining unit; now therefore,

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

Section 1. Pay Plan R attached to this ordinance as Exhibit 1 is hereby adjusted and the salary ranges increase 3.6 percent effective January 1, 2007. The adjusted Pay Plan is incorporated herein as if set forth in full.

Section 2. Pay Plan R attached to this ordinance as Exhibit 2 is hereby adjusted and the salary ranges increased 3.41 percent effective January 1, 2008. The adjusted Pay Plan is incorporated herein as if set forth in full.

Section 3. 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.   This Ordinance shall take effect five days after its publication, or publication of a summary thereof, in the City's official newspaper.
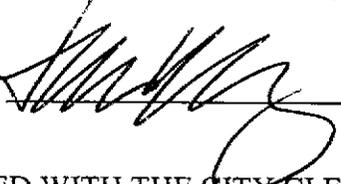
CITY OF REDMOND

JOHN MARCHIONE, Mayor

ATTEST:

MICHELLE M. MCGEHEE, CMC, City Clerk

APPROVED AS TO FORM
OFFICE OF THE CITY ATTORNEY:

By:

FILED WITH THE CITY CLERK: May 2, 2008
PASSED BY THE CITY COUNCIL: May 6, 2008
SIGNED BY THE MAYOR: May 6, 2008
PUBLISHED: May 12, 2008
EFFECTIVE DATE: May 17. 2008
ORDINANCE NO.:   2396

Exhibit 1

City of Redmond
2007 RCHEA Employees "R" Pay Plan

Grade	Position	Minimum	Midpoint	Maximum
RA10	Accountant	$3,280	$4,189	$5,097
RA01	Accountant - Associate	$2,956	$3,720	$4,485
RA20	Accountant - Senior	$3,900	$4,973	$6,046
RA30	Administrative Assistant	$2,697	$3,353	$4,009
RA40	Administrative Services Supervisor	$4,345	$5,047	$5,749
RA50	Administrative Specialist	$2,815	$3,539	$4,264
RA60	Audio/Visual Operations Manager	$4,342	$5,279	$6,216
RA70	Audio/Visual Specialist	$3,281	$3,984	$4,688
RB01	Building Inspector I	$3,860	$4,290	$4,719
RB10	Building Inspector II	$4,439	$4,934	$5,429
RB20	Building Inspector III	$5,429	$5,552	$5,675
RB30	Building Inspector IV	$5,105	$5,674	$6,242
RB50	Buyer	$3,313	$4,177	$5,041
RB40	Buyer - Associate	$2,801	$3,503	$4,204
RB60	Buyer - Senior	$3,804	$4,773	$5,742
RC10	Claims Administrator - Worker's Compensation	$3,664	$4,389	$5,114
RC20	Code Enforcement Officer	$4,196	$4,874	$5,553
RC40	Construction Inspector	$4,371	$4,964	$5,557
RC30	Construction Inspector - Entry	$3,800	$4,309	$4,817
RC50	Construction Inspector - Lead	$5,026	$5,708	$6,391
RD01	Database Analyst	$4,550	$5,275	$5,999
RD10	Database/GIS Manager	$5,430	$6,913	$8,397
RD20	Department Administrative Coordinator	$3,349	$4,093	$4,837
RD30	Department Systems Support Coordinator	$3,190	$3,718	$4,247
RD40	Deputy City Clerk	$3,857	$4,327	$4,797
RE10	Engineer	$4,677	$5,551	$6,426
RE01	Engineer - Associate	$4,358	$4,951	$5,543
RE20	Engineer - Senior	$5,552	$6,687	$7,823
RE40	Engineering Technician	$3,866	$4,340	$4,814
RE30	Engineering Technician - Associate	$3,479	$3,915	$4,351
RE50	Engineering Technician - Senior	$4,451	$5,037	$5,623
RF10	Financial Analyst	$4,017	$5,051	$6,085
RF01	Financial Analyst - Associate	$3,313	$4,223	$5,133
RF20	Financial Analyst - Senior	$4,467	$5,765	$7,063
RF30	Financial Technician	$2,761	$3,191	$3,622
RF40	Financial Technician - Senior	$3,112	$3,605	$4,098
RG01	Graphics Designer	$2,991	$3,666	$4,342

Exhibit 1

City of Redmond
2007 RCHEA Employees "R" Pay Plan

Grade	Position	Minimum	Midpoint	Maximum
RL01	Legal Assistant	$3,111	$3,825	$4,540
RM10	Management Analyst	$3,759	$4,818	$5,878
RM01	Management Analyst - Associate	$3,271	$4,192	$5,113
RM20	Management Analyst - Senior	$4,324	$5,542	$6,760
RN01	Network Analyst	$4,593	$5,735	$6,878
RN10	Network Systems Engineer	$4,861	$6,077	$7,293
RP01	Paralegal	$3,431	$4,240	$5,048
RP10	Payroll Analyst	$3,198	$3,882	$4,566
RP15	Permit Technician	$3,532	$3,941	$4,350
RP20	Planner - Assistant	$4,153	$4,503	$4,854
RP25	Planner - Associate	$4,852	$5,254	$5,657
RP35	Planner - Principal	$6,286	$6,960	$7,634
RP30	Planner - Senior	$5,457	$5,949	$6,442
RP45	Plans Examiner	$4,797	$5,308	$5,820
RP40	Plans Examiner - Entry	$4,172	$4,616	$5,061
RP50	Plans Examiner - Senior	$5,517	$6,104	$6,690
RP55	Preschool Teacher	$2,602	$3,021	$3,441
RP60	Print Shop Specialist	$2,756	$3,308	$3,860
RP65	Program Administrator	$4,522	$5,146	$5,771
RP70	Program Coordinator	$3,934	$4,476	$5,017
RP75	Programmer Analyst	$3,932	$4,939	$5,946
RP80	Programmer Analyst - Senior	$4,665	$5,870	$7,075
RR01	Recreation Program Administrator	$4,491	$5,075	$5,659
RR10	Recreation Program Assistant	$3,261	$3,699	$4,137
RR20	Recreation Program Coordinator	$3,927	$4,407	$4,886
RR30	Reprographics Supervisor	$4,085	$4,869	$5,653
RR40	Revenue & Consumer Affairs Technician	$2,935	$3,533	$4,132
RS01	Safety Coordinator	$3,991	$4,883	$5,775
RS10	Senior Systems Analyst	$5,107	$6,375	$7,643
RS20	Systems Support Specialist	$3,426	$4,213	$5,001
RT01	Telecommunications Coordinator	$3,958	$5,038	$6,118
RI01	Treasury Manager	$5,010	$6,272	$7,535
RV01	Van Driver	$2,319	$2,708	$3,097
RW01	Webmaster	$4,086	$5,073	$6,061

Exhibit 2

City of Redmond
2008 RCHEA Employees "R" Pay Plan

Grade	Position	Minimum	Midpoint	Maximum
RA10	Accountant	$3,392	$4,331	$5,271
RA01	Accountant - Associate	$3,057	$3,847	$4,638
RA20	Accountant - Senior	$4,033	$5,143	$6,252
RA30	Administrative Assistant	$2,789	$3,467	$4,146
RA40	Administrative Services Supervisor	$4,493	$5,219	$5,945
RA50	Administrative Specialist	$2,911	$3,660	$4,409
RA60	Audio/Visual Operations Manager	$4,490	$5,459	$6,428
RA70	Audio/Visual Specialist	$3,393	$4,120	$4,848
RB01	Building Inspector I	$3,992	$4,436	$4,880
RB10	Building Inspector II	$4,590	$5,102	$5,614
RB20	Building Inspector III	$5,614	$5,741	$5,869
RB30	Building Inspector IV	$5,279	$5,867	$6,455
RB50	Buyer	$3,426	$4,319	$5,213
RB40	Buyer - Associate	$2,897	$3,622	$4,347
RB60	Buyer - Senior	$3,934	$4,936	$5,938
RC10	Claims Administrator - Worker's Compensation	$3,789	$4,539	$5,288
RC20	Code Enforcement Officer	$4,339	$5,041	$5,742
RC40	Construction Inspector	$4,520	$5,133	$5,746
RC30	Construction Inspector - Entry	$3,930	$4,455	$4,981
RC50	Construction Inspector - Lead	$5,197	$5,903	$6,609
RD01	Database Analyst	$4,705	$5,454	$6,204
RD10	Database/GIS Manager	$5,615	$7,149	$8,683
RD20	Department Administrative Coordinator	$3,463	$4,233	$5,002
RD30	Department Systems Support Coordinator	$3,299	$3,845	$4,392
RD40	Deputy City Clerk	$3,989	$4,475	$4,961
RE10	Engineer	$4,836	$5,741	$6,645
RE01	Engineer - Associate	$4,507	$5,119	$5,732
RE20	Engineer - Senior	$5,741	$6,916	$8,090
RE40	Engineering Technician	$3,998	$4,488	$4,978
RE30	Engineering Technician - Associate	$3,598	$4,049	$4,499
RE50	Engineering Technician - Senior	$4,603	$5,209	$5,815
RF10	Financial Analyst	$4,154	$5,223	$6,292
RF01	Financial Analyst - Associate	$3,426	$4,367	$5,308
RF20	Financial Analyst - Senior	$4,619	$5,962	$7,304
RF30	Financial Technician	$2,855	$3,300	$3,746
RF40	Financial Technician - Senior	$3,218	$3,728	$4,238
RG01	Graphics Designer	$3,093	$3,792	$4,490

Exhibit 2

City of Redmond
2008 RCHEA Employees "R" Pay Plan

Grade	Position	Minimum	Midpoint	Maximum
RL01	Legal Assistant	$3,217	$3,956	$4,695
RM10	Management Analyst	$3,887	$4,983	$6,078
RM01	Management Analyst - Associate	$3,383	$4,335	$5,287
RM20	Management Analyst - Senior	$4,471	$5,731	$6,991
RN01	Network Analyst	$4,750	$5,931	$7,113
RN10	Network Systems Engineer	$5,027	$6,284	$7,542
RP01	Paralegal	$3,548	$4,384	$5,220
RP10	Payroll Analyst	$3,307	$4,014	$4,722
RP15	Permit Technician	$3,652	$4,075	$4,498
RP20	Planner - Assistant	$4,295	$4,657	$5,020
RP25	Planner - Associate	$5,017	$5,434	$5,850
RP35	Planner - Principal	$6,500	$7,197	$7,894
RP30	Planner - Senior	$5,643	$6,152	$6,662
RP45	Plans Examiner	$4,961	$5,490	$6,018
RP40	Plans Examiner - Entry	$4,314	$4,774	$5,234
RP50	Plans Examiner - Senior	$5,705	$6,312	$6,918
RP55	Preschool Teacher	$2,691	$3,125	$3,558
RP60	Print Shop Specialist	$2,850	$3,421	$3,992
RP65	Program Administrator	$4,676	$5,322	$5,968
RP70	Program Coordinator	$4,068	$4,628	$5,188
RP75	Programmer Analyst	$4,066	$5,107	$6,149
RP80	Programmer Analyst - Senior	$4,824	$6,070	$7,316
RR01	Recreation Program Administrator	$4,644	$5,248	$5,852
RR10	Recreation Program Assistant	$3,372	$3,825	$4,278
RR20	Recreation Program Coordinator	$4,061	$4,557	$5,053
RR30	Reprographics Supervisor	$4,224	$5,035	$5,846
RR40	Revenue & Consumer Affairs Technician	$3,035	$3,654	$4,273
RS01	Safety Coordinator	$4,127	$5,050	$5,972
RS10	Senior Systems Analyst	$5,281	$6,592	$7,904
RS20	Systems Support Specialist	$3,543	$4,357	$5,172
RT01	Telecommunications Coordinator	$4,093	$5,210	$6,327
RI01	Treasury Manager	$5,181	$6,486	$7,792
RV01	Van Driver	$2,398	$2,800	$3,203
RW01	Webmaster	$4,225	$5,247	$6,268