CITY OF REDMOND ORDINANCE NO. 2718

AN ORDINANCE OF THE CITY OF REDMOND, WASHINGTON, AMENDING PAY PLANS "N" AND "E" IN ORDER TO SET SALARIES FOR NON-UNION AND EXECUTIVE EMPLOYEES FOR THE YEAR 2014; PROVIDING FOR SEVERABILITY AND ESTABLISHING AN EFFECTIVE DATE

WHEREAS, Resolution No. 1142 calls for an adjustment of salaries in keeping with changes in salaries in the local labor market of both private and municipal employers; and

WHEREAS, these changes should now be reflected by amending the respective pay plans for non-union and executive employees.

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

Section 1. Pay Plans Adopted. (A) Effective January 1, 2014, Pay Plan "N" covering non-union employees is hereby amended to grant a 2.0 percent across-the-board increase in salaries over those salaries in effect on January 1, 2013, as adopted by Ordinance No. 2670 and subsequently amended on May 21, 2013, with Council approval of Ordinance No. 2688 and on September 17, 2013, with Council approval of Ordinance No. 2707. The amended Pay Plan is attached as Exhibit 1 and incorporated herein as if set forth in full.

(B) Effective January 1, 2014, Pay Plan "E" covering executive employees is hereby amended to reflect a 2.0 percent

increase in salary range over those salary ranges in effect on January 1, 2013, as adopted by Ordinance No. 2670 and subsequently amended on November 5, 2013 with Council approval of Ordinance No. 2710. The amended Pay Plan is attached as Exhibit 2 and incorporated herein as if set forth in full.

Section 2. 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 3. Effective Date. This ordinance shall take effect five days after its publication, or publication of a summary thereof, in the City's official newspaper, or as otherwise provided by law.

ADOPTED by the Redmond City Council this $3^{\rm rd}$ day of December, 2013.

CITY OF REDMOND

ATTEST:

MICHELLE M. HART, MMC, CITY CLERK

(SEAL)

APPROVED AS TO FORM

JAMES E. HANEY

dITY ATTORNEY

FILED WITH THE CITY CLERK: November 19, 2013

PASSED BY THE CITY COUNCIL:

SIGNED BY THE MAYOR:

PUBLISHED:

EFFECTIVE DATE:

ORDINANCE NO.: 2718

December 3, 2013

December 9, 2013

December 9, 2013

December 14, 2013

YES: Allen, Carson, Flynn, Margeson, Myers, Stilin, Vache

City of Redmond Non-Union Employees 2014 Pay Plan

Grade	Title	Minimum	Midpoint	Maximum
NA01	Accounting Manager	\$6,730	\$7,908	\$9,085
NA10	Administrative Assistant	\$3,558	\$4,092	\$4,626
NA20	Administrative Specialist	\$3,782	\$4,350	\$4,917
NA30	Administrative Supervisor	\$5,005	\$5,815	\$6,625
NA40	Applications Services Manager	\$6,973	\$8,862	\$10,751
NA45	Assistant Director - Community Planning	\$6,988	\$8,386	\$9,784
NA46	Assistant Director - Development Services	\$7,446	\$8,935	\$10,423
NA50	Assistant Director Public Works	\$7,598	\$9,425	\$11,251
NA70	Assistant Maintenance Manager	\$6,738	\$7,917	\$9,096
NA80	Assistant Police Chief	\$9,186	\$10,214	\$11,242
NB01	Benefits Administrator	\$3,928	\$4,984	\$6,040
NB20	Business Operations Manager	\$5,754	\$6,684	\$7,614
NM80	Chief Policy Advisor	\$7,683	\$9,021	\$10,358
NC01	City Clerk	\$6,926	\$7,994	\$9,061
NC10	Communications and Marketing Administrator	\$6,431	\$7,718	\$9,004
NC05	Communications Dispatch Supervisor	\$5,135	\$5,829	\$6,523
NC40	Communications Program Manager	\$5,217	\$5,937	\$6,657
NC25	Compensation Analyst	\$4,155	\$5,214	\$6,272
NC28	Compensation Programs Manager	\$6,493	\$7,792	\$9,091
NC30	Computer Forensic Investigator - Senior	\$4,450	\$5,697	\$6,944
ND01	Department Administrative Coordinator	\$4,292	\$4,936	\$5,580
ND15	Deputy Finance Director	\$7,556	\$9,315	\$11,073
NA60	Deputy Fire Chief	\$9,152	\$10,225	\$11,297
ND05	Deputy Parks Director	\$7,620	\$8,781	\$9,941
NE05	Economic Development Manager	\$6,834	\$8,201	\$9,568
NE01	Emergency Preparedness Manager	\$6,041	\$6,909	\$7,776
NE10	Employment and Training Manager	\$5,782	\$6,899	\$8,015
NE20	Engineer - Senior	\$6,685	\$7,855	\$9,025
NE30	Engineering Manager	\$7,729	\$9,082	\$10,434
NE50	Engineering Supervisor	\$7,163	\$8,417	\$9,671
NE60	EPSCA 800 Megahertz Technician	\$5,471	\$6,510	\$7,548
NE62	EPSCA 800 Magahertz Console Technician	\$5,251	\$5,635	\$6,019
NE64	EPSCA Operations Manager	\$6,670	\$7,937	\$9,204
NE68	EPSCA Senior Accounting Associate	\$3,864	\$4,599	\$5,333
NE40	Executive Assistant	\$4,831	\$5,555	\$6,279
NF05	Finance Officer	\$6,565	\$7,878	\$9,191
NF20	Financial Analyst	\$4,840	\$5,687	\$6,533
NF10	Financial Analyst - Associate	\$4,097	\$4,711	\$5,325
NF30	Financial Analyst - Senior	\$5,575	\$6,552	\$7,528
NF40	Financial Planning Manager	\$7,085	\$8,325	\$9,564
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City of Redmond Non-Union Employees 2014 Pay Plan

Grade	Title	Minimum	Midpoint	Maximum
NG01	GIS Manager	\$6,265	\$7,976	\$9,686
NH10	Human Resources Generalist	\$4,274	\$5,291	\$6,308
NH15	Human Resources Program Manager	\$6,590	\$8,045	\$9,499
NI01	Inspection Supervisor	\$6,007	\$7,059	\$8,110
NI10	IS Manager	\$7,588	\$9,482	\$11,376
NM01	Maintenance Manager	\$7,272	\$8,545	\$9,818
NM15	Maintenance and Operations Supervisor	\$6,125	\$7,197	\$8,269
NM60	Management Analyst	\$4,337	\$5,559	\$6,780
NM50	Management Analyst - Associate	\$3,773	\$4,836	\$5,898
NM70	Management Analyst - Senior	\$4,988	\$6,394	\$7,799
NN01	Network Communications Manager	\$6,711	\$8,466	\$10,221
NP02	Parks Maintenance and Operations Manager	\$6,133	\$7,360	\$8,586
NP05	Parks Maintenance Supervisor	\$5,057	\$5,943	\$6,828
NP10	Parks Operations Supervisor	\$5,563	\$6,537	\$7,510
NP25	Parks Planning and Cultural Arts Manager	\$6,716	\$8,059	\$9,401
NP30	Payroll Supervisor	\$5,413	\$6,360	\$7,307
NP50	Planning Manager	\$7,100	\$8,343	\$9,586
NP65	Police Commander	\$9,063	\$9,520	\$9,977
NP67	Police Crime Analyst (limited duration)	\$4,866	\$5,524	\$6,181
NP69	Police Program Coordinator (limited duration)	\$4,653	\$5,281	\$5,908
NP68	Police Support Services Supervisor	\$4,690	\$5,323	\$5,956
NP70	Program Manager	\$6,001	\$6,828	\$7,655
NP80	Prosecuting Attorney	\$5,959	\$6,925	\$7,890
NP90	Purchasing/Accounts Payable Manager	\$6,862	\$8,063	\$9,264
NR01	Real Property Manager	\$5,668	\$6,660	\$7,652
NR10	Recreation Division Manager	\$7,072	\$8,199	\$9,325
NR20	Recreation Program Manager	\$5,959	\$6,732	\$7,504
NR50	Reprographics Supervisor	\$4,711	\$5,617	\$6,523
NU01	Revenue and Treasury Manager	\$5,779	\$7,236	\$8,693
NR40	Risk Analyst	\$4,603	\$5,633	\$6,662
NR30	Risk Analyst - Senior	\$5,295	\$6,479	\$7,662
NS04	Safety Coordinator	\$4,603	\$5,633	\$6,662
NS03	Senior Human Resources Analyst	\$5,580	\$6,557	\$7,533
NS02	Senior Labor Analyst	\$5,881	\$6,872	\$7,862
NS05	Senior Recruiter	\$5,782	\$6,899	\$8,015
NS10	Supervising Attorney	\$7,822	\$9,094	\$10,366
NS30	Supervisor - Permit Technicians/Plans Examine	\$5,716	\$6,717	\$7,717
NS20	Support Services Manager	\$6,182	\$7,772	\$9,361

CITY OF REDMOND PAY PLAN "E" - EXECUTIVE PAY PLAN 2014 (Effective January 1, 2014)

Grade	Title	Minimum	Midpoint	Maximum
6	Deputy City Administrator Finance Director	\$9,373	\$ 11,282	\$13,191
	Fire Chief			
	Human Resources Director			
	Parks Director			
	Planning Director			
	Police Chief			
	Public Works Director			