

**CITY OF REDMOND
ORDINANCE NO. 2670**

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 2013;
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, 2013, Pay Plan "N" covering non-union employees is hereby amended to grant a 1.5 percent across-the-board increase in salaries over those salaries in effect on December 31, 2012, as adopted by Ordinance No. 2630. The amended Pay Plan is attached as Exhibit 1 and incorporated herein as if set forth in full.

(B) Effective January 1, 2013, Pay Plan "E" covering executive employees is hereby amended to reflect a 1.5 percent increase in salary ranges over those salary ranges in effect on December 31, 2012, as adopted by Ordinance No. 2630. 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 4th day of December,
2012.

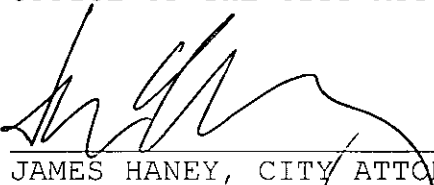
CITY OF REDMOND


JOHN MARCHIONE, MAYOR

ATTEST:


MICHELLE M. MCGEHEE, MMC, CITY CLERK (SEAL)

APPROVED AS TO FORM:
OFFICE OF THE CITY ATTORNEY:


JAMES HANEY, CITY ATTORNEY

FILED WITH THE CITY CLERK:	November 28, 2012
PASSED BY THE CITY COUNCIL:	December 4, 2012
SIGNED BY THE MAYOR:	December 4, 2012
PUBLISHED:	December 11, 2012
EFFECTIVE DATE:	December 16, 2012
ORDINANCE NO. 2670	

ADOPTED 7-0: Allen, Carson, Flynn, Margeson, Myers, Stilin and Vache

**City of Redmond
Non-Union Employees
2013 Pay Plan**

Grade	Title	Minimum	Midpoint	Maximum
NA01	Accounting Manager	\$6,215	\$7,792	\$9,369
NA10	Administrative Assistant	\$3,050	\$3,793	\$4,535
NA20	Administrative Specialist	\$3,184	\$4,003	\$4,821
NA30	Administrative Supervisor	\$4,907	\$5,701	\$6,495
NA40	Applications Services Manager	\$6,836	\$8,688	\$10,540
NA45	Assistant Director - Community Planning	\$6,851	\$8,222	\$9,592
NA46	Assistant Director - Development Services	\$7,300	\$8,760	\$10,219
NA50	Assistant Director Public Works	\$7,449	\$9,240	\$11,030
NA70	Assistant Maintenance Manager	\$6,558	\$7,462	\$8,365
NA80	Assistant Police Chief	\$9,006	\$10,014	\$11,022
NB01	Benefits Administrator	\$3,851	\$4,887	\$5,922
NB20	Business Operations Manager	\$5,641	\$6,553	\$7,465
NM80	Chief Policy Advisor	\$7,532	\$8,844	\$10,155
NC01	City Clerk	\$6,790	\$7,837	\$8,883
NC10	Communications and Marketing Administrator	\$6,305	\$7,566	\$8,827
NC05	Communications Dispatch Supervisor	\$5,034	\$5,715	\$6,395
NC40	Communications Program Manager	\$5,115	\$5,821	\$6,526
NC25	Compensation Analyst	\$4,074	\$5,112	\$6,149
NC28	Compensation Programs Manager	\$6,366	\$7,640	\$8,913
NC30	Computer Forensic Investigator - Senior	\$4,363	\$5,586	\$6,808
ND01	Department Administrative Coordinator	\$3,787	\$4,629	\$5,471
ND15	Deputy Finance Director	\$7,408	\$9,132	\$10,856
NA60	Deputy Fire Chief	\$8,973	\$10,024	\$11,075
ND05	Deputy Parks Director	\$7,471	\$8,609	\$9,746
NE05	Economic Development Manager	\$6,700	\$8,040	\$9,380
NE01	Emergency Preparedness Manager	\$5,923	\$6,774	\$7,624
NE10	Employment and Training Manager	\$5,669	\$6,764	\$7,858
NE20	Engineer - Senior	\$6,279	\$7,564	\$8,848
NE30	Engineering Manager	\$6,458	\$8,037	\$9,616
NE50	Engineering Supervisor	\$6,279	\$7,564	\$8,848
NE60	EPSCA 800 Megahertz Technician	\$5,364	\$6,382	\$7,400
NE62	EPSCA 800 Magahertz Console Technician	\$5,148	\$5,525	\$5,901
NE64	EPSCA Operations Manager	\$6,539	\$7,782	\$9,024
NE68	EPSCA Senior Accounting Associate	\$3,788	\$4,508	\$5,228
NE40	Executive Assistant	\$4,032	\$4,962	\$5,892
NF01	Facilities Maintenance Supervisor	\$5,560	\$6,484	\$7,407
NF05	Finance Officer	\$6,436	\$7,724	\$9,011
NF20	Financial Analyst	\$4,543	\$5,713	\$6,882
NF10	Financial Analyst - Associate	\$3,746	\$4,776	\$5,806
NF30	Financial Analyst - Senior	\$5,052	\$6,520	\$7,987
NF40	Financial Planning Manager	\$7,408	\$9,132	\$10,856
NF50	Fleet Manager	\$6,269	\$7,033	\$7,797
NG01	GIS Manager	\$6,142	\$7,819	\$9,496

**City of Redmond
Non-Union Employees
2013 Pay Plan**

Grade	Title	Minimum	Midpoint	Maximum
NH01	Human Resources Assistant	\$3,197	\$3,927	\$4,657
NH10	Human Resources Generalist	\$4,190	\$5,187	\$6,184
NH15	Human Resources Program Manager	\$6,461	\$7,887	\$9,313
NI01	Inspection Supervisor	\$5,860	\$6,652	\$7,444
NI10	IS Manager	\$7,439	\$9,296	\$11,153
NM01	Maintenance Manager	\$7,362	\$8,345	\$9,327
NM10	Maintenance Operations Supervisor - Storm Water	\$5,805	\$6,610	\$7,414
NM20	Maintenance Operations Supervisor - Streets	\$5,844	\$6,669	\$7,494
NM30	Maintenance Operations Supervisor - Wastewater	\$5,805	\$6,610	\$7,414
NM40	Maintenance Operations Supervisor - Water Operations	\$5,805	\$6,610	\$7,414
NM60	Management Analyst	\$4,252	\$5,450	\$6,647
NM50	Management Analyst - Associate	\$3,699	\$4,741	\$5,782
NM70	Management Analyst - Senior	\$4,890	\$6,268	\$7,646
NN01	Network Communications Manager	\$6,579	\$8,300	\$10,021
NP02	Parks Maintenance and Operations Manager	\$6,013	\$7,216	\$8,418
NP05	Parks Maintenance Supervisor	\$5,125	\$5,785	\$6,445
NP10	Parks Operations Supervisor	\$5,563	\$6,364	\$7,164
NP20	Parks Planning Manager	\$6,984	\$7,680	\$8,376
NP25	Parks Planning and Cultural Arts Manager	\$6,584	\$7,901	\$9,217
NP30	Payroll Supervisor	\$4,881	\$6,023	\$7,164
NP40	Planning Manager - Development Review	\$6,959	\$8,105	\$9,250
NP60	Planning Manager - Policy and Comprehensive Planning	\$7,309	\$8,520	\$9,731
NP65	Police Commander	\$8,885	\$9,333	\$9,781
NP67	Police Crime Analyst (limited duration)	\$4,771	\$5,416	\$6,060
NP68	Police Support Services Supervisor	\$4,598	\$5,219	\$5,839
NP70	Program Manager	\$5,883	\$6,694	\$7,505
NP80	Prosecuting Attorney	\$5,842	\$6,789	\$7,735
NP90	Purchasing/Accounts Payable Manager	\$6,068	\$7,575	\$9,082
NR01	Real Property Manager	\$5,729	\$6,493	\$7,257
NR10	Recreation Division Manager	\$6,933	\$8,038	\$9,142
NR20	Recreation Program Manager	\$5,842	\$6,600	\$7,357
NR50	Reprographics Supervisor	\$4,619	\$5,507	\$6,395
NU01	Revenue Manager	\$6,194	\$7,401	\$8,608
NR40	Risk Analyst	\$4,513	\$5,522	\$6,531
NR30	Risk Analyst - Senior	\$5,191	\$6,352	\$7,512
NS04	Safety Coordinator	\$4,513	\$5,522	\$6,531
NS03	Senior Human Resources Analyst	\$5,471	\$6,428	\$7,385
NS02	Senior Labor Analyst	\$5,766	\$6,737	\$7,708
NS05	Senior Recruiter	\$5,669	\$6,764	\$7,858
NS10	Supervising Attorney	\$7,669	\$8,916	\$10,163
NS30	Supervisor - Permit Technicians/Plans Examiners	\$6,240	\$6,903	\$7,566
NS20	Support Services Manager	\$6,061	\$7,619	\$9,177

CITY OF REDMOND
PAY PLAN "E" - EXECUTIVE PAY PLAN
2013

<u>Grade</u>	<u>Title</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
1	Human Resources Director	\$8,272	\$9,973	\$11,675
2	Planning Director	\$8,877	\$10,315	\$11,753
3	Parks Director	\$9,126	\$10,603	\$12,079
4	Deputy City Administrator	\$8,828	\$10,437	\$12,046
5	Fire Chief Police Chief	\$9,418	\$11,048	\$12,678
6	Finance Director Public Works Director	\$9,189	\$11,061	\$12,932