

ORDINANCE NO: 2091

AN ORDINANCE OF THE CITY OF
REDMOND, WASHINGTON, SETTING
2001 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, 2001, Pay Plan “N” covering non-union and executive employees is hereby amended to grant a 3.29 percent across the board increase in salaries over those salaries in effect on December 31, 2000, as adopted by Ordinance No. 2042. The amended Pay Plan is attached as Exhibit “A” and incorporated herein as if set forth in full. In addition, effective January 1, 2001, all non-union and executive employees covered by Pay Plan “N” shall receive an increase equal to the difference, if any, between the 3.29 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 2001. Effective January 1, 2001, the non-union and executive employees covered by Pay Plan “N” shall be paid salaries at the level established by the 3.29 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	\$8,708
Fire Chief	\$8,648
Planning Director	\$8,616
Parks and Recreation Director	\$8,729
Human Resources Director	\$8,386

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

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:	December 5, 2000
PASSED BY THE CITY COUNCIL:	December 5, 2000
SIGNED BY THE MAYOR:	December 6, 2000
PUBLISHED:	December 9, 2000
EFFECTIVE DATE:	December 14, 2000
ORDINANCE NO.: <u>2091</u>	