

**CITY OF REDMOND
ORDINANCE NO. 2688**

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY
OF REDMOND, WASHINGTON, AMENDING THE 2013
NON-UNION PAY PLAN FOR THE YEAR 2013; AND
AFFIRMING SEVERABILITY AND AN EFFECTIVE DATE

WHEREAS, Resolution No. 1142, subsequently amended by Resolution No. 1358, 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 are reflected in the 2013 Non-Union Pay Plan established by Council approval of Ordinance No. 2670 in December 2012; and

WHEREAS, the results of a comprehensive compensation study, as provided for in Resolution Nos. 1142 and 1358, has resulted in the recommendation to add, delete and modify existing classifications and the corresponding pay ranges; and

WHEREAS, the need to accommodate a grant funded position in Police makes it necessary to add the classification of Police Program Coordinator (limited duration) to the Non-Union Pay Plan; and

WHEREAS, implementation of the recommendations will require an amendment of the 2013 Non-Union Pay Plan.

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

Section 1. The 2013 Non-Union Pay Plan adopted by Ordinance No. 2670, and attached to this ordinance as Exhibit 1, is hereby amended to reflect all the proposed changes as a result of the comprehensive compensation study; and, in order to accommodate a grant funded position, the need to add the classification of Police Program Coordinator (limited duration). The amended 2013 Non-Union Pay Plan is incorporated herein as if set forth in full.

Section 2. The effective date of the adjusted pay plan will continue to be January 1, 2013, as established by Ordinance No. 2670. The adjusted pay plan does not result in any retroactive adjustment to the salary of any employee covered by the plan.

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.

ADOPTED by the Redmond City Council this 21st day of May,
2013.

CITY OF REDMOND



JOHN MARCHIONE, MAYOR

ATTEST:



MICHELLE M. MCGEHEE, MMC, CITY CLERK

(SEAL)

APPROVED AS TO FORM
OFFICE OF THE CITY ATTORNEY:

By: 

FILED WITH THE CITY CLERK:	May 15, 2013
PASSED BY THE CITY COUNCIL:	May 21, 2013
SIGNED BY THE MAYOR:	May 21, 2013
PUBLISHED:	May 27, 2013
EFFECTIVE DATE:	June 1, 2013
ORDINANCE NO. 2688	

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	\$6,598	\$7,752	\$8,907
NA10	Administrative Assistant	\$3,488	\$4,012	\$4,535
NA20	Administrative Specialist	\$3,708	\$4,295	\$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	\$6,606	\$7,762	\$8,918
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	\$4,208	\$4,840	\$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	\$6,554	\$7,701	\$8,848
NE30	Engineering Manager	\$7,577	\$8,903	\$10,229
NE50	Engineering Supervisor	\$7,023	\$8,252	\$9,481
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	\$4,736	\$5,446	\$6,156
NF05	Finance Officer	\$6,436	\$7,724	\$9,011
NF20	Financial Analyst	\$4,745	\$5,575	\$6,405
NF10	Financial Analyst - Associate	\$4,017	\$4,619	\$5,221
NF30	Financial Analyst - Senior	\$5,466	\$6,423	\$7,380
NF40	Financial Planning Manager	\$6,946	\$8,161	\$9,376

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

Grade	Title	Minimum	Midpoint	Maximum
NG01	GIS Manager	\$6,142	\$7,819	\$9,496
NH10	Human Resources Generalist	\$4,190	\$5,187	\$6,184
NH15	Human Resources Program Manager	\$6,461	\$7,887	\$9,313
NI01	Inspection Supervisor	\$5,889	\$6,920	\$7,951
NI10	IS Manager	\$7,439	\$9,296	\$11,153
NM01	Maintenance Manager	\$7,129	\$8,377	\$9,625
NM15	Maintenance and Operations Supervisor	\$6,005	\$7,056	\$8,107
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	\$4,958	\$5,826	\$6,694
NP10	Parks Operations Supervisor	\$5,454	\$6,409	\$7,363
NP25	<i>Parks Planning and Cultural Arts Manager</i>	\$6,584	\$7,901	\$9,217
NP30	Payroll Supervisor	\$5,307	\$6,235	\$7,164
NP50	Planning Manager	\$6,961	\$8,179	\$9,398
NP65	Police Commander	\$8,885	\$9,333	\$9,781
NP67	Police Crime Analyst (limited duration)	\$4,771	\$5,416	\$6,060
NP69	Police Program Coordinator (limited duration)	\$4,562	\$5,177	\$5,792
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	\$6,727	\$7,905	\$9,082
NR01	Real Property Manager	\$5,557	\$6,530	\$7,502
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	\$5,914	\$6,948	\$7,983
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	\$5,604	\$6,585	\$7,566
NS20	Support Services Manager	\$6,061	\$7,619	\$9,177