

ORIGINAL

ORDINANCE NO. 1122

Personnel Administration
Manual, Pay Plans: A, C,
D-1, & E.

AN ORDINANCE OF THE CITY OF REDMOND, WASHINGTON AMENDING THE PERSONNEL ADMINISTRATION MANUAL, 1974 EDITION, APPENDIX IV, BY DELETING A CLASSIFICATION TITLE FROM PAY PLAN A, ADDING CERTAIN CLASSIFICATION TITLES TO PAY PLAN E, ADDING PAY GRADES 70 - 73 TO PAY PLAN E, ESTABLISHING PAY PLAN D-1 EFFECTIVE JANUARY 1, 1983 AND INCREASING THE SALARY LEVELS OF PAY PLAN C BY 5% EFFECTIVE JANUARY 1, 1983.

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

Section 1. The Personnel Administration Manual, 1974 Edition Appendix VI-1, is hereby amended to delete the classification of Park Operations Supervisor, effective January 1, 1983, as set forth in Exhibit A, attached hereto and incorporated herein by this reference as if set forth in full.

Section 2. The Personnel Administration Manual, 1974 Edition, Appendix VI-10 is hereby amended by adding the classifications of Park Operations Supervisor, Office Assistant I and Office Assistant II, effective January 1, 1983, as set forth in Exhibit B, attached hereto and incorporated herein by the reference as if set forth in full.

Section 3. The Personnel Administration Manual, 1974 Edition, Appendix IV-11 is hereby amended by adding pay grades 70 - 73, effective January 1, 1983, as set forth in Exhibit C, attached hereto and incorporated herein by this reference as if set forth in full.

Section 4. The Personnel Administration Manual, 1974 Edition, Appendix IV-8a and 9a is hereby amended by establishing Pay Plan D-1 for Fire Department unrepresented classifications previously listed on Pay Plan D, effective January 1, 1983, as set forth in Exhibits D and E attached hereto and incorporated herein by this reference as if set forth in full.

Section 5. The Personnel Administration Manual, 1974 Edition, Appendix IV-6 is hereby amended by increasing the salary levels of each salary grade by 5% effective January 1, 1983 and by deleting the first step from the salary range for Police Sergeant as set forth in Exhibit F attached hereto and incorporated herein by this reference as if set forth in full.

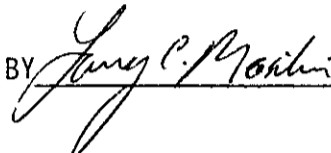
CITY OF REDMOND


MAYOR, CHRISTINE T. HIMES

ATTEST/AUTHENTICATED:


CITY CLERK, PAUL F. KUSAKABE

APPROVED AS TO FORM:
OFFICE OF THE CITY ATTORNEY:

BY 

FILED WITH THE CITY CLERK:	April 14, 1983
PASSED BY THE CITY COUNCIL:	April 19, 1983
SIGNED BY THE MAYOR:	April 19, 1983
POSTED:	April 21, 1983
EFFECTIVE DATE:	January 1, 1983

APPENDIX IV-1
CITY OF REDMOND
INDEX OF POSITION TITLES BY SALARY GRADE

SALARY PLAN A

- - - - "Exempt" - - - -

(Shops Bargaining Unit)

Salary Grade 40

Salary Grade 41

Salary Grade 42

Purchasing Agent-Storekeeper

Salary Grade 43

Salary Grade 44

Salary Grade 45

Salary Grade 46

NOTE: All the above positions are excluded ("exempt") from minimum wage and overtime pay provisions of the Washington State Wage Act.

APPENDIX IV-10
CITY OF REDMOND

Index of Position Titles by Pay Grade

Pay Plan "E"
(Non-Exempt)

Salary Grade 70

Office Assistant I (Personnel)

Salary Grade 71

Salary Grade 72

Office Assistant II

Salary Grade 73

Salary Grade 74

Office Assistant III (Police)

Salary Grade 75

Director, Citizen Service Bureau
Crime & Evidence Technician

Salary Grade 76

Department Secretary (Police)
Personnel Secretary

Salary Grade 77

Executive Secretary

NOTE: The above positions are included ("non-exempt") under minimum wage and overtime pay provisions of the Washington State Wage Act.

Exempt

Salary Grade 80

Administrative Aide
Deputy City Clerk

Salary Grade 81

Salary Grade 82

Salary Grade 83

Deputy Treasurer
Park Operations Supervisor
Supervisor - Recreation
Programs & Facilities
Personnel Director

Salary Grade 84

Salary Grade 85

Assistant City Engineer
Assistant Director of Planning
& Community Development
City Clerk
Supt. of Public Streets
& Buildings
Supt. of Utilities &
Equipment

Salary Grade 86

Assistant Police Chief-Commander
Supt. - Building Inspection
Ass't Fire Chief

Salary Grade 87

Director - Parks & Recreation

Salary Grade 88

Captain - Police
City Engineer
Director - Planning & Community
Development

Salary Grade 89

Salary Grade 90

Police Chief
Fire Chief

Salary Grade 91

Treasurer - Comptroller

Salary Grade 92

Director - Public Works

NOTE: The above positions are excluded ("exempt") from minimum wage and overtime pay provisions of the Washington State Wage Act.

APP. IV - 11
CITY OF REDMOND
SALARY PLAN E
OFFICE AND TECHNICAL
* * Non-Exempt * *
(Non-Bargaining Unit)

SALARY GRADE	- - - - P r o f i c i e n c y L e v e l s - - - -				
	A	B	C	D	E
70	\$1,045	\$1,077	\$1,108	\$1,142	\$1,176
71	1,108	1,142	1,175	1,210	1,247
72	1,174	1,210	1,246	1,283	1,322
73	1,244	1,283	1,321	1,360	1,401
74	1,319	1,360	1,400	1,442	1,485
75	1,400	1,442	1,485	1,530	1,575
76	1,485	1,530	1,575	1,621	1,670
77	1,575	1,621	1,670	1,720	1,771
78	1,670	1,720	1,771	1,823	1,879
79	1,771	1,823	1,879	1,936	1,993

Management, Professional, Administrative

* * * Exempt * * *

(Non Bargaining Unit)

	MINIMUM	MAXIMUM	MIN. TO MAX. RANGE
80	\$1,811	\$2,298	\$487
81	1,901	2,415	514
82	1,995	2,534	539
83	2,095	2,660	565
84	2,200	2,794	594
85	2,309	2,934	625
86	2,425	3,081	656
87	2,546	3,235	689
88	2,672	3,393	721
89	2,807	3,566	760
90	2,948	3,744.	796
91	3,094	3,930	836
92	3,250	4,128	878

APPENDIX IV-8.
CITY OF REDMOND
INDEX OF JOB TITLES BY PAY GRADE
FIRE DEPARTMENT

PAY PLAN D-1

Pay Grade 81

Receptionist Clerk

Pay Grade 82

Pay Grade 83

Department Secretary
Mechanic's Assistant

Pay Grade 84

Pay Grade 85

Public Information Officer
Inspector/Investigator
Instructor
Mechanic

Pay Grade 86

Pay Grade 87

Fire Marshall
Battalion Chief

Pay Grade 88

Pay Grade 89

APPENDIX IV-9a
CITY OF REDMOND
WAGE PLAN D-1
FIRE DEPARTMENT PAY PLAN

----- Proficiency Levels -----

<u>PAY GRADE</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>
81	896	981	1,065	1,149	1,234
82	1,149	1,234	1,318	1,403	1,487
83	1,403	1,487	1,572	1,656	1,741
84	1,656	1,741	1,825	1,910	1,994
85	1,910	1,994	2,079	2,163	2,247
86	2,163	2,247	2,332	2,416	2,501
87	2,416	2,501	2,585	2,670	2,754
88	2,425				3,081

APPENDIX "A"
to the
A G R E E M E N T
by and between
CITY OF REDMOND, WASHINGTON
and
PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS
LOCAL UNON NO. 763
(Representing the Law Enforcement Officers)

January 1, 1983 through December 31, 1984

THIS APPENDIX is supplemental to the AGREEMENT by and between the CITY OF REDMOND, WASHINGTON, hereinafter referred to as the Employer, and PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS LOCAL UNION NO. 763, affiliated with the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, hereinafter referred to as the Union.

A.1 Effective January 1, 1983, the monthly rates of pay for employees covered by this Agreement shall be as follows:

	<u>STEP A</u> 00-12m	<u>STEP B</u> 13-18m	<u>STEP C</u> 19-30m	<u>STEP D</u> 31-42m	<u>STEP E</u> 43-54m	<u>STEP F</u> 55-66m	<u>STEP G</u> 67 m +
POLICE OFFICER	\$1938	\$2054	\$2117	\$2179	\$2245	\$2311	\$2382

	<u>STEP A</u> 00-12m	<u>STEP B</u> 13-24m	<u>STEP C</u> 25m +
POLICE SERGEANT	\$2583	\$2660	\$2739

A.1.1 Advancement thru the proficiency levels shall be automatic, provided performance of the individual is progressing satisfactorily. Should performance not be progressing satisfactorily the next automatic STEP may be extended for up to six (6) months, provided the employee has been notified in writing (Form ER-5 Notice Of Need For Improvement) at least thirty (30) days prior to the date the increase would become effective.

A.1.2 All increases in rates of pay shall become effective on the first of the following two-week pay period.