

ORIGINAL

1984

Pay Plan A, B, A-1, B-1,
C-1, D, D-1, E & PN-R
Salary Increases.

ORDINANCE NO. 1168

AN ORDINANCE OF THE CITY OF REDMOND, WASHINGTON, AMENDING THE PERSONNEL ADMINISTRATION MANUAL, 1974 EDITION, APPENDIX IV, BY AMENDING PAY PLANS A, B, A-1, B-1, C-1, D, D-1, E and PN-R IN ACCORDANCE WITH AGREEMENTS BETWEEN THE CITY AND THE EMPLOYEE UNIONS AND ASSOCIATIONS AND IN ACCORDANCE WITH COUNCIL DIRECTION WHICH GRANT 2% PAY INCREASES EFFECTIVE JANUARY 1, 1984.

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

SECTION 1. The Personnel Administration Manual, 1974 Edition, Appendix IV-2, is hereby amended by revising the salaries listed in Pay Plan A 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 IV-4A is hereby amended by revising the salaries listed in Pay Plan B as set forth in Exhibit B, attached hereto and incorporated hereing by this reference as if set forth in full.

SECTION 3. The Personnel Administration Manual, 1974 Edition, Appendix IV-3A is hereby amended by revising the salaries listed in Pay Plan A-1 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-5B is hereby amended by revising the salaries listed in Pay Plan B-1 as set forth in Exhibit D attached hereto and incorporated herein by this reference as if set forth in full.

SECTION 5. The Personnel Administration Manual, 1974 Edition, Appendix IV-7B is hereby amended by revising the salaries listed in Pay Plan C-1 as set forth in Exhibit E attached hereto and incorporated herein by this reference as if set forth in full.

SECTION 6. The Personnel Administration Manual, 1974 Edition, Appendix IV-8 is hereby amended by revising the salaries listed in Pay Plan D as set forth in Exhibit F attached hereto and incorporated herein by this reference as if set forth in full.

SECTION 7. The Personnel Administration Manual, 1974 Edition, Appendix IV-9A is hereby amended by revising the salaries listed in Pay Plan D-1 as set forth in Exhibit G attached hereto and incorporated herein by this reference as if set forth in full.

SECTION 8. The Personnel Administration Manual, 1974 Edition Appendix IV-11 is hereby amended by revising the salaries listed in Pay Plan E as set forth in Exhibit H attached hereto and incorporated herein by this reference as if set forth in full.

SECTION 9. The Personnel Administration Manual, 1974 Edition Appendix IV-13 is hereby amended by revising the salaries listed in Pay Plan PN-R as set forth in Exhibit I attached hereto and incorporated herein by this reference as if set forth in full.

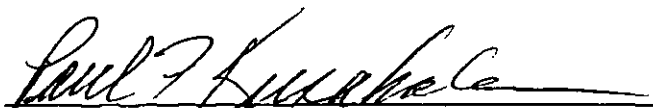
SECTION 10. The Personnel Administration Manual, 1974 Edition is hereby amended by the addition of an index to Appendix IV dealing with the City's Employee pay plans.

SECTION 11. The effective date of the amendments to the Personnel Administration Manual, 1974 Edition set forth in this ordinance, shall be January 1, 1984. This ordinance shall be in full force and effective five (5) days after passage and publication by posting as provided by law.

CITY OF REDMOND


MAYOR, CHRISTINE T. HIMES

ATTEST/AUTHENTICATED:


CITY CLERK, PAUL F. KUSAKABE

APPROVED AS TO FORM:
OFFICE OF THE CITY ATTORNEY

BY: *Gary C. Martin*

FILED WITH THE CITY CLERK:	December 15, 1983
PASSED BY THE CITY COUNCIL:	December 20, 1983
SIGNED BY THE MAYOR:	December 20, 1983
POSTED:	December 22, 1983
EFFECTIVE DATE:	January 1, 1984
ORDINANCE NUMBER:	1168

APPENDIX IV-2

CITY OF REDMOND

SALARY PLAN A
Shops Bargaining Unit
(Exempt Salary Structure)

Effective January 1, 1984, the following scale shall apply.

<u>SALARY GRADE</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>MIN. TO MAX. RANGE</u>
40	\$1,883	\$2,274	\$391
41	1,972	2,382	410
42	2,071	2,498	427
43	2,168	2,616	448
44	2,274	2,747	473
45	2,382	2,879	497

APPENDIX IV-4A

CITY OF REDMOND

SALARY PLAN B

Shops Bargaining Unit

(Non-Exempt)

Effective January 1, 1984, the following scale shall apply.

PAY GRADE	P R O F I C I E N C Y L E V E L S				
	A	B	C	D	E
1	\$1,051	\$1,077	\$1,107	\$1,137	\$1,168
2	1,107	1,137	1,168	1,202	1,236
3	1,168	1,202	1,236	1,269	1,304
4	1,236	1,269	1,304	1,340	1,379
5	1,304	1,340	1,379	1,417	1,457
6	1,379	1,417	1,457	1,498	1,540
7	1,457	1,498	1,540	1,583	1,628
8	1,540	1,583	1,628	1,674	1,720
9	1,628	1,674	1,720	1,769	1,821
10	1,720	1,769	1,821	1,871	1,923
11	1,821	1,871	1,923	1,978	2,035
12	1,923	1,978	2,035	2,092	2,152
13	2,035	2,092	2,152	2,217	2,281
14	2,152	2,217	2,281	2,347	2,413

Exhibit B

APPENDIX IV-3A

CITY OF REDMOND

SALARY PLAN A-1

MANAGEMENT, PROFESSIONAL, ADMINISTRATIVE
City Hall Bargaining Unit
(Exempt Salary Structure)

Effective January 1, 1984, the following scale shall apply.

<u>SALARY GRADE</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>MIN. TO MAX. RANGE</u>
40	\$1,883	\$2,274	\$391
41	1,972	2,382	410
42	2,071	2,498	427
43	2,168	2,616	448
44	2,274	2,747	473
45	2,382	2,879	497

APPENDIX IV-5A

CITY OF REDMOND

SALARY PLAN B-1

OFFICE, TECHNICAL, MANUAL SKILLS

City Hall Bargaining Unit
 (Non-Exempt)

Effective January 1, 1984, the following scale shall apply.

PAY GRADE	P R O F I C I E N C Y L E V E L S				
	A	B	C	D	E
1	\$1,051	\$1,077	\$1,107	\$1,137	\$1,168
2	1,107	1,137	1,168	1,202	1,236
3	1,168	1,202	1,236	1,269	1,304
4	1,236	1,269	1,304	1,340	1,379
5	1,304	1,340	1,379	1,417	1,457
6	1,379	1,417	1,457	1,498	1,540
7	1,457	1,498	1,540	1,583	1,628
8	1,540	1,583	1,628	1,674	1,720
9	1,628	1,674	1,720	1,769	1,821
10	1,720	1,769	1,821	1,871	1,923
11	1,821	1,871	1,923	1,978	2,035
12	1,923	1,978	2,035	2,092	2,152
13	2,035	2,092	2,152	2,217	2,281
14	2,152	2,217	2,281	2,347	2,413

APPENDIX IV-7

Ordinance No. 1168

Effective: 1-1-84

PAY PLAN C-1

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 UNION NO. 763

(Representing the Police Clerk Dispatchers)

January 1, 1984

<u>CLASSIFICATION</u>	<u>Step A</u> <u>00-12m</u>	<u>Step B</u> <u>13-24m</u>	<u>Step C</u> <u>25-36m</u>	<u>Step D</u> <u>37-48m</u>	<u>Step E</u> <u>49-60m</u>	<u>Step F</u> <u>61m+</u>
Clerk Dispatcher	\$1,275	\$1,433	\$1,470	\$1,520	\$1,562	\$1,616
Lead Clerk Dispatcher	\$1,520	\$1,608	\$1,653	\$1,703	\$1,755	\$1,755

Exhibit E

APPENDIX IV-8

CITY OF REDMOND

PAY PLAN D

Firefighter's Bargaining Unit
 January 1, 1984 - June 30, 1984

<u>Grade</u>		<u>Step A</u> 0-12M	<u>Step B</u> 13-24M	<u>Step C</u> 25-36M	<u>Step D</u> 37-48M	<u>Step E</u> 49M+
70	Firefighter	\$1,494	\$1,600	\$1,707	\$1,922	\$2,135

<u>Grade</u>		<u>Step A</u> 0-6M	<u>Step B</u> 7-18M	<u>Step C</u> 19-30M	<u>Step D</u> 31M+
71	Driver/Op. Inspector/ Investigator	\$2,188	\$2,242	\$2,298	\$2,349

<u>Grade</u>		<u>Step A</u> 0-12M	<u>Step B</u> 13-24M	<u>Step C</u> 25M+
72	Lieutenant	\$2,466	\$2,528	\$2,584

APPENDIX IV-9A
 CITY OF REDMOND
 WAGE PLAN D-1
 FIRE DEPARTMENT PAY PLAN
 (Non-Represented)

<u>PAY GRADE</u>	----- Proficiency Levels -----				
	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>
81	\$ 914	\$1,001	\$1,086	\$1,172	\$1,259
82	1,172	1,259	1,344	1,431	1,517
83	1,431	1,517	1,603	1,689	1,776
84	1,689	1,776	1,862	1,948	2,034
85	1,948	2,034	2,121	2,206	2,292
86	2,206	2,292	2,379	2,464	2,551
87	2,464	2,551	2,637	2,723	2,809
88	2,474				3,143

APPENDIX IV-11

Ordinance No. 1168
 Effective: 1-1-84

CITY OF REDMOND

SALARY PLAN E

OFFICE AND TECHNICAL

* * Non-Exempt * *
 (Non-Bargaining Unit)

<u>SALARY GRADE</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>
70	\$1,066	\$1,099	\$1,130	\$1,165	\$1,200
71	1,130	1,165	1,199	1,234	1,272
72	1,197	1,234	1,271	1,309	1,348
73	1,269	1,309	1,347	1,387	1,429
74	1,345	1,387	1,428	1,471	1,515
75	1,428	1,471	1,515	1,561	1,607
76	1,515	1,561	1,607	1,653	1,703
77	1,607	1,653	1,703	1,754	1,806
78	1,703	1,754	1,806	1,859	1,917
79	1,806	1,859	1,917	1,975	2,033

Management, Professional, Administrative

* * * * * Exempt * * * * *

(Non Bargaining Unit)

	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>MIN. TO MAX. RANGE</u>
80	\$1,847	\$2,344	\$497
81	1,939	2,463	524
82	2,035	2,585	550
83	2,137	2,713	576
84	2,244	2,850	606
85	2,355	2,993	638
86	2,474	3,143	669
87	2,597	3,300	703
88	2,725	3,461	736
89	2,863	3,637	774
90	3,007	3,819	812
91	3,156	4,009	853
92	3,315	4,211	896

APPENDIX IV-12A
CITY OF REDMOND
PAY PLAN P-N/R
PERMANENT NON-REGULAR
NON-EXEMPT
NON-BARGAINING UNIT

<u>PAY GRADE</u>	<u>A</u>	<u>B</u>	<u>C</u>
1	\$5.92	\$6.09	\$6.27
2	6.27	6.46	6.65
3	6.65	6.85	7.05
4	7.05	7.26	7.47
5	7.47	7.69	7.92
6	7.92	8.15	8.39

Exhibit I

PERSONNEL ADMINISTRATION MANUAL

INDEX TO APPENDIX IV

Appendix IV-1	Index of Job Titles Plan A, Shops Exempt
Appendix IV-2	Salary Plan A, Shops Exempt
Appendix IV-3	Index of Job Titles Plan A-1, City Hall Exempt
Appendix IV-3A	Salary Plan A-1, City Hall Exempt
Appendix IV-4	Index of Job Titles Plan B, Shops Non-Exempt
Appendix IV-4A	Salary Plan B, Shops Non-Exempt
Appendix IV-5	Index of Job Titles Plan B-1, City Hall Non-Exempt
Appendix IV-5A	Salary Plan B-1, City Hall Non-Exempt
Appendix IV-6	Salary Plan C, Police Bargaining Unit
Appendix IV-7	Salary Plan C-1, Clerk Dispatchers Bargaining Unit
Appendix IV-8	Index of Job Titles and Salary Plan D, Firefighters Bargaining Unit
Appendix IV-9	Index of Job Titles Plan D-1, Fire Department Non-Represented
Appendix IV-9A	Salary Plan D-1, Fire Department Non-Represented
Appendix IV-10	Index of Job Titles Plan E, Management, Administrative & Non-Represented
Appendix IV-11	Salary Plan E, Management, Administrative & Non-Represented
Appendix IV-12	Index of Job Titles, Permanent Non-Regular (PN-R), Non-Exempt
Appendix IV-12A	Salary Plan, Permanent Non-Regular (PN-R), Non-Exempt