

ORDINANCE NO: 1352

ORIGINAL

AN ORDINANCE OF THE CITY OF REDMOND, WASHINGTON, AMENDING
THE PERSONNEL ADMINISTRATION MANUAL 1974 EDITION,
APPENDIX IV BY REVISING VARIOUS PAY PLANS AND SETTING
1987 SALARIES AND WAGES FOR CITY EMPLOYEES

WHEREAS, the City of Redmond has entered into collective bargaining agreements with various employee associations providing for across-the-board adjustments in 1987 pay rates for City employees covered by said agreements; and,

WHEREAS, the City wishes to provide for across-the board adjustments in 1987 salaries and wages for its non-union and executive level employees; and

WHEREAS, such adjustments should be reflected by a change to the City's Personnel Administration Manual; now, therefore,

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

Section 1. Appendix IV of the Personnel Administration Manual, 1974 Edition, adopted by Section 2.02.110 of the Redmond Municipal Code is hereby amended by adjusting the salaries of police officers and sergeants effective January 1, 1987, amending Pay Schedule C as set forth in Exhibit A attached hereto and incorporated by this reference as if set forth in full.

Section 2. Appendix IV of the Personnel Administration Manual, 1974 Edition, is hereby amended by adjusting the salaries of Communications Dispatchers effective January 1, 1987, amending Pay Schedule C-1 as set forth in Exhibit B attached hereto and incorporated by this reference as if set forth in full.

Section 3. Appendix IV of the Personnel Administration Manual, 1974 Edition, is hereby amended by adjusting the salaries of Communications Dispatchers and revising the pay plan structure effective September 1, 1987, amending Pay Schedule C-1 as set forth in Exhibit C attached hereto and incorporated by this reference as if set forth in full. On the effective date Communications Dispatchers will be placed at pay steps on the

revised plan as provided for in the signed collective bargaining agreement between the City of Redmond and the Redmond Police Officers Association representing the Police Support Bargaining Unit and dated October 8, 1986.

Section 4. Appendix IV of the Personnel Administration Manual, 1974 Edition, is hereby amended by adjusting the salaries and wages of non-union employees, supervisors and managers, of maintenance worker classifications represented by the Washington State Council of City and County Employees, Local 21-RD and of the clerical and technical classifications represented by the Redmond Police Officers Association, amending Pay Schedule G - General Pay Plan, effective January 1, 1987, as set forth in Exhibit D attached hereto and incorporated by this reference as if set forth in full. It is the intent of this section that it apply only to those employee groups specified herein and not apply to employees represented by the Redmond City Hall Employees Association (RCHEA) who shall continue to be paid on Pay Schedule G of 1986, adopted by Ordinance No. 1345, until such time as settlement is reached between the City and RCHEA, whereupon the salaries and wages of RCHEA bargaining unit members will be adjusted consistent with the terms of such settlement.

Section 5. Appendix IV of the Personnel Administration Manual, 1974 Edition, is hereby amended by adjusting the salaries of department heads and the Executive Assistant to the Mayor effective January 1, 1987, amending Pay Schedule E - Executive Pay Plan, as set forth in Exhibit E attached hereto and incorporated by this reference as if set forth in full.

Section 6. The annual salary of the Mayor shall be \$45,835 effective January 1, 1987.

Section 7. This ordinance, being an administrative action is not subject to referendum and shall take effect five (5) days after its publication, or publication of a summary thereof, in the City's official newspaper.

CITY OF REDMOND

Doreen Marchione
MAYOR, DOREEN MARCHIONE

ATTEST/AUTHENTICATED:

Doris A. Schauble
CITY CLERK, DORIS A. SCHAIBLE
APPROVED AS TO FORM:
OFFICE OF THE ATTORNEY

BY: *John C. Patton*

FILED WITH THE CITY CLERK: December 11, 1986
PASSED BY THE CITY COUNCIL: December 16, 1986
SIGNED BY THE MAYOR: December 17, 1986
PUBLISHED: December 21, 1986
EFFECTIVE DATE: December 26, 1986
ORDINANCE NUMBER: 1352

CITY OF REDMOND
PAY SCHEDULE "C"

EFFECTIVE DATE: 1-1-87
ORDINANCE NO.: 1352

POLICE OFFICERS PAY PLAN

PAY GRADE -----	STEP A -----	STEP B -----	STEP C -----	STEP D -----	STEP E -----	STEP F -----
OFFICER	2,379 13.67	2,453 14.10	2,525 14.51	2,601 14.95	2,677 15.39	2,759 15.86
SERGEANT	2,992 17.20	3,082 17.71	3,174 18.24			

CITY OF REDMOND
PAY SCHEDULE "C1"

EFFECTIVE DATE: 1-1-87
ORDINANCE NO.: 1352

POLICE SUPPORT PAY PLAN

<u>PAY GRADE</u>	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	<u>STEP F</u>
DISPATCHERS	1,483 3.52	1,668 9.59	1,712 9.94	1,769 10.17	1,818 10.45	1,881 10.81

EFFECTIVE DATE: 9-1-87
ORDINANCE NO: 1352

CITY OF REDMOND
PAY SCHEDULE "C-1"

POLICE SUPPORT PAY PLAN

<u>PAY GRADE</u>	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	<u>STEP F</u>
Communications Dispatcher	\$1,655 9.51	\$1,713 9.84	\$1,773 10.19	\$1,835 10.55	\$1,899 10.91	\$1,965 11.29

CITY OF REDMOND

PAY SCHEDULE "G"

CLASSIFICATION ALIGNMENT

Effective: January 1, 1987

Pay Grade

1		
2		
3	OFFICE CLERK	
4		
5	Office Assistant	Maintenance Custodian
6		
7		
8	Meter Reader MAINTENANCE WORKER (Parks and Public Works)	
9	ADMINISTRATIVE SECRETARY	
10	Executive Secretary Farm Caretaker	Crime Analyst/ Evidence Technician
11	Assistant Fire Mechanic Mechanic Employment & Benefits Coordinator*	SENIOR MAINTENANCE WORKER (Parks & Public Works)

* Exempt Positions
All Caps: Benchmark Positions

Pay Grade

- | | | |
|----|---|--|
| 12 | Equipment Maintenance
Technician
Community Information
Coordinator* | |
| 13 | Lead Maintenance Worker
(Parks and Public Works)
Budget Analyst* | |
| 14 | Water Quality Technician
Purchasing Agent/
Storekeeper*
Traffic Light Technician
SENIOR MECHANIC | Emergency Services
Program Coordinator* |
| 15 | Fire Mechanic
Management Assistant* | |
| 16 | ACCOUNTING SERVICES SUPERVISOR*
PUBLIC WORKS SUPERVISOR*
Information Services
Supervisor*
Supervisor Records and
Communications* | Parks Maintenance
Supervisor*
City Clerk* |
| 17 | Transportation Engineer* | |
| 18 | Planning Supervisor*
Construction Engineering Supervisor* | |
| 19 | Assistant City Engineer*
General Services Manager*
Parks Division Manager* | Battalion Chief*
Recreation Division
Manager* |
| 20 | Street Division Manager*
Building Division Manager* | Utility Manager* |
| 21 | City Engineer*
Commander*
Assistant Fire Chief*
General Services/Building
Official* | Assistant Planning
Director*
Assistant Finance Director* |

* Exempt Positions
All Caps: Benchmark Positions

CITY OF REDMOND
 GENERAL PAY PLAN

PAY SCHEDULE "G"

(General Pay Plan for non-uniformed employees covered by bargaining units,
 all non-represented and exempt employees other than department heads,
 all regular part-time employees)

Effective: January 1, 1987

<u>Pay Grade</u>	<u>Step A*</u>	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>	<u>Step E*</u>
1	\$1,136 6.53	\$1,165 6.70	\$1,194 6.86	\$1,227 7.05	\$1,260 7.24	\$1,296 7.45	\$1,333 7.66
2	\$1,194 6.86	\$1,227 7.05	\$1,260 7.24	\$1,296 7.45	\$1,333 7.66	\$1,370 7.87	\$1,407 8.09
3	\$1,260 7.24	\$1,296 7.45	\$1,333 7.66	\$1,370 7.87	\$1,407 8.09	\$1,445 8.31	\$1,486 8.54
4	\$1,333 7.66	\$1,370 7.87	\$1,407 8.09	\$1,445 8.31	\$1,486 8.54	\$1,529 8.79	\$1,572 9.03
5	\$1,407 8.09	\$1,445 8.31	\$1,486 8.54	\$1,529 8.79	\$1,572 9.03	\$1,615 9.28	\$1,661 9.55
6	\$1,486 8.54	\$1,529 8.79	\$1,572 9.03	\$1,615 9.28	\$1,661 9.55	\$1,708 9.82	\$1,755 10.09
7	\$1,572 9.03	\$1,615 9.28	\$1,661 9.55	\$1,708 9.82	\$1,755 10.09	\$1,805 10.37	\$1,856 10.67
8	\$1,661 9.55	\$1,708 9.82	\$1,755 10.09	\$1,805 10.37	\$1,856 10.67	\$1,908 10.97	\$1,961 11.27
9	\$1,755 10.09	\$1,805 10.37	\$1,856 10.67	\$1,908 10.97	\$1,961 11.27	\$2,019 11.60	\$2,074 11.92
10	\$1,856 10.67	\$1,908 10.97	\$1,961 11.27	\$2,019 11.60	\$2,074 11.92	\$2,132 12.25	\$2,193 12.60
11	\$1,961 11.27	\$2,019 11.60	\$2,074 11.92	\$2,132 12.25	\$2,193 12.60	\$2,256 12.97	\$2,320 13.33

CITY OF REDMOND
GENERAL PAY PLAN
PAY SCHEDULE "G"

PAGE 2 (continued)

<u>Pay Grade</u>	<u>Step A*</u>	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>	<u>Step E*</u>
12	\$2,074 11.92	\$2,132 12.25	\$2,193 12.60	\$2,256 12.97	\$2,320 13.33	\$2,385 13.71	\$2,459 14.13
13	\$2,193 12.60	\$2,256 12.97	\$2,320 13.33	\$2,385 13.71	\$2,459 14.13	\$2,529 14.53	\$2,602 14.95
14	\$2,320 13.33	\$2,385 13.71	\$2,459 14.13	\$2,529 14.53	\$2,602 14.95	\$2,676 15.38	\$2,757 15.85
15	\$2,459 14.13	\$2,530 14.54	\$2,602 14.95	\$2,676 15.38	\$2,757 15.84	\$2,838 16.31	\$2,922 16.79
16	\$2,602 14.95			\$2,837 16.31			\$3,098 17.81
17	\$2,757 15.85			\$3,008 17.29			\$3,284 18.87
18	\$2,922 16.79			\$3,188 18.32			\$3,479 19.99
19	\$3,098 17.81			\$3,378 19.41			\$3,688 21.20
20	\$3,284 18.87			\$3,581 20.58			\$3,910 22.47
21	\$3,479 19.99			\$3,797 21.82			\$4,146 23.83
22	\$3,688 21.20			\$4,024 23.13			\$4,394 25.25
23	\$3,910 22.47			\$4,266 24.52			\$4,658 26.77

Effective Date: 1-1-87
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CITY OF REDMOND
PAY SCHEDULE "E"
EXECUTIVE PAY PLAN

<u>EXECUTIVE MANAGEMENT PAY GRADE</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
I Public Works Police Fire	\$3732	\$4392	\$5053
II Finance Executive Assistant	3460	4073	4685
III Plan/Comm Dev Parks & Rec Personnel	3331	3918	4504

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EXHIBIT "E"