

**ORIGINAL**

ORDINANCE NO. 1400

AN ORDINANCE OF THE CITY OF REDMOND, WASHINGTON, SETTING 1988 RATES OF PAY FOR CITY EMPLOYEES, IMPLEMENTING CERTAIN RECLASSIFICATIONS, AND EXTENDING CERTAIN BENEFITS TO THE MAYOR

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WHEREAS, the City of Redmond agreed through the collective bargaining process to grant across the board adjustments in pay for 1988 to general government employees represented by the Redmond City Hall Employees' Association, municipal maintenance workers represented by the Washington State Council of City and County Employees, and firefighters represented by the Redmond Firefighters Union; and

WHEREAS, the City wishes to grant its non-union employees an across the board adjustment in pay equal to that granted bargaining unit employees; and

WHEREAS, changes in the scope and responsibilities of certain positions caused them to be reclassified which should now be reflected by placement at higher pay levels on the City's pay plans; and

WHEREAS, it is desirable to formally provide benefits to the Mayor of Redmond comparable to those provided other executive level employees in the City, now, therefore

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

Section 1. "Pay Plan D - Firefighters" covering firefighters, driver/operators, inspector/investigators, and lieutenants, adopted by Ordinance No. 1365 is hereby amended, granting a three percent across the board increase in 1988 pay rates over rates of pay in effect December 31, 1987, as set forth in Exhibit I attached hereto and incorporated by this reference as if set forth in full.

Section 2. "Pay Plan G - General" covering both non-union general government employees and employees represented by the Redmond City Hall Employees Association and Washington State Council of City and County Employees Local 21-RD, adopted by Ordinance No. 1382 is hereby amended, granting a three percent across the board increase in 1988 pay

rates over rates of pay in effect December 31, 1987 and implementing approved reclassifications of the Utility Manager, Accounting Manager, Executive Secretary, and Purchasing Agent/Storekeeper, and adding the new classification of Staff Accountant to the plan, as set forth in Exhibit II attached hereto and incorporated by this reference as if set forth in full.

Section 3. "Pay Plan E - Executive" covering department heads and the Mayor's Executive Assistant, adopted by Ordinance No. 1352 is hereby amended, granting a three percent across the board increase in 1988 pay rates over rates of pay in effect December 31, 1987, as set forth in Exhibit III attached hereto and incorporated by this reference as if set forth in full.

Section 4 Henceforth the Mayor of Redmond shall receive the same benefits, including vacation and sick leave as provided department head employees of the City.

Section 5. The changes to Pay Plans D, G, and E effected by this ordinance shall be effective as of January 1, 1988.

Section 6. 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

  
MAYOR, DOREEN MARCHIONE

ATTEST/AUTHENTICATED:

  
CITY CLERK, DORIS SCHAIBLE

APPROVED AS TO FORM:  
OFFICE OF THE CITY ATTORNEY

BY: 

FILED WITH THE CITY CLERK: 12-3-87  
PASSED BY THE CITY COUNCIL: 12-8-87  
SIGNED BY THE MAYOR: 12-8-87  
EFFECTIVE DATE: 1-1-87  
ORDINANCE NUMBER: 1400  
PUBLISHED: 12-13-87

CITY OF REDMOND  
PAY SCHEDULE 'D'

Ordinance: 1400  
Effective: January 1, 1988

FIREFIGHTER, DRIVER OPERATOR AND LIEUTENANT

PAY GRADE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F
70 Firefighter	1,940 8.79	2,061 9.34	2,181 9.88	2,426 11.00	2,668 12.09	2,695 12.21
71 Driver/ Operator	2,617 11.86	2,679 12.14	2,742 12.43	2,800 12.69	2,826 12.81	
72 Inspector/ Investigator	2,617 15.10	2,679 15.46	2,742 15.82	2,800 16.15	2,826 16.31	
73 Lieutenant	2,948 13.36	3,018 13.68	3,082 13.97	3,108 14.09		

EXHIBIT I

Ordinance No. 1400

CITY OF REDMOND  
 PAY SCHEDULE 'G'

Ordinance: 1400  
 Effective: January 1, 1988

GENERAL

PAY GRADE	STEP A*	STEP A	STEP B	STEP C	STEP D	STEP E	STEP E*
1	1,170 6.75	1,200 6.92	1,230 7.10	1,264 7.29	1,298 7.49	1,335 7.70	1,373 7.92
2	1,230 7.10	1,264 7.29	1,298 7.49	1,335 7.70	1,373 7.92	1,411 8.14	1,449 8.36
3	1,298 7.49	1,335 7.70	1,373 7.92	1,411 8.14	1,449 8.36	1,488 8.59	1,531 8.83
4	1,373 7.92	1,411 8.14	1,449 8.36	1,488 8.59	1,531 8.83	1,575 9.09	1,619 9.34
5	1,449 8.36	1,488 8.59	1,531 8.83	1,575 9.09	1,619 9.34	1,663 9.60	1,711 9.87
6	1,531 8.83	1,575 9.09	1,619 9.34	1,663 9.60	1,711 9.87	1,759 10.15	1,808 10.43
7	1,619 9.34	1,663 9.60	1,711 9.87	1,759 10.15	1,808 10.43	1,859 10.73	1,912 11.03
8	1,711 9.87	1,759 10.15	1,808 10.43	1,859 10.73	1,912 11.03	1,965 11.34	2,020 11.65
9	1,808 10.43	1,859 10.73	1,912 11.03	1,965 11.34	2,020 11.65	2,080 12.00	2,136 12.32
10	1,912 11.03	1,965 11.34	2,020 11.65	2,080 12.00	2,136 12.32	2,196 12.67	2,259 13.03
11	2,020 11.65	2,080 12.00	2,136 12.32	2,196 12.67	2,259 13.03	2,324 13.41	2,390 13.79
12	2,136 12.32	2,196 12.67	2,259 13.03	2,324 13.41	2,390 13.79	2,457 14.18	2,533 14.61
13	2,259 13.03	2,324 13.41	2,390 13.79	2,457 14.18	2,533 14.61	2,605 15.03	2,680 15.46
14	2,390 13.79	2,457 14.18	2,533 14.61	2,605 15.03	2,680 15.46	2,756 15.90	2,840 16.39
15	2,533 14.61	2,606 15.03	2,680 15.46	2,756 15.90	2,840 16.39	2,923 16.86	3,010 17.37
16	2,680			2,922			3,191

	15.46	16.86	18.41
17	2,840 16.39	3,098 17.87	3,383 19.51
18	3,010 17.37	3,284 18.95	3,583 20.67
19	3,191 18.41	3,479 20.07	3,799 21.92
20	3,383 19.52	3,688 21.28	4,027 23.23
21	3,583 20.67	3,911 22.56	4,270 24.64
22	3,799 21.92	4,145 23.91	4,526 26.11
23	4,027 23.23	4,394 25.35	4,798 27.68

EXHIBIT II

CITY OF REDMOND

PAY SCHEDULE "G"

CLASSIFICATION ALIGNMENT

Effective: January 1, 1988

Pay Grade

1		
2		
3	OFFICE CLERK Data Entry Clerk Printer's Assistant	
4		
5	Office Assistant Maintenance Custodian	
6	ACCOUNTING CLERK Computer Operations Assistant	
7	SENIOR OFFICE ASSISTANT Secretary Printing Technician	
8	Accounting Assistant Recreation Program Assistant MAINTENANCE WORKER (Parks and Public Works)	Meter Reader Permit Coordinator Computer Operator
9	ADMINISTRATIVE SECRETARY	Senior Recreation Program Assistant
10	Farm Caretaker	
11	ENGINEERING AIDE Senior Accounting Assistant Employment & Benefits Coordinator* Computer Programmer/Analyst Executive Secretary	Assistant Fire Mechanic Deputy City Clerk Planning Technician SENIOR MAINTENANCE WORKER (Parks & Public Works)

\* Exempt Positions  
All Caps: Benchmark Positions

Pay Grade

12	Building Inspector Engineering Technician Community Information Coordinator*	Equipment Maintenance Technician Mechanic
13	SENIOR BUILDING INSPECTOR CONSTRUCTION INSPECTOR Budget Analyst* SENIOR COMPUTER PROGRAMMER/ ANALYST Staff Accountant*	Recreation Coordinator* Lead Maintenance Worker (Parks and Public Works) Senior Engineering Technician
14	Water Quality Technician Traffic Light Technician SENIOR MECHANIC	Senior Recreation Coordinator* Emergency Services Program Coordinator*
15	Fire Mechanic Human Services Planner* Lead Construction Inspector Senior Center Supervisor* Purchasing Agent/ Storekeeper*	PLANNER* Management Assistant* Lead Building Inspector
16	PUBLIC WORKS SUPERVISOR* Park Planner* Senior Planner* Transportation Planner* Supervisor Records and Communications*	Parks Maintenance Supervisor* CIVIL ENGINEER* Information Services Supervisor* City Clerk*
17	SENIOR CIVIL ENGINEER*	Transportation Engineer*
18	Planning Supervisor* Construction Engineering Supervisor*	Accounting Manager*
19	Assistant City Engineer* General Services Manager* Parks Division Manager*	Battalion Chief* Recreation Division Manager*
20	Street Division Manager* Building Division Manager*	Assistant Director for Financial Planning*
21	City Engineer* Commander* Assistant Fire Chief* Utility Manager*	Assistant Planning Director* General Services Manager/ Building Official*

\* Exempt Positions  
All Caps: Benchmark Positions

Ordinance No. 1400  
0272J/3-4

CITY OF REDMOND  
PAY SCHEDULE 'E'

Ordinance: 1400  
Effective: January 1, 1988

DEPARTMENT HEAD PAY PLAN

<u>PAY GRADE</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
I    PUBLIC WORKS POLICE FIRE	3,844	5,205
II    FINANCE EXECUTIVE ASST	3,564	4,826
III   PLAN/COMM DEV PARKS & REC PERSONNEL	3,431	4,639