

AN ORDINANCE OF THE CITY OF REDMOND, WASHINGTON, SETTING 1989 RATES OF PAY FOR POLICE OFFICERS, FIREFIGHTERS, AND NON-UNION EMPLOYEES AND IMPLEMENTING CERTAIN CHANGES AND ADDITIONS TO THE CITY'S CLASSIFICATION PLANS.

WHEREAS, the City of Redmond agreed through the collective bargaining process to grant across-the-board adjustments in pay for 1989 to police officers represented by the Redmond Police Officers' Association 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 changes to the City's pay plans; and

WHEREAS, the City Council in adopting the 1989 budget authorized the addition of certain positions which should now be formally added to the City's classification plans; and now, therefore

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

Section 1. "Pay Plan C - Police Officers and Sergeants," and "Pay Plan C-2 - Police Officers," adopted by Ordinance Number 1414 is hereby amended, to grant a 3% across-the-board increase in 1989 pay rates over rates of pay in effect 31 December 1988, as set forth in Exhibit A attached hereto and incorporated by this reference as if set forth in full.

Section 2. "Pay Plan D - Firefighters" covering firefighters, driver/operators, inspector/investigators, and lieutenants, adopted by Ordinance Number 1400 is hereby amended, to grant a 3% across-the-board increase in 1989 pay rates over rates of pay in effect 31 December 1988, provided that 1989 hourly rates are based on a work year of 2624 hours, as set forth in Exhibit B attached hereto and incorporated by this reference as if set forth in full.

Section 3. "Pay Plan G - General" covering both non-union general government employees and general government employees represented by the Redmond City Hall Employees Association (RCHEA), Washington State Council of City and County Employees Local 21-RD, and Redmond Police Officers Association (RPOA) adopted by Ordinance 1441 is hereby amended, to grant a 3% across-the-board increase in 1989 pay rates of pay in effect 31 December 1988, provided 1988 rates shall continue to apply to those individuals represented by RCHEA, Local 21-RD, and RPOA; to implement approved reclassifications of Public Works Office Supervisor, Traffic Signal Technician, Senior Traffic Signal Technician, and Street Division Manager; and to add the new classification of Police Support Officer to the plan, as set forth in Exhibit C attached hereto and incorporated by this reference as if set forth in full.

Section 4. "Pay Plan E - Executive" covering department heads and the Mayor's Executive Assistant, adopted by Ordinance 1400 is hereby amended, to grant a 3% across-the-board increase in 1989 pay rates over rates of pay in effect 31 December 1988, as set forth in Exhibit D attached hereto and incorporated by this reference as if set forth in full.

Section 5. The changes to Pay Plans C, C-2, D, G and E effectuated by this ordinance shall be effective as of 1 January 1989.

Section 6. Effective 1 January 1989, the annual salary for the office of the Mayor shall be \$52,530.

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

CITY OF REDMOND

Doreen Marchione
MAYOR, DORÉEN MARCHIONE

ATTEST/AUTHENTICATED:

Doris A. Schaible
CITY CLERK, DORIS A. SCHAIBLE

APPROVED AS TO FORM:
OFFICE OF THE ATTORNEY

BY: *James C. Martin*

FILED WITH THE CITY CLERK:	December 8, 1988
PASSED BY THE CITY COUNCIL:	December 13, 1988
SIGNED BY THE MAYOR:	December 14, 1988
PUBLISHED:	December 18, 1988
EFFECTIVE DATE:	January 1, 1989
ORDINANCE NUMBER:	<u>1463</u>

CITY OF REDMOND

PAY PLAN "C"

POLICE OFFICERS AND SERGEANT

Effective: 1 January 1989

	<u>STEP A</u> <u>00-12m</u>	<u>STEP B</u> <u>13-18m</u>	<u>STEP C</u> <u>19-30m</u>	<u>STEP D</u> <u>31-42m</u>	<u>STEP E</u> <u>43-54m</u>	<u>STEP F*</u> <u>55m +</u>
(1) Police Officer	\$2,524 14.56	2,602 15.01	2,679 15.45	2,759 15.92	2,840 16.38	2,927 16.89

*Time periods do not apply to officers employed as of January 1986.

	<u>STEP A</u> <u>00-12m</u>	<u>STEP B</u> <u>13-24m</u>	<u>STEP C</u> <u>25m +</u>
(5) Sergeant	\$3,174 18.31	3,270 18.86	3,367 19.43

CITY OF REDMOND

PAY PLAN "C-2"

POLICE OFFICER

Effective: 1 January 1989

For all new police officers hired after 1 January 1988 the step plan shall be as follows:

	<u>STEP A</u> <u>0-12m</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>49m +</u>
(2) Police Officer	\$2,524 14.56	2,624 15.14	2,725 15.72	2,826 16.30	2,927 16.89

CITY OF REDMOND

PAY PLAN "D"

FIREFIGHTER, DRIVER OPERATOR AND LIEUTENANT

Effective: 1 January 1989

<u>PAY GRADE</u>	<u>STEP A</u> <u>0-12m</u>	<u>STEP B</u> <u>13-24m</u>	<u>STEP C</u> <u>25-36m</u>	<u>STEP D</u> <u>34-78m</u>	<u>STEP E</u> <u>49m +</u>	<u>STEP F</u> <u>_____</u>
<u>70</u> -Firefighter (2624 Annual Hours)	\$1,998 9.14	2,122 9.71	2,247 10.27	2,499 11.43	2,748 12.57	2,776 12.69
<u>71</u> -Driver/ Operator (2624 Annual Hours)	\$2,696 12.33	2,759 12.62	2,825 12.92	2,884 13.19	2,911 13.31	
<u>72</u> -Inspector/ Investigator (2080 Annual Hours)	\$2,696 15.55	2,759 15.46	2,825 16.30	2,884 16.64	2,911 16.79	
<u>73</u> -Lieutenant (2624 Annual Hours)	\$3,037 13.89	3,109 14.22	3,174 14.52	3,202 14.64		

EXHIBIT B

CITY OF REDMOND

PAY SCHEDULE "G"

CLASSIFICATION ALIGNMENT

Effective: January 1, 1989

Pay Grade

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

* Exempt Positions
All Caps: Benchmark Positions

Pay Grade

12	Building Inspector Engineering Technician Community Information Coordinator* Code Enforcement Officer	Equipment Maintenance Technician Mechanic Employment & Benefits Coordinator*
13	SENIOR BUILDING INSPECTOR CONSTRUCTION INSPECTOR Budget Analyst* SENIOR COMPUTER PROGRAMMER/ ANALYST Staff Accountant* Traffic Signal Technician	Recreation Coordinator* Lead Maintenance Worker (Parks and Public Works) Senior Engineering Technician Water Quality Technician
14	Senior Recreation Coordinator* SENIOR MECHANIC	Emergency Services Program Coordinator* Senior Traffic Signal Technician
15	Fire Mechanic Human Services Planner* Lead Construction Inspector Senior Center Supervisor* Purchasing Agent/ Storekeeper*	PLANNER* Management Assistant* Lead Building Inspector Lead Water Quality Technician PC Systems Coordinator*
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* Risk Manager*	Transportation Engineer*
18	Planning Supervisor* Construction Engineering Supervisor*	Accounting Manager*
19	Assistant City Engineer* General Services Manager* Parks Division Manager* Street Division Manager*	Battalion Chief* Recreation Division Manager*
20	Assistant Finance Director*	Building Division Manager* Storm Water Utility Manager*
21	City Engineer* Commander* Assistant Fire Chief* Utility Manager* Transportation Policy Manager*	Assistant Planning Director* General Services Manager/ Building Official*

* Exempt Positions

All Caps: Benchmark Positions

CITY OF REDMOND
GENERAL PAY PLAN

PAY SCHEDULE "G"

(General Pay Plan for non-union employees)

Effective: 1 January 1989

<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	1,205 6.95	1,236 7.13	1,267 7.31	1,302 7.51	1,337 7.71	1,375 7.93	1,414 8.16
2	1,267 7.31	1,302 7.51	1,337 7.71	1,375 7.93	1,414 8.16	1,453 8.39	1,493 8.61
3	1,337 7.71	1,375 7.93	1,414 8.16	1,453 8.39	1,493 8.61	1,533 8.84	1,576 9.10
4	1,414 8.16	1,453 8.39	1,493 8.61	1,533 8.84	1,576 9.10	1,622 9.36	1,668 9.62
5	1,493 8.61	1,533 8.84	1,576 9.10	1,622 9.36	1,668 9.62	1,713 9.88	1,762 10.17
6	1,576 9.10	1,622 9.36	1,668 9.62	1,713 9.88	1,762 10.17	1,812 10.45	1,862 10.74
7	1,668 9.62	1,713 9.88	1,762 10.17	1,812 10.45	1,862 10.74	1,915 11.05	1,969 11.36
8	1,762 10.17	1,812 10.45	1,862 10.74	1,915 11.05	1,969 11.36	2,024 11.68	2,080 12.00
9	1,862 10.74	1,915 11.05	1,969 11.36	2,024 11.68	2,080 12.00	2,142 12.36	2,200 12.69
10	1,969 11.36	2,024 11.68	2,080 12.00	2,142 12.36	2,200 12.69	2,262 13.05	2,327 13.42
11	2,080 12.00	2,142 12.36	2,200 12.69	2,262 13.05	2,327 13.42	2,393 13.81	2,461 14.20

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	2,200 12.69	2,262 13.05	2,327 13.42	2,393 13.81	2,461 14.20	2,530 14.18	2,609 15.05
13	2,327 13.42	2,393 13.81	2,461 14.20	2,530 14.18	2,609 15.05	2,683 15.48	2,760 15.93
14	2,461 14.20	2,530 14.18	2,609 15.05	2,683 15.48	2,760 15.93	2,839 16.38	2,925 16.39
15	2,609 15.05	2,684 15.49	2,760 15.93	2,839 16.38	2,925 16.39	3,011 17.37	3,100 17.37
16	2,760 15.93			3,010 17.36			3,287 18.96
17	2,925 16.39			3,191 18.41			3,484 20.10
18	3,100 17.37			3,382 18.95			3,691 21.29
19	3,287 18.96			3,584 20.68			3,913 22.57
20	3,484 19.52			3,799 21.92			4,148 23.93
21	3,691 21.29			4,028 23.24			4,398 25.38
22	3,913 22.57			4,269 24.63			4,662 26.89
23	4,148 23.93			4,526 26.11			4,942 28.51

**CITY OF REDMOND
GENERAL PAY PLAN**

PAY SCHEDULE "G"

(General Pay Plan for non-uniformed employees covered by bargaining units)

Effective: 1 January 1988

<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	1,170 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

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	2,136 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 15.46			2,922 16.86			3,191 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 C

0272J/10-11

Ordinance No. 1463

CITY OF REDMOND

PAY PLAN "E"

EXECUTIVE PAY PLAN

Effective: 1 January 1989

<u>EXECUTIVE MANAGEMENT PAY GRADE</u>		<u>MINIMUM</u>	<u>MAXIMUM</u>
I	PUBLIC WORKS POLICE FIRE	3,959	5,361
II	FINANCE EXECUTIVE ASST	3,671	4,970
III	PLAN/COMM DEV PARKS & REC PERSONNEL	3,534	4,778