

ORDINANCE: 1538

ORIGINAL

AN ORDINANCE OF THE CITY OF REDMOND, WASHINGTON,
SETTING 1990 PAY RATES FOR GENERAL GOVERNMENT
EMPLOYEES AND IMPLEMENTING CERTAIN CHANGES 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 1990 to general government employees represented by the Redmond City Hall Employees Association, Washington State Council of County and City Employees, and the police support bargaining unit of the Redmond Police Officers Association; 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, the City wishes to set the Mayor's salary for 1990; and

WHEREAS, changes in the scope and responsibilities of certain positions have 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 1990 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 G - General", covering non-union general government employees and general government employees represented by the Redmond City Hall Employees Association, Washington State Council of City and County Employees Local 21-RD, and Redmond Police Officers Association adopted by Ordinance 1518 is hereby amended, to grant a 4% across-the-board increase in 1990 pay rates over rates of pay in effect 31 December 1989; to implement approved reclassifications of Recreation Services Supervisor, Special Services Supervisor, Senior Services Specialist, and Lead Traffic Signal Technician; and to add the new classification of Water Conservation Coordinator to the plan, as set forth in Exhibit A attached hereto and incorporated by this reference as if set forth in full.

Section 2. "Pay Plan C-1 -- Police Support Bargaining Unit", adopted by Ordinance Number 1515 is hereby amended, to grant a 4% across-the-board increase in 1990 pay rates over rates of pay in effect 31 December 1989, as set forth in Exhibit B 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 1463 is hereby amended, to grant a 4% across-the-board increase in 1990 pay rates over rates of pay in effect 31 December 1989, as set forth in Exhibit C attached hereto and incorporated by this reference as if set forth in full.

Section 4. The changes to Pay Plans G, C-1, and E effectuated by this ordinance shall be effective as of 1 January 1990.

Section 5. Ordinance 1463 is hereby amended, setting the annual salary for the office of Mayor at \$55,000, effective 1 January 1990.

Section 6. 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.

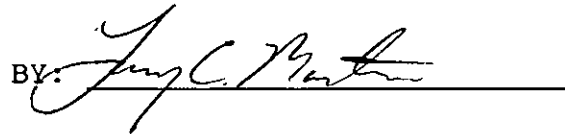
CITY OF REDMOND


MAYOR, DOREEN MARCHIONE

ATTEST/AUTHENTICATED:


CITY CLERK, DORIS A. SCHAIBLE

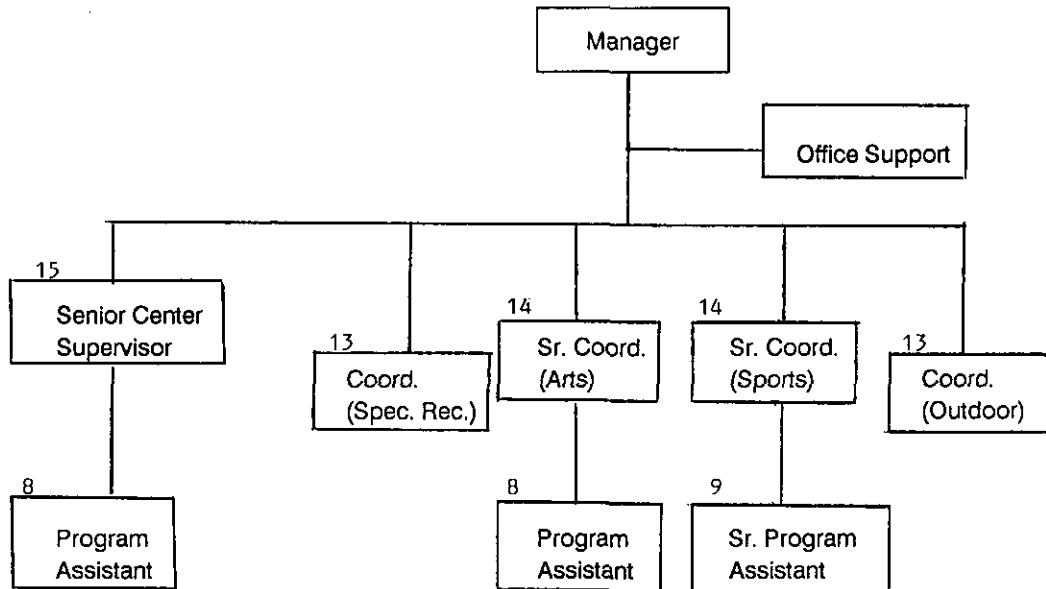
APPROVED AS TO FORM:
OFFICE OF THE ATTORNEY

BY: 

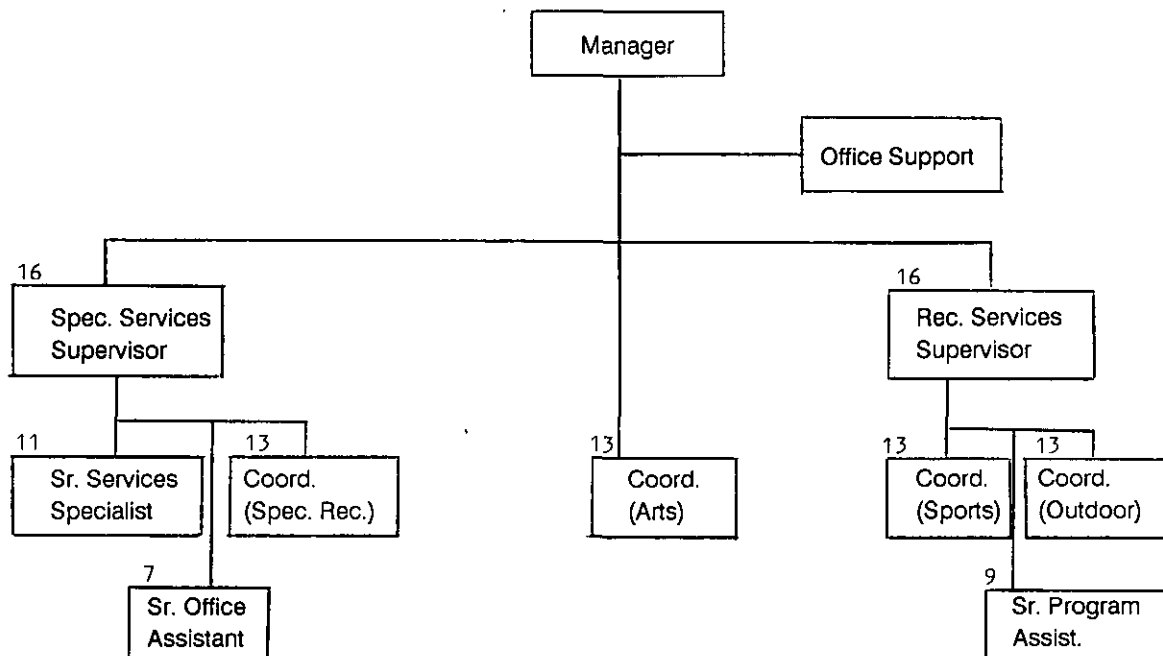
FILED WITH THE CITY CLERK:	12-14-89
PASSED BY THE CITY COUNCIL:	12-19-89
SIGNED BY THE MAYOR:	12-20-89
PUBLISHED:	12-24-89
EFFECTIVE DATE:	1-1-90
ORDINANCE NUMBER:	<u>1538</u>

RECREATION DIVISION REORGANIZATION PROPOSAL

Current Organization Chart:



Proposed Organization Chart:



PAY SCHEDULE "G"

(General Pay Plan for non-union employees,
and employees covered by the Washington State Council of
County and City Employees, Local 21-RD bargaining unit)

Effective: 1 January 1990

Pay Grade	Step A*	Step A	Step B	Step C	Step D	Step E	Step E*
1	1,253 7.23	1,285 7.42	1,318 7.60	1,354 7.81	1,390 8.02	1,430 8.25	1,471 8.48
2	1,318 7.60	1,354 7.81	1,390 8.02	1,430 8.25	1,471 8.48	1,511 8.72	1,553 8.96
3	1,390 8.02	1,430 8.25	1,471 8.48	1,511 8.72	1,553 8.96	1,594 9.20	1,640 9.46
4	1,471 8.48	1,511 8.72	1,553 8.96	1,594 9.20	1,640 9.46	1,687 9.73	1,735 10.01
5	1,552 8.95	1,594 9.20	1,640 9.46	1,687 9.73	1,735 10.01	1,782 10.28	1,832 10.57
6	1,640 9.46	1,687 9.73	1,735 10.01	1,782 10.28	1,832 10.57	1,884 10.87	1,936 11.17
7	1,735 10.01	1,782 10.28	1,832 10.57	1,884 10.87	1,936 11.17	1,992 11.49	2,048 11.81
8	1,832 10.57	1,884 10.87	1,936 11.17	1,992 11.49	2,048 11.81	2,105 12.14	2,164 12.49
9	1,936 11.17	1,992 11.49	2,048 11.81	2,105 12.14	2,164 12.49	2,228 12.85	2,288 13.20
10	2,048 11.81	2,105 12.14	2,164 12.49	2,228 12.85	2,288 13.20	2,352 13.57	2,420 13.96
11	2,164 12.49	2,228 12.85	2,288 13.20	2,352 13.57	2,420 13.96	2,490 14.36	2,560 14.77

Exhibit "A"

CITY OF REDMOND
GENERAL PAY PLAN
PAY SCHEDULE "G"

PAGE 2 (continued)

Pay Grade	Step A*	Step A	Step B	Step C	Step D	Step E	Step E*
12	2,288 13.20	2,352 13.57	2,420 13.96	2,490 14.36	2,560 14.77	2,632 15.19	2,713 15.65
13	2,420 13.96	2,490 14.36	2,560 14.77	2,632 15.19	2,713 15.65	2,790 16.10	2,870 16.56
14	2,560 14.77	2,632 15.19	2,713 15.65	2,790 16.10	2,870 16.56	2,953 17.03	3,042 17.55
15	2,713 15.65	2,791 16.10	2,870 16.56	2,953 17.03	3,042 17.55	3,131 18.07	3,224 18.60
16	2,870 16.56			3,130 18.06			3,418 19.72
17	3,042 17.55			3,319 19.15			3,623 20.90
18	3,224 18.60			3,518 20.30			3,838 22.14
19	3,418 19.72			3,726 21.50			4,070 23.48
20	3,623 20.90			3,951 22.79			4,314 24.89
21	3,838 22.14			4,189 24.17			4,574 26.39
22	4,070 23.48			4,440 25.61			4,848 27.97
23	4,314 24.89			4,707 27.16			5,140 29.65

CITY OF REDMOND**PAY PLAN "G"
GENERAL****CLASSIFICATION ALIGNMENT**

Effective: 1 January 1990

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 Police Support Officer
9	ADMINISTRATIVE SECRETARY Printing Technician 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) Recycling Program Coordinator* Water Conservation Coordinator*	Assistant Fire Mechanic Deputy City Clerk Senior Computer Operator Executive Secretary Public Works Office Supervisor Senior Services Specialist

* Exempt Positions
All Caps: Benchmark Positions

Pay Grade

12	Building Inspector Engineering Technician Community Information Coordinator* Code Enforcement Officer Computer Programmer*	Equipment Maintenance Technician Mechanic Employment & Benefits Coordinator*
13	SENIOR BUILDING INSPECTOR CONSTRUCTION INSPECTOR Budget Analyst* Senior Engineering Technician Water Quality Technician	Recreation Coordinator* Lead Maintenance Worker (Parks and Public Works) Staff Accountant* Traffic Signal Technician
14	Computer Programmer/Analyst* SENIOR MECHANIC	Emergency Services Program Coordinator*
15	Fire Mechanic Management Assistant* Lead Construction Inspector Lead Water Quality Technician	PLANNER* Lead Building Inspector PC Systems Coordinator* Lead Traffic Signal Technician
16	PUBLIC WORKS SUPERVISOR* Park Planner* Senior Planner* Transportation Planner* Supervisor Records and Communications* SENIOR PROGRAMMER/ANALYST* Recreation Services Supervisor*	Parks Maintenance Supervisor* CIVIL ENGINEER* General Services Supervisor* City Clerk* Special Services Supervisor* Human Services Planner*
17	SENIOR CIVIL ENGINEER*	Risk Manager*
18	Planning Supervisor* Transportation Engineer*	Accounting Manager*
19	Assistant City Engineer* General Services Manager* Parks Division Manager* Street Division Manager*	Battalion Chief* Recreation Division Manager* Construction Engineering Supervisor*

* Exempt Positions
All Caps: Benchmark Positions

EXHIBIT "A"

Pay Grade

20	Assistant Finance Director* Information Services Manager*	Building Division Manager* Storm Water Utility Manager*
21	City Engineer* Commander* Assistant Fire Chief* Utility Manager* Transportation Policy Manager*	Assistant Planning Director* Assistant Public Works Director*

* Exempt Positions
All Caps: Benchmark Positions

0523/PAY-PLAN/1-3

EXHIBIT "A"

Ordinance No. 1538

Ordinance: 1538
Effective: 1-1-90

Pay Plan C-1

REDMOND POLICE OFFICERS ASSOCIATION

POLICE SUPPORT BARGAINING UNIT

(Representing the Police Records Specialists, Communications Dispatchers, the Crime Analyst/Evidence Technician, and the Police Support Officer)

1 January 1990

CLASSIFICATION:

	<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>
Crime Analyst/ Evidence Technician Grade 10 - Pay Plan G	\$2,048 11.81	\$2,105 12.14	\$2,164 12.49	\$2,228 12.85	\$2,288 13.20	\$2,352 13.57	\$2,420 13.96

Police Support Officer Grade 8 - Pay Plan G	\$1,832 10.57	\$1,884 10.87	\$1,936 11.17	\$1,992 11.49	\$2,048 11.81	\$2,105 12.14	\$2,164 12.49
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	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>	<u>Step F</u>	<u>Step G</u>
Police Records Specialist "1"	\$1,594 9.20	\$1,642 9.47	\$1,691 9.76	\$1,742 10.05	\$1,794 10.35	\$1,848 10.66	\$1,903 10.98

	<u>Step A</u>
Relief Case Filing Secretary "2"	\$1,999 11.53

	<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>
Communications Dispatcher "3"	\$1,881 10.85	\$1,947 11.23	\$2,014 11.62	\$2,085 12.03	\$2,158 12.45	\$2,234 12.89

Exhibit "B"

3PP2086B

Ordinance No. 1538

CITY OF REDMOND
PAY PLAN "E"
EXECUTIVE PAY PLAN
Effective: 1 January 1990

<u>EXECUTIVE MANAGEMENT PAY GRADE</u>		<u>MINIMUM</u>	<u>MAXIMUM</u>
I	PUBLIC WORKS POLICE FIRE	4,117	5,575
II	FINANCE EXECUTIVE ASST	3,818	5,169
III	PLAN/COMM DEV PARKS & REC PERSONNEL	3,675	4,969

Exhibit "C"

058J/4/90-PAY