

CITY OF REDMOND, WASHINGTON

ORDINANCE NO. 862

AN ORDINANCE, relating to salaries and wages, and adopting supplements to the Wage and Classification Plan contained in the Personnel Administration Manual, 1974 Edition.

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

Section 1. Supplement to Wage and Classification Plan adopted. The following supplements to the Wage and Classification Plan contained in the Personnel Administration Manual, 1974 Edition, are hereby adopted and made a part of the Personnel Administration Manual, 1974 Edition. These supplements shall be inserted in the three copies of the Personnel Administration Manual, 1974 Edition, kept on file in the office of the City Clerk and shall replace and rescind the pages now contained in the manual to which the supplements pertain.

Appendix IV, page 2, City of Redmond Salary Plan A
(Management, Professional, Administration --
Exempt Salary Structure - Bargaining Unit) -
Effective 1/1/79

Appendix IV, page 5, City of Redmond Pay Plan B
(Office, Technical, Manual Skills - Non-
exempt) - Effective 1/1/79

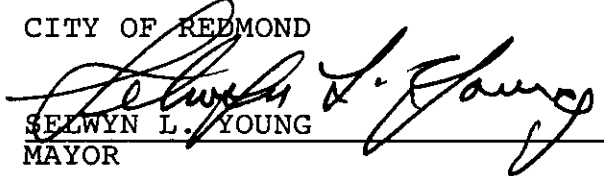
Appendix IV - 6B, City of Redmond Index of Job
Titles by Pay Grade (Police Department
Uniformed Officers --- Non-Exempt) Effective
1/1/78

A copy of the appendix supplements referred to above are attached hereto and by reference made a part hereof.

Section 2. Effective date. This ordinance shall take effect and be in force five (5) days after its publication in the manner provided by law. The salaries and wages provided in the supplements to the Wage and Classification Plan referred to in Section 1 shall take effect and be in force from and after the effective date stated in each supplement.

PASSED by the Council of the City of Redmond, Washington, at a regular meeting thereof, and APPROVED by the Mayor this 6th day of February, 1979.

CITY OF REDMOND


SELWYN L. YOUNG
MAYOR

ATTEST:


PAUL F. KUSAKABE
CITY CLERK

APPROVED AS TO FORM:


JOHN D. LAWSON
CITY ATTORNEY

Published in the Sammamish Valley News on February 14, 1979.

Appendix IV - 2

CITY OF REDMOND
SALARY PLAN A

Management, Professional, Administrative
(Exempt Salary Structure)
(Bargaining Unit)

| <u>Salary Grade</u> | <u>Min.</u> | <u>Max.</u> | <u>Min. to Max. \$ Range</u> |
|-------------------------|-------------|-------------|----------------------------------|
| 40 | \$ 1309 | \$ 1581 | \$ 272 |
| 41 | 1371 | 1656 | 285 |
| 42 | 1439 | 1737 | 298 |
| 43 | 1507 | 1820 | 313 |
| 44 | 1581 | 1910 | 329 |
| 45 | 1656 | 2002 | 346 |
| 46 | 1737 | 2099 | 362 |

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CITY OF REDMOND
PAY PLAN B

Office, Technical, Manual Skills
(Non-Exempt)

| Pay Grade | - - - - - Proficiency Levels - - - - - | | | | |
|--------------|--|------|------|------|------|
| | A | B | C | D | E |
| 1 | \$ 730 | 749 | 770 | 791 | 813 |
| 2 | 770 | 791 | 813 | 836 | 860 |
| 3 | 813 | 836 | 860 | 883 | 906 |
| 4 | 860 | 883 | 906 | 933 | 959 |
| 5 | 906 | 933 | 959 | 984 | 1013 |
| 6 | 959 | 984 | 1013 | 1042 | 1071 |
| 7 | 1013 | 1042 | 1071 | 1101 | 1133 |
| 8 | 1071 | 1101 | 1133 | 1164 | 1196 |
| 9 | 1133 | 1164 | 1196 | 1230 | 1265 |
| 10 | 1196 | 1230 | 1265 | 1301 | 1337 |
| 11 | 1265 | 1301 | 1337 | 1375 | 1415 |
| 12 | 1337 | 1375 | 1415 | 1455 | 1497 |
| 13 | 1415 | 1455 | 1497 | 1542 | 1586 |
| 14 | 1497 | 1542 | 1586 | 1632 | 1678 |

Appendix IV - 6B

CITY OF REDMOND

INDEX OF JOB TITLES BY PAY GRADE

Police Department Uniformed Officers
--- Non-Exempt ---

The following shall be the normal plan for promotion and wage progression for employees in the Police Department subject to L.E.O.F.F., City of Redmond Civil Service rules and regulations and satisfactory passing of established qualification tests.

I. POLICE OFFICER CLASSIFICATION:

(Schedule for individuals hired 7/1/74 and after)

Police Officer - Probationary/ Pay Grade 28 (0 - 12 months
in the classification)

1. Hire at Level A.
2. Eligible for increase at 12 months to Police Officer, Pay Grade 29.

Police Officer/ Pay Grade 29 (13 - 42 months)

1. Eligible for promotion into job as 3rd class at Level A after satisfactory completion of probation. (13 - 18 months)
2. Eligible for increase to 2nd class at Level B after one year at Level A. (19 - 30 months)
3. Eligible for increase to 1st class at Level C after one year at Level B. (31 - 42 months)

Police Officer - Sr./ Pay Grade 30 (after minimum of 3-1/2
years total service)

1. Eligible for increase to Police Officer - Sr. at Level B after 42 months total service. (43 - 54 months)
2. Eligible for increase to Level C after 54 months total service.
3. Eligible for increase to Level D after 66 months total service.
4. Eligibility for Level E to be based on special assignments as determined and approved by the Police Chief.

POLICE OFFICER CLASSIFICATION:

(Schedule for individuals hired prior to 7/1/74)

| | |
|-------------------------|-----------------------|
| 7 - 18 months service: | Pay Grade 29, Level A |
| 19 - 30 months service: | Pay Grade 30, Level A |
| 31 - 42 months service: | Pay Grade 30, Level B |
| 43 - 54 months service: | Pay Grade 30, Level C |
| 55 months service: | Pay Grade 30, Level D |

The above schedule is modified to the extent that any employee who has been classified at Level C, Pay Grade 30 for one year or longer is eligible for Level D.

II. SERGEANT CLASSIFICATION:

Sergeant - Probationary/ Pay Grade 31

Upon promotion, pay to be at 31B (or should be at least one Proficiency Level higher than pay received before promotion).

Sergeant/ Pay Grade 32

Upon permanent appointment, pay to be at 32A (or should be at least one Proficiency Level higher than pay received during probation). Progression to Level B, C and D at one year intervals.

Eligibility for Level E to be based on special assignments as determined and approved by the Police Chief.

III. SPECIAL ASSIGNMENTS:

1. Detective Sergeant pay shall be \$75.00 per month above regular base pay. Detective pay shall be \$50.00 per month above regular base pay.

Said Detective pay allowance above regular base salaries for the employee is intended to compensate the employee in part for overtime work required on the job, and to such extent will be applied as a credit against overtime authorized and performed by such employee.

2. Other special assignments may be made, as determined and approved by the Chief of Police, for which an increase of one Proficiency Level will be granted for the duration of the assignment.

IV. CONTINUOUS SERVICE PAY:

All employees covered by this Agreement shall receive continuous service* pay in accordance with the following compensation plan; in addition to their regular monthly salary.

*(Continuous service with the Redmond Police Department.)

| <u>SERVICE TIME</u> | <u>AMOUNT PER MONTH</u> |
|------------------------|-------------------------|
| After 6-1/2 years..... | \$15.00 |
| After 10 years | 30.00 |
| After 15 years | 45.00 |
| After 20 years | 60.00 |