

ORDINANCE NO. 960

AN ORDINANCE OF THE CITY OF REDMOND, WASHINGTON, RELATING TO SALARIES AND WAGES AND ADOPTING A SUPPLEMENT TO THE WAGE AND CLASSIFICATION PLAN CONTAINED IN THE PERSONNEL ADMINISTRATION MANUAL, 1974 EDITION, AS AMENDED; ESTABLISHING AND RECLASSIFYING SERVICE PERSON I, II AND III (STR) (WAT/SEW); AND ESTABLISHING AN EFFECTIVE DATE.

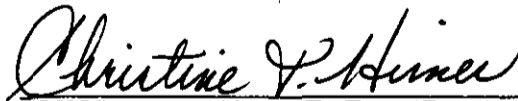
THE CITY COUNCIL OF THE CITY OF REDMOND, WASHINGTON,
DO ORDAIN AS FOLLOWS:

Section 1. Supplement to Wage and Classification Plan Adopted. The Personnel Administration Manual, 1974 Edition, adopted by Section 2.02.110 of the Redmond Municipal Code, is hereby supplemented by the addition and clarification of the positions and pay grades set forth hereinbelow. The new job titles, payroll categories and pay grades to be added are as follows:

1. Appendix IV-4, Index of Job Titles by Pay Grade, "Non-Exempt", Salary Plan B, Service Person I -- Streets and/or Water/Sewer, Pay Grade 7;
2. Appendix IV-4, Index of Job Titles by Pay Grade, "Non-Exempt", Salary Plan B, Service Person II -- Streets and/or Water/Sewer, Pay Grade 9;
3. Appendix IV-4, Index of Job Titles by Pay Grade, "Non-Exempt", Salary Plan B, Service Person III -- Streets and/or Water/Sewer, Pay Grade 11.

Section 2. The above set forth pay grades for the positions so established or amended shall be effective January 1, 1981.

CITY OF REDMOND


MAYOR, CHRISTINE T. HIMES

ATTEST/AUTHENTICATED:


CITY CLERK, PAUL F. KUSAKABE

APPROVED AS TO FORM:
OFFICE OF THE CITY ATTORNEY:

BY 

FILED WITH THE CITY CLERK:	January 6, 1981
PASSED BY THE CITY COUNCIL:	January 6, 1981
SIGNED BY THE MAYOR:	January 6, 1981
POSTED:	January 8, 1981
EFFECTIVE DATE:	January 1, 1981

App. IV-4

CITY OF REDMOND

INDEX OF JOB TITLES BY PAY GRADE

- - - - "Non-Exempt" - - - -

WAGE PLAN B

<u>Pay Grade 1</u>	<u>Pay Grade 8 (continued)</u>
<u>Pay Grade 2</u>	Programmer I
# Office Assistant I	Storekeeper I
Maintenance Aide-Litter Control	Permit Coordinator
<u>Pay Grade 3</u>	<u>Pay Grade 9</u>
Receptionist	Equipment Mechanic I
Equipment Mechanic Apprentice	Maintenance Technician II
Street Maintenance Aide	* Service Person II-Streets
Water/Sewer Maintenance Aide	* Service Person II-Water/Sewer
<u>Pay Grade 4</u>	Service Person II-Buildings & Grounds
Building Custodian	<u>Pay Grade 10</u>
# Keypunch Operator	Accounting Clerk-Programmer
# Office Assistant II	Accounting Clerk Sr.
<u>Pay Grade 5</u>	Programmer II
Equipment Mechanic Trainee	Storekeeper II
Maintenance Person-Building & Grounds Trainee	<u>Pay Grade 11</u>
Service Person-Streets Trainee	Building Inspector
Service Person-Water/Sewer Trainee	# Engineering Aide
Maintenance Aide-Parks	Equipment Mechanic II
<u>Pay Grade 6</u>	Maintenance Technician Sr.
# Accounting Clerk I	Planning Aide
Keypunch-Computer Operator	Recreation Specialist
# Office Assistant III	* Service Person III-Streets
<u>Pay Grade 7</u>	* Service Person III-Water/Sewer
Computer Operator	<u>Pay Grade 12</u>
Equipment Mechanic Aide	Programmer-Engineering Aide
Maintenance Technician I	Programmer Sr.
Service Person I-Buildings & Grounds	Purchasing Agent-Storekeeper
* Service Person I-Streets	# Service Person Sr.-Streets
* Service Person I-Water/Sewer	# Service Person Sr.-Water/Sewer
<u>Pay Grade 8</u>	<u>Pay Grade 13</u>
# Accounting Clerk II	Associate Planner
# Department Secretary	# Building Inspector Sr.
	# Construction Inspector
	Engineering Aide Sr.
	# Equipment Mechanic Sr.

Note: All the above positions are included ("non-exempt") under provisions of the Washington State Wage Act as amended.

Benchmark Job

MEMO OF UNDERSTANDING BY AND BETWEEN
THE CITY OF REDMOND (THE "CITY")

AND

THE REDMOND EMPLOYEES ASSOCIATION (THE "ASSOCIATION")

Reference: Memo of Understanding, Attachment D to the 1980-1981 Agreement between the City of Redmond and the Redmond Employees Association.

In compliance with the terms and conditions of the referenced Memo of Understanding, a committee was formed and a salary survey was planned, conducted and analyzed for Serviceperson jobs during August and September 1980. The committee was composed of Joe Warner and Bob Gillette representing the Association and Frank Hansche and Arnold Gibson representing the City.

In comparing the City's jobs with comparable jobs in the ten surveyed cities, it was found that the City's entry level jobs (Serviceperson I) were two pay grades higher than the average paid in the surveyed cities. Per the terms of the Memo of Understanding, a new entry level job is established in pay grade 7, Wage Plan B, and the existing Serviceperson I jobs are re-titled as Serviceperson II and will remain in pay grade 9, effective January 1, 1981.

The survey reflected that the City's Serviceperson II and Sr. jobs were also above the average paid for similar jobs in the surveyed cities. However, because the City's method of assigning jobs and progressing individuals through the pay ranges is different in significant respects and is considered by both parties to be more suitable than practiced in most of the surveyed cities, it is agreed that said jobs will remain in the same pay grade as currently in but job titles are revised as follows, effective January 1, 1981:

<u>Existing Job Titles</u>	<u>Pay Grade</u>	<u>New Job Titles</u>	<u>Pay Grade</u>
Serviceperson I (Str) (Wat/Sew)	9	Serviceperson II (Str) (Wat/Sew)	9
Serviceperson II (Str) (Wat/Sew)	11	Serviceperson III (Str) (Wat/Sew)	11
Serviceperson Sr (Str) (Wat/Sew)	12	NO CHANGE	

The Committee did not reach a concurrence to add an additional proficiency level to each pay grade in Wage Plan B as a replacement for the Longevity Pay schedule. As a result, per the terms of the referenced Memo of Understanding, the existing plans currently in effect will remain as is.

Signed on this 25th day of November, 1980.

CITY OF REDMOND

REDMOND EMPLOYEES ASSOCIATION

By Christine S. Warner
Mayor

By David L. Wilbrecht
President