## ORDINANCE NO 2433

AN ORDINANCE OF THE CITY OF REDMOND. WASHINGTON, AMENDING PAY PLANS "N" AND "E" IN ORDER TO SET SALARIES FOR NON-UNION AND EXECUTIVE EMPLOYEES FOR THE YEAR PROVIDING FOR SEVERABILITY AND ESTABLISHING AN EFFECTIVE DATE

WHEREAS, Resolution No 1142 calls for an adjustment of salaries in keeping with changes in salaries in the local labor market of both private and municipal employers, and

WHEREAS, these changes should now be reflected by amending the respective pay plans for non-union and executive employees

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF REDMOND, WASHINGTON, DO ORDAIN AS FOLLOWS

Section 1 Pay Plans Adopted (A) Effective January 1, 2009, Pay Plan "N" covering non-union employees is hereby amended to grant a 3 59 percent across-the-board increase in salaries over those salaries in effect on December 31, 2008, as adopted by Ordinance No 2389 The amended Pay Plan is attached as Exhibit 1 and incorporated herein as if set forth in full

(B) Effective January 1, 2009, Pay Plan "E" covering executive employees is hereby amended to reflect a 3 59 percent increase in salary ranges over those salary ranges in effect on December 31, 2008, as adopted by Ordinance No 2389. The amended Pay Plan is attached as Exhibit 2 and incorporated herein as if set forth in full

Section 2 Severability If any section, sentence, clause or phrase of this ordinance should be held to be invalid or unconstitutional by a court of competent jurisdiction, such invalidity or unconstitutionality shall not affect the validity or constitutionality of any other section, sentence, clause or phrase of this ordinance

Section 3 Effective Date This ordinance shall take effect five days after its publication, or publication of a summary thereof, in the City's official newspaper

ADOPTED by the Redmond City Council this  $\underline{16}^{\text{th}}$  day of December, 2008

CITY OF PEDMOND

MAYOR JOHN MARCHIONE

ATTEST/AUTHENTICATED

MICHELLE M MCGEHBE CMC, CITY CLERK

(SEAL)

APPROVED AS TO FORM

OFFICE OF THE CITY ATTORNEY

Bv

FILED WITH THE CITY CLERK

December 10, 2008

PASSED BY THE CITY COUNCIL

December 16, 2008

SIGNED BY THE MAYOR

December 16, 2008

EFFECTIVE DATE

PUBLISHED

December 22, 2008

BITECTIVE DATE

December 27, 2008

ORDINANCE NO 2433

## City of Redmond Non-Union Employees 2009 Pay Plan

NA01         Accounting Manager         \$5.887         \$7.381         \$8.874           NA10         Administrative Assistant         \$2.889         \$3.592         \$4.295           NA20         Administrative Specialist         \$3.016         \$3.792         \$4.567           NA30         Administrative Supervisor         \$4.647         \$5.400         \$6.152           NA40         Applications Services Manager         \$6.475         \$8.229         \$9.982           NA50         Assistant Director Public Works         \$7.056         \$8.752         \$10.448           NA70         Assistant Maintenence Manager         \$6.211         \$7.067         \$7.922           NA80         Assistant Police Chief         \$8.530         \$9.485         \$10.440           NB01         Benefits Administrator         \$3.648         \$4.629         \$5.609           NB10         Buliding Official         \$6.513         \$7.408         \$8.302           NB20         Business Operations Manager         \$5.343         \$6.207         \$7.071           NM80         Chief Policy Advisor         \$7.134         \$8.377         \$9.619           NC01         City Clerk         \$6.432         \$7.423         \$8.413           NC25         <	Grade	Z009 Pay Pia	in Minimum	Midpoint	Maximum
NA10         Administrative Assistant         \$2 889         \$3 592         \$4 295           NA20         Administrative Specialist         \$3 016         \$3 792         \$4 567           NA30         Administrative Supervisor         \$4 647         \$5 400         \$6 152           NA40         Applications Services Manager         \$6 475         \$8 229         \$9,982           NA50         Assistant Director Public Works         \$7 056         \$8 752         \$10 448           NA70         Assistant Maintenance Manager         \$6 211         \$7 067         \$7 922           NA80         Assistant Police Chief         \$8 530         \$9 485         \$10 440           NB01         Benefits Administrator         \$3 648         \$4 629         \$5 609           NB10         Building Official         \$6,513         \$7 408         \$8 300           NB20         Business Operations Manager         \$5 343         \$6 207         \$7 071           NM80         Chief Policy Advisor         \$7 134         \$8 377         \$9 619           NC01         City Clerk         \$6 432         \$7 423         \$8 413           NC40         Compensation Analyst         \$3 859         \$4 844         \$5,513         \$6 182			 \$5 887	\$7 381	\$8 874
NA20       Administrative Specialist       \$3 016       \$3 792       \$4 567         NA30       Administrative Supervisor       \$4 647       \$5 400       \$6 152         NA40       Applications Services Manager       \$6 475       \$8 229       \$9,982         NA50       Assistant Director Public Works       \$7 056       \$8 752       \$10 448         NA70       Assistant Maintenance Manager       \$6 211       \$7 067       \$7 922         NA80       Assistant Police Chief       \$8 530       \$9 485       \$10 440         NB01       Benefits Administrator       \$3 648       \$4 629       \$5 609         NB10       Building Official       \$6,513       \$7 408       \$8 302         NB20       Business Operations Manager       \$5 343       \$6 207       \$7 071         NM60       Chief Policy Advisor       \$7 134       \$8 377       \$9 619         NC01       City Clerk       \$6 432       \$7 423       \$8 413         NC25       Compensation Analyst       \$3 859       \$4 842       \$5 824         NC25       Computer Forensic Investigator - Senior       \$4 133       \$5 290       \$6 447         ND01       Department Administrative Coordinator       \$3 587       \$4 385       \$5104 </td <td></td> <td>-</td> <td></td> <td>\$3 592</td> <td>\$4 295</td>		-		\$3 592	\$4 295
NA30       Administrative Supervisor       \$4 647       \$5 400       \$6 152         NA40       Applications Services Manager       \$6 475       \$8 229       \$9,982         NA50       Assistant Director Public Works       \$7 056       \$8 752       \$10 448         NA70       Assistant Maintenance Manager       \$6 211       \$7 067       \$7 922         NA80       Assistant Police Chief       \$8 530       \$9 485       \$10 440         NB01       Benefits Administrator       \$3 648       \$4 629       \$5 609         NB10       Building Official       \$6,513       \$7 408       \$8 302         NB20       Business Operations Manager       \$5 343       \$6 207       \$7 071         NM80       Chief Policy Advisor       \$7 134       \$8 377       \$9 619         NC01       City Clerk       \$6 432       \$7 423       \$8 413         NC40       Communications Program Manager       \$4 844       \$5,513       \$6 182         NC25       Compensation Analyst       \$3 859       \$4 842       \$5 824         NC30       Computer Forensic Investigator - Senior       \$4 133       \$5 290       \$6 447         ND01       Deputy Fire Chief       \$8 499       \$9 495       \$10 499		Administrative Specialist	\$3 016	\$3 792	\$4 567
NA50         Assistant Director Public Works         \$7 056         \$8 752         \$10 448           NA70         Assistant Maintenance Manager         \$6 211         \$7 067         \$7 922           NA80         Assistant Police Chief         \$8 530         \$9 485         \$10 440           NB01         Benefits Administrator         \$3 648         \$4 629         \$5 609           NB10         Building Official         \$6,513         \$7 408         \$8 302           NB20         Business Operations Manager         \$5 343         \$6 207         \$7 071           NM80         Chief Policy Advisor         \$7 134         \$8 377         \$9 619           NC01         City Clerk         \$6 432         \$7 423         \$8 413           NC40         Communications Program Manager         \$4 844         \$5,513         \$6 182           NC25         Compensation Analyst         \$3 859         \$4 842         \$5 824           NC30         Computer Forensic Investigator - Senior         \$4 133         \$5 290         \$6 447           ND01         Department Administrative Coordinator         \$3 587         \$4 385         \$5 182           NA60         Deputy Fire Chief         \$8 499         \$9 495         \$10 490	NA30	·	\$4 647	\$5 400	\$6 152
NA70         Assistant Maintenance Manager         \$6 211         \$7 067         \$7 922           NA80         Assistant Police Chief         \$8 530         \$9 485         \$10 440           NB01         Benefits Administrator         \$3 648         \$4 629         \$5 609           NB10         Building Official         \$6,513         \$7 408         \$8 302           NB20         Business Operations Manager         \$5 343         \$6 207         \$7 071           NM80         Chief Policy Advisor         \$7 134         \$8 377         \$9 619           NC01         City Clerk         \$6 432         \$7 423         \$8 413           NC40         Communications Program Manager         \$4 844         \$5,513         \$6 182           NC25         Compensation Analyst         \$3 859         \$4 842         \$5 824           NC30         Computer Forensic Investigator - Senior         \$4 133         \$5 290         \$6 447           ND01         Department Administrative Coordinator         \$3 587         \$4 385         \$5 182           NA60         Deputy Fire Chief         \$8 499         \$9 495         \$10 490           ND05         Deputy Planning Director         \$7 277         \$8 154         \$9 231           NE01	NA40	Applications Services Manager	\$6 475	\$8 229	\$9,982
NA80         Assistant Police Chief         \$8 530         \$9 485         \$10 440           NB01         Benefits Administrator         \$3 648         \$4 629         \$5 609           NB10         Building Official         \$6,513         \$7 408         \$8 302           NB20         Business Operations Manager         \$5 343         \$6 207         \$7 071           NM80         Chief Policy Advisor         \$7 134         \$8 377         \$9 619           NC01         City Clerk         \$6 432         \$7 423         \$8 413           NC40         Communications Program Manager         \$4 844         \$5,513         \$6 182           NC25         Compensation Analyst         \$3 859         \$4 842         \$5 824           NC30         Computer Forensic Investigator - Senior         \$4 133         \$5 290         \$6 447           ND01         Department Administrative Coordinator         \$3 587         \$4 385         \$5 182           NA60         Deputy Fire Chief         \$8 499         \$9 495         \$10 490           ND05         Deputy Parks Director         \$7 077         \$8 154         \$9 231           ND10         Deputy Planning Director         \$7 279         \$8 329         \$9 378           NE20	NA50	Assistant Director Public Works	\$7 056	\$8 752	\$10 448
NB01         Benefits Administrator         \$3 648         \$4 629         \$5 609           NB10         Building Official         \$6,513         \$7 408         \$8 302           NB20         Business Operations Manager         \$5 343         \$6 207         \$7 071           NM80         Chief Policy Advisor         \$7 134         \$8 377         \$9 619           NC01         City Clerk         \$6 432         \$7 423         \$8 413           NC40         Communications Program Manager         \$4 844         \$5,513         \$6 182           NC25         Compensation Analyst         \$3 859         \$4 842         \$5 824           NC30         Computer Forensic Investigator - Senior         \$4 133         \$5 290         \$6 447           ND01         Department Administrative Coordinator         \$3 587         \$4 385         \$5 182           NA60         Deputy Fire Chief         \$8 499         \$9 495         \$10 490           ND05         Deputy Parks Director         \$7 077         \$8 154         \$9 231           ND10         Deputy Planning Director         \$7 279         \$8 329         \$9 378           NE30         Engineer- Senior         \$5 947         \$7 164         \$8 380           NE30         <	NA70	Assistant Maintenance Manager	\$6 211	\$7 067	\$7 922
NB10         Building Official         \$6,513         \$7 408         \$8 302           NB20         Business Operations Manager         \$5 343         \$6 207         \$7 071           NM80         Chief Policy Advisor         \$7 134         \$8 377         \$9 619           NC01         City Clerk         \$6 432         \$7 423         \$8 413           NC40         Communications Program Manager         \$4 844         \$5,513         \$6 182           NC25         Compensation Analyst         \$3 859         \$4 842         \$5 824           NC30         Computer Forensic Investigator - Senior         \$4 133         \$5 290         \$6 447           ND01         Department Administrative Coordinator         \$3 587         \$4 385         \$5 182           NA60         Deputy Fire Chief         \$8 499         \$9 495         \$10 490           ND05         Deputy Parks Director         \$7 077         \$8 154         \$9 231           ND10         Deputy Planning Director         \$7 279         \$8 329         \$9 378           NE01         Emergency Preparedness Manager         \$5 610         \$6 416         \$7 221           NE20         Engineering Manager         \$6 117         \$7 613         \$9 108           NE30 <td>NA80</td> <td>Assistant Police Chief</td> <td>\$8 530</td> <td>\$9 485</td> <td>\$10 440</td>	NA80	Assistant Police Chief	\$8 530	\$9 485	\$10 440
NB20         Business Operations Manager         \$5 343         \$6 207         \$7 071           NM80         Chief Policy Advisor         \$7 134         \$8 377         \$9 619           NC01         City Clerk         \$6 432         \$7 423         \$8 413           NC40         Communications Program Manager         \$4 844         \$5,513         \$6 182           NC25         Compensation Analyst         \$3 859         \$4 842         \$5 824           NC30         Computer Forensic Investigator - Senior         \$4 133         \$5 290         \$6 447           ND01         Department Administrative Coordinator         \$3 587         \$4 385         \$5 182           NA60         Deputy Fire Chief         \$8 499         \$9 495         \$10 490           ND05         Deputy Parks Director         \$7 077         \$8 154         \$9 231           ND10         Deputy Planning Director         \$7 279         \$8 329         \$9 378           NE01         Emergency Preparedness Manager         \$5 610         \$6 416         \$7 221           NE20         Engineer - Senior         \$5 947         \$7 164         \$8 380           NE30         Engineering Manager         \$6 117         \$7 613         \$9 108           NE40 <td>NB01</td> <td>Benefits Administrator</td> <td>\$3 648</td> <td>\$4 629</td> <td>\$5 609</td>	NB01	Benefits Administrator	\$3 648	\$4 629	\$5 609
NM80       Chief Policy Advisor       \$7 134       \$8 377       \$9 619         NC01       City Clerk       \$6 432       \$7 423       \$8 413         NC40       Communications Program Manager       \$4 844       \$5,513       \$6 182         NC25       Compensation Analyst       \$3 859       \$4 842       \$5 824         NC30       Computer Forensic Investigator - Senior       \$4 133       \$5 290       \$6 447         ND01       Department Administrative Coordinator       \$3 587       \$4 385       \$5 182         NA60       Deputy Fire Chief       \$8 499       \$9 495       \$10 490         ND05       Deputy Parks Director       \$7 077       \$8 154       \$9 231         ND10       Deputy Planning Director       \$7 279       \$8 329       \$9 378         NE01       Emergency Preparedness Manager       \$5 610       \$6 416       \$7 221         NE20       Engineer - Senior       \$5 947       \$7 164       \$8 380         NE30       Engineering Manager       \$6 117       \$7 613       \$9 108         NE50       Engineering Supervisor       \$5 947       \$7 164       \$8 380         NE40       Executive Assistant       \$3,818       \$4 700       \$5 581	NB10	Building Official	\$6,513	\$7 408	\$8 302
NC01       City Clerk       \$6 432       \$7 423       \$8 413         NC40       Communications Program Manager       \$4 844       \$5,513       \$6 182         NC25       Compensation Analyst       \$3 859       \$4 842       \$5 824         NC30       Computer Forensic Investigator - Senior       \$4 133       \$5 290       \$6 447         ND01       Department Administrative Coordinator       \$3 587       \$4 385       \$5 182         NA60       Deputy Fire Chief       \$8 499       \$9 495       \$10 490         ND05       Deputy Parks Director       \$7 077       \$8 154       \$9 231         ND10       Deputy Planning Director       \$7 279       \$8 329       \$9 378         NE01       Emergency Preparedness Manager       \$5 610       \$6 416       \$7 221         NE20       Engineer - Senior       \$5 947       \$7 164       \$8 380         NE30       Engineering Manager       \$6 117       \$7 613       \$9 108         NE50       Engineering Supervisor       \$5 947       \$7 164       \$8 380         NE40       Executive Assistant       \$3,818       \$4 700       \$5 581         NF01       Facilities Maintenance Supervisor       \$5 267       \$6 142       \$7 016	NB20	Business Operations Manager	\$5 343	\$6 207	\$7 071
NC40       Communications Program Manager       \$4 844       \$5,513       \$6 182         NC25       Compensation Analyst       \$3 859       \$4 842       \$5 824         NC30       Computer Forensic Investigator - Senior       \$4 133       \$5 290       \$6 447         ND01       Department Administrative Coordinator       \$3 587       \$4 385       \$5 182         NA60       Deputy Fire Chief       \$8 499       \$9 495       \$10 490         ND05       Deputy Parks Director       \$7 077       \$8 154       \$9 231         ND10       Deputy Planning Director       \$7 279       \$8 329       \$9 378         NE01       Emergency Preparedness Manager       \$5 610       \$6 416       \$7 221         NE20       Engineer - Senior       \$5 947       \$7 164       \$8 380         NE30       Engineering Manager       \$6 117       \$7 613       \$9 108         NE50       Engineering Supervisor       \$5 947       \$7 164       \$8 380         NE40       Executive Assistant       \$3,818       \$4 700       \$5 581         NF01       Facilities Maintenance Supervisor       \$5 267       \$6 142       \$7 016         NF20       Financial Analyst       Associate       \$3,549       \$4 524	NM80	Chief Policy Advisor	\$7 134	\$8 377	\$9 619
NC25       Compensation Analyst       \$3 859       \$4 842       \$5 824         NC30       Computer Forensic Investigator - Senior       \$4 133       \$5 290       \$6 447         ND01       Department Administrative Coordinator       \$3 587       \$4 385       \$5 182         NA60       Deputy Fire Chief       \$8 499       \$9 495       \$10 490         ND05       Deputy Parks Director       \$7 077       \$8 154       \$9 231         ND10       Deputy Planning Director       \$7 279       \$8 329       \$9 378         NE01       Emergency Preparedness Manager       \$5 610       \$6 416       \$7 221         NE20       Engineer - Senior       \$5 947       \$7 164       \$8 380         NE30       Engineering Manager       \$6 117       \$7 613       \$9 108         NE50       Engineering Supervisor       \$5 947       \$7 164       \$8 380         NE40       Executive Assistant       \$3,818       \$4 700       \$5 581         NF01       Facilities Maintenance Supervisor       \$5 267       \$6 142       \$7 016         NF20       Financial Analyst       \$4 303       \$5 411       \$6 518         NF10       Financial Analyst - Associate       \$3,549       \$4 524       \$5,499     <	NC01	City Clerk	\$6 432	\$7 423	\$8 413
NC30         Computer Forensic Investigator - Senior         \$4 133         \$5 290         \$6 447           ND01         Department Administrative Coordinator         \$3 587         \$4 385         \$5 182           NA60         Deputy Fire Chief         \$8 499         \$9 495         \$10 490           ND05         Deputy Parks Director         \$7 077         \$8 154         \$9 231           ND10         Deputy Planning Director         \$7 279         \$8 329         \$9 378           NE01         Emergency Preparedness Manager         \$5 610         \$6 416         \$7 221           NE20         Engineer - Senior         \$5 947         \$7 164         \$8 380           NE30         Engineering Manager         \$6 117         \$7 613         \$9 108           NE50         Engineering Supervisor         \$5 947         \$7 164         \$8 380           NE40         Executive Assistant         \$3,818         \$4 700         \$5 581           NF01         Facilities Maintenance Supervisor         \$5 267         \$6 142         \$7 016           NF20         Financial Analyst         \$4 303         \$5 411         \$6 518           NF10         Financial Analyst - Associate         \$3,549         \$4 524         \$5,499	NC40	Communications Program Manager	\$4 844	\$5,513	\$6 182
ND01       Department Administrative Coordinator       \$3 587       \$4 385       \$5 182         NA60       Deputy Fire Chief       \$8 499       \$9 495       \$10 490         ND05       Deputy Parks Director       \$7 077       \$8 154       \$9 231         ND10       Deputy Planning Director       \$7 279       \$8 329       \$9 378         NE01       Emergency Preparedness Manager       \$5 610       \$6 416       \$7 221         NE20       Engineer - Senior       \$5 947       \$7 164       \$8 380         NE30       Engineering Manager       \$6 117       \$7 613       \$9 108         NE50       Engineering Supervisor       \$5 947       \$7 164       \$8 380         NE40       Executive Assistant       \$3,818       \$4 700       \$5 581         NF01       Facilities Maintenance Supervisor       \$5 267       \$6 142       \$7 016         NF20       Financial Analyst       \$4 303       \$5 411       \$6 518         NF10       Financial Analyst - Associate       \$3,549       \$4 524       \$5,499         NF30       Financial Analyst - Senior       \$4 785       \$6 176       \$7 566	NC25	Compensation Analyst	\$3 859	\$4 842	\$5 824
NA60       Deputy Fire Chief       \$8 499       \$9 495       \$10 490         ND05       Deputy Parks Director       \$7 077       \$8 154       \$9 231         ND10       Deputy Planning Director       \$7 279       \$8 329       \$9 378         NE01       Emergency Preparedness Manager       \$5 610       \$6 416       \$7 221         NE20       Engineer - Senior       \$5 947       \$7 164       \$8 380         NE30       Engineering Manager       \$6 117       \$7 613       \$9 108         NE50       Engineering Supervisor       \$5 947       \$7 164       \$8 380         NE40       Executive Assistant       \$3,818       \$4 700       \$5 581         NF01       Facilities Maintenance Supervisor       \$5 267       \$6 142       \$7 016         NF20       Financial Analyst       \$4 303       \$5 411       \$6 518         NF10       Financial Analyst - Associate       \$3,549       \$4 524       \$5,499         NF30       Financial Analyst - Senior       \$4 785       \$6 176       \$7 566	NC30	Computer Forensic Investigator - Senior	\$4 133	\$5 290	\$6 447
ND05       Deputy Parks Director       \$7 077       \$8 154       \$9 231         ND10       Deputy Planning Director       \$7 279       \$8 329       \$9 378         NE01       Emergency Preparedness Manager       \$5 610       \$6 416       \$7 221         NE20       Engineer - Senior       \$5 947       \$7 164       \$8 380         NE30       Engineering Manager       \$6 117       \$7 613       \$9 108         NE50       Engineering Supervisor       \$5 947       \$7 164       \$8 380         NE40       Executive Assistant       \$3,818       \$4 700       \$5 581         NF01       Facilities Maintenance Supervisor       \$5 267       \$6 142       \$7 016         NF20       Financial Analyst       \$4 303       \$5 411       \$6 518         NF10       Financial Analyst - Associate       \$3,549       \$4 524       \$5,499         NF30       Financial Analyst - Senior       \$4 785       \$6 176       \$7 566	ND01	Department Administrative Coordinator	\$3 587	\$4 385	\$5 182
ND10       Deputy Planning Director       \$7 279       \$8 329       \$9 378         NE01       Emergency Preparedness Manager       \$5 610       \$6 416       \$7 221         NE20       Engineer - Senior       \$5 947       \$7 164       \$8 380         NE30       Engineering Manager       \$6 117       \$7 613       \$9 108         NE50       Engineering Supervisor       \$5 947       \$7 164       \$8 380         NE40       Executive Assistant       \$3,818       \$4 700       \$5 581         NF01       Facilities Maintenance Supervisor       \$5 267       \$6 142       \$7 016         NF20       Financial Analyst       \$4 303       \$5 411       \$6 518         NF10       Financial Analyst - Associate       \$3,549       \$4 524       \$5,499         NF30       Financial Analyst - Senior       \$4 785       \$6 176       \$7 566	NA60	Deputy Fire Chief	\$8 499	\$9 495	\$10 490
NE01       Emergency Preparedness Manager       \$5 610       \$6 416       \$7 221         NE20       Engineer - Senior       \$5 947       \$7 164       \$8 380         NE30       Engineering Manager       \$6 117       \$7 613       \$9 108         NE50       Engineering Supervisor       \$5 947       \$7 164       \$8 380         NE40       Executive Assistant       \$3,818       \$4 700       \$5 581         NF01       Facilities Maintenance Supervisor       \$5 267       \$6 142       \$7 016         NF20       Financial Analyst       \$4 303       \$5 411       \$6 518         NF10       Financial Analyst - Associate       \$3,549       \$4 524       \$5,499         NF30       Financial Analyst - Senior       \$4 785       \$6 176       \$7 566	ND05	Deputy Parks Director	\$7 077	\$8 154	\$9 231
NE20       Engineer - Senior       \$5 947       \$7 164       \$8 380         NE30       Engineering Manager       \$6 117       \$7 613       \$9 108         NE50       Engineering Supervisor       \$5 947       \$7 164       \$8 380         NE40       Executive Assistant       \$3,818       \$4 700       \$5 581         NF01       Facilities Maintenance Supervisor       \$5 267       \$6 142       \$7 016         NF20       Financial Analyst       \$4 303       \$5 411       \$6 518         NF10       Financial Analyst - Associate       \$3,549       \$4 524       \$5,499         NF30       Financial Analyst - Senior       \$4 785       \$6 176       \$7 566	ND10	Deputy Planning Director	<b>\$</b> 7 279	\$8 329	\$9 378
NE30       Engineering Manager       \$6 117       \$7 613       \$9 108         NE50       Engineering Supervisor       \$5 947       \$7 164       \$8 380         NE40       Executive Assistant       \$3,818       \$4 700       \$5 581         NF01       Facilities Maintenance Supervisor       \$5 267       \$6 142       \$7 016         NF20       Financial Analyst       \$4 303       \$5 411       \$6 518         NF10       Financial Analyst - Associate       \$3,549       \$4 524       \$5,499         NF30       Financial Analyst - Senior       \$4 785       \$6 176       \$7 566	NE01	Emergency Preparedness Manager	<b>\$5</b> 610	\$6 416	\$7 221
NE50       Engineering Supervisor       \$5 947       \$7 164       \$8 380         NE40       Executive Assistant       \$3,818       \$4 700       \$5 581         NF01       Facilities Maintenance Supervisor       \$5 267       \$6 142       \$7 016         NF20       Financial Analyst       \$4 303       \$5 411       \$6 518         NF10       Financial Analyst - Associate       \$3,549       \$4 524       \$5,499         NF30       Financial Analyst - Senior       \$4 785       \$6 176       \$7 566	NE20	Engineer - Senior	\$5 947	\$7 164	\$8 380
NE40       Executive Assistant       \$3,818       \$4 700       \$5 581         NF01       Facilities Maintenance Supervisor       \$5 267       \$6 142       \$7 016         NF20       Financial Analyst       \$4 303       \$5 411       \$6 518         NF10       Financial Analyst - Associate       \$3,549       \$4 524       \$5,499         NF30       Financial Analyst - Senior       \$4 785       \$6 176       \$7 566	NE30	Engineering Manager	\$6 117	\$7 613	\$9 108
NF01       Facilities Maintenance Supervisor       \$5 267       \$6 142       \$7 016         NF20       Financial Analyst       \$4 303       \$5 411       \$6 518         NF10       Financial Analyst - Associate       \$3,549       \$4 524       \$5,499         NF30       Financial Analyst - Senior       \$4 785       \$6 176       \$7 566	NE50	Engineering Supervisor	\$5 947	\$7 164	\$8 380
NF20       Financial Analyst       \$4 303       \$5 411       \$6 518         NF10       Financial Analyst - Associate       \$3,549       \$4 524       \$5,499         NF30       Financial Analyst - Senior       \$4 785       \$6 176       \$7 566	NE40	Executive Assistant	\$3,818	\$4 700	\$5 581
NF10       Financial Analyst - Associate       \$3,549       \$4 524       \$5,499         NF30       Financial Analyst - Senior       \$4 785       \$6 176       \$7 566	NF01	Facilities Maintenance Supervisor	<b>\$5 267</b>	\$6 142	<b>\$7</b> 016
NF30 Financial Analyst - Senior \$4 785 \$6 176 \$7 566	NF20	Financial Analyst	\$4 303	\$5 411	\$6 518
•	NF10	Financial Analyst - Associate	\$3,549	\$4 524	\$5,499
NF40 Financial Planning Manager \$7 017 \$8 650 \$10 282	NF30	Financial Analyst - Senior	\$4 785	<b>\$6</b> 176	\$7 566
· · · · · · · · · · · · · · · · · · ·	NF40	Financial Planning Manager	\$7 017	\$8 650	\$10 282
NF50 Fleet Manager \$5 937 \$6 661 \$7 384	NF50	Fleet Manager	\$5 937	\$6 661	\$7 384
NG01 GIS Manager \$5 817 \$7 406 \$8 995	NG01	GIS Manager	\$5 817	\$7 406	\$8 995
NH01 Human Resources Assistant \$3 028 \$3 719 \$4 410	NH01	Human Resources Assistant	\$3 028	\$3 719	\$4 410
NH10 Human Resources Generalist \$3 969 \$4 914 \$5,858	NH10	Human Resources Generalist	\$3 969	\$4 914	\$5,858
NH15 Human Resources Program Manager \$6 120 \$7 470 \$8 820	NH15	Human Resources Program Manager	\$6 120	\$7 470	\$8 820

## City of Redmond Non-Union Employees 2009 Pay Plan

	2009 Pay Plan		9.0 -14	
Grade	Title	Minimum	Midpoint	Maximum
NH20	Human Services Manager	\$6 434	\$7 064	<b>\$</b> 7 693
NI01	Inspection Supervisor	<b>\$5 550</b>	\$6 301	\$7 051
NI10	IS Manager	\$7 046	\$8 805	<b>\$10 564</b>
NM01	Maintenance Manager	\$6 973	\$7 904	\$8 834
NM10	Maintenance Operations Supervisor - Storm Water	<b>\$5 498</b>	<b>\$</b> 6 260	\$7 022
NM20	Maintenance Operations Supervisor - Streets	<b>\$</b> 5 535	\$6 316	\$7 097
NM30	Maintenance Operations Supervisor - Wastewater	\$5 498	\$6 260	\$7 022
NM40	Maintenance Operations Supervisor - Water Operations	<b>\$</b> 5 498	\$6 260	\$7 022
NM60	Management Analyst	\$4 027	\$5 162	\$6 296
NM50	Management Analyst - Associate	\$3 504	\$4 491	\$5 477
NM70	Management Analyst - Senior	\$4 632	\$5 937	\$7 242
NN01	Network Communications Manager	\$6 232	\$7 862	\$9 491
NP05	Parks Maintenance Supervisor	\$4 854	<b>\$</b> 5 4 <b>7</b> 9	\$6,104
NP10	Parks Operations Supervisor	<b>\$</b> 5 270	\$6 028	\$6 785
NP20	Parks Planning Manager	\$6 615	\$7 274	\$7 933
NP30	Payroll Supervisor	\$4 623	\$5 704	\$6 785
NP40	Planning Manager - Development Review	<b>\$</b> 6 <b>5</b> 91	\$7 676	\$8,761
NP60	Planning Manager - Policy and Comprehensive Planning	\$6 923	\$8 070	\$9,217
NP65	Police Commander	\$8 415	\$8 839	\$9 263
NP67	Police Crime Analyst (limited duration)	\$4 374	\$4 965	<b>\$5 556</b>
NP70	Program Manager	<b>\$</b> 5 572	\$6 340	\$7 108
NP80	Prosecuting Attorney	<b>\$</b> 5 533	\$6 430	\$7 327
NP90	Purchasing/Accounts Payable Manager	\$5 747	\$7 175	\$8,603
NR01	Real Property Manager	\$5,425	\$6,150	\$6 874
NR10	Recreation Division Manager	\$6 567	\$7 613	\$8,659
NR20	Recreation Program Manager	<b>\$</b> 5 533	\$6 251	\$6 968
NR50	Reprographics Supervisor	\$4 376	<b>\$5 216</b>	\$ĕ <u>0</u> 56
NU01	Revenue Manager	\$5,866	\$7 010	\$8 154
NR40	Risk Analyst	\$4 275	<b>\$</b> 5 231	\$6 186
NR30	Risk Analyst - Senior	<b>\$</b> 4 916	\$6 016	\$7 115
NS02	Senior Labor Analyst	<b>\$</b> 5 462	\$6 381	\$7 300
NS05	Senior Recruiter	\$5 369	\$6 406	\$7 443
NS10	Supervising Attorney	\$7 265	\$8 446	\$9 627
NS30	Supervisor - Permit Technicians/Plans Examiners	<b>\$</b> 5 910	\$6 538	\$7 166
NS20	Support Services Manager	\$5 740	\$7 216	\$8,692
NT10	TDM Program Manager	\$6 733	\$7 455	\$8 177

## CITY OF REDMOND PAY PLAN "E" - EXECUTIVE PAY PLAN 2009

Grade	Title	<u>Minimum</u>	Midpoint	Maximum
1	Human Resources Director	\$7 835	\$9 446	\$11 057
2	Planning Director	\$8 407	\$9 770	\$11 132
3	Parks Director	\$8 644	\$10 042	\$11 440
4	Assistant to the Mayor	\$8 362	\$9 886	\$11 409
5	Fire Chief Police Chief	\$8 920	\$10 465	\$12 009
6	Finance Director Public Works Director	\$8 704	\$10 476	\$12 248