ORDINANCE NO. 2250

AN ORDINANCE OF THE CITY OF REDMOND. WASHINGTON AMENDING THE 2002, 2003, 2004 AND 2005 POLICE SUPPORT PAY PLANS FOR **EMPLOYEES** COVERED BY THE REDMOND POLICE ASSOCIATION REPRESENTING POLICE SUPPORT EMPLOYEES IN ORDER TO UNILATERALLY IMPLEMENT THE CITY'S FINAL SALARY OFFER AFTER UNSUCCESSFUL COLLECTIVE BARGAINING NEGOTIATIONS.

WHEREAS, the City of Redmond recently completed labor contract negotiations with the Redmond Police Association representing Police Support employees, and,

WHEREAS, no agreement was reached with the Redmond Police Association and one year has passed since the contract expired, and,

WHEREAS, the City has therefore decided to unilaterally implement the final salary offer made by the City to the Redmond Police Association for the Police Support employees, and,

WHEREAS, Pay Plan PS representing the final salary offer made by the City to the Redmond Police Association will be established and put into effect the salary ranges proposed by the City upon order of the Mayor; now therefore,

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

Section 1. Upon order of the Mayor, effective January 1, 2002, Pay Plan C-1 will be re-titled Pay Plan PS and is amended to read as set forth on Exhibit 1 attached to this ordinance and incorporated herein by this reference as if set forth in full. Upon order of the Mayor, effective January 1, 2003, Pay Plan PS is amended to read as set forth in full. Upon order of the order of the Mayor, effective January 1, 2004, Pay Plan PS is amended to read as set forth on order of the Mayor, effective January 1, 2004, Pay Plan PS is amended to read as set forth on

Exhibit 3 attached to this ordinance and incorporated herein by this reference as if set forth in full. Upon order of the Mayor, effective January 1, 2005, Pay Plan PS is amended to read as set forth on Exhibit 4 attached to this ordinance and incorporated herein by this reference as if set forth in full.

Section 2. 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. 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

for MAYOR ROSEMARIE IVES

ATTEST/AUTHENTICATED:

CITY CLERK, BONNIE MATTSON

APPROVED AS TO FORM

OFFICE OF THE CITY ATTORNEY:

FILED WITH THE CITY CLERK:

PASSED BY THE CITY COUNCIL:

SIGNED BY THE MAYOR:

PUBLISHED:

EFFECTIVE DATE:

ORDINANCE NO.: 2250

February 25, 2005

March 1, 2005

March 1, 2005 March 7, 2005 March 12, 2005

Exhibit 1
Ordinance No: 2250

CITY OF REDMOND

PAY PLAN "PS"

REDMOND POLICE ASSOCIATION POLICE SUPPORT BARGAINING UNIT

Effective: January 1, 2002 Monthly Salaries*

CLASSIFICATION	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
Police Records Specialist	2,774	2,856	2,942	3,034	3,123	3,215	3,312
Lead Police Records Specialist	3,054	3,147	3,237	3,336	3,435	3,538	3,644
Property/Evidence Technician	3,186	3,281	3,378	3,480	3,586	3,693	3,804
Records Supervisor	3,510	3,616	3,722	3,835	3,950	4,068	4,191
Police Support Officer	3,110	3,201	3,286	3,381	3,477	3,575	3,676
Communications Supervisor	4,167	4,294	4,421	4,552	4,691	4,857	
Communications Dispatcher	3,121	3,230	3,341	3,457	3,582	3,708	
Lead Communications Disp.	3,402	3,520	3,639	3,770	3,901	4,037	

	<u>MINIMUM</u>	MAXIMUM
Crime Analyst**	3,658	4,336
Technical Systems Coord.**	4,405	6,344
Legal Advocate**	2,944	3,498
Volunteer Coordinator	3,473	4,430

^{*}All pay rates include the 1.25% accreditation pay. Should the Police Department lose its accreditation, the rates will be reduced by 1.25%.

^{**}Exempt positions.

EXHIBIT 2 Ordinance No: 2250

CITY OF REDMOND PAY PLAN "PS"

REDMOND POLICE ASSOCIATION POLICE SUPPORT BARGAINING UNIT

Effective: January 1, 2003
Monthly Salaries*

CLASSIFICATION	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
Police Support Services Specialist	2,816	2,899	2,986	3,080	3,170	3,263	3,362
Lead Police Support Services Specialist	3,100	3,194	3,286	3,386	3,487	3,591	3,699
Property/Evidence Technician	3,234	3,330	3,429	3,532	3,640	3,748	3,861
Police Support Services Supervisor	3,563	3,670	3,778	3,893	4,009	4,129	4,254
Police Support Officer	3,157	3,249	3,335	3,432	3,529	3,629	3,731
Communications Supervisor	4,230	4,358	4,487	4,620	4,761	4,930	
Communications Dispatcher	3,168	3,278	3,391	3,509	3,636	3,764	
Lead Communications Disp.	3,453	3,573	3,694	3,827	3,960	4,098	

	MINIMUM	MAXIMUM
Crime Analyst**	3,713	4,401
Technical Systems Coord.**	4,471	6,439
Legal Advocate**	2,988	3,550
Volunteer Coordinator	3,525	4,497

^{*}All pay rates include the 1.25% accreditation pay. Should the Police Department lose its accreditation, the rates will be reduced by 1.25%.

Clerk's Note:

This pay plan has been corrected to reflect a scrivener's error in some of the classifications

^{**} Exempt Positions

Exhibit 3 - Ordinance No. 2250 CITY OF REDMOND Pay Plan PS*

Redmond Police Association - Police Support Bargaining Unit Effective: January 1, 2004

Effective. January 1, 2004						
		Minimum	Midpoint	Maximum		
Communications Supervisor	Annual	\$45,944.17	\$52,146.64	\$58,349.10		
	Monthly	\$3,828.68	\$4,345.55	\$4,862.43		
	Hourly	\$22.09	\$25.07	\$28.05		
Crime Analyst	Annual	\$44,872.47	\$50,930.26	\$56,988.04		
•	Monthly	\$3,739.37	\$4,244.19	\$4,749.00		
	Hourly	\$21.57	\$24.49	\$27.40		
Police Program Coordinator	Annual	\$43,152.23	£40.077.70	# 5 4 000 00		
1 onder regram oderamater		•	\$48,977.78	\$54,803.33		
	Monthly	\$3,596.02	\$4,081.48	\$4,566.94		
	Hourly	\$20.75	\$23.55	\$26.35		
Communications Dispatcher	Annual	\$34,706.85	\$39,392.28	\$44,077.70		
	Monthly	\$2,892.24	\$3,282.69	\$3,673.14		
	Hourly	\$16.69	\$18.94	\$21.19		
Lead Communications Dispatcher	Annual	\$41,583.13	\$47,196.85	\$52,810.58		
	Monthly	\$3,465.26	\$3,933.07	\$4,400.88		
	Hourly	\$19.99	\$22.69	\$25.39		
Lead Police Support Services Specialist	Annual	\$38,094.36	\$43,237.10	\$48,379.84		
.,	Monthly	\$3,174.53	\$3,603.09	\$4,031.65		
	Hourly	\$18.31	\$20.79	\$23.26		
Legal Advocate	Annual	\$39,403.93	\$44,723.46	\$50,042.99		
3	Monthly	\$3,283.66	\$3,726.96	\$4,170.25		
	Hourly	\$18.94	\$3,720.90 \$21.50	\$24.06		
Police Support Officer	Annual	P2E 240 46	#40.077.00			
Tonde dapport Officer		\$35,310.46	\$40,077.38	\$44,844.29		
	Monthly	\$2,942.54	\$3,339.78	\$3,737.02		
	Hourly	\$16.98	\$19.27	\$21.56		
Property Evidence Technician	Annual	\$35,471.76	\$40,260.45	\$45,049.14		
	Monthly	\$2,955.98	\$3,355.04	\$3,754.10		
	Hourly	\$17.05	\$19.36	\$21.66		
Police Support Services Specialist	Annual	\$33,865.89	\$38,437.78	\$43,009.68		
•	Monthly	\$2,822.16	\$3,203.15	\$3,584.14		
	Hourly	\$16.28	\$18.48	\$20.68		
Police Support Services Supervisor	Annual	\$44,667.99	\$50,698.17	\$56,728.35		
,,	Monthly	\$3,722.33	\$4,224.85	\$4,727.36		
	Hourly	\$21.47	\$24.37	\$4,727.36 \$27.27		
Technical Systems Coordinator**	Annual	\$49,865.07	\$56,596.85	\$62.000.04		
Systems Socialitator	Monthly	\$4,155.42		\$63,328.64 \$5,377.30		
	Hourly	\$4,155.4 <i>2</i> \$23.97	\$4,716.40 \$27.21	\$5,277.39		
	riouny	φ 2 3.97	\$27.21	\$30.45		

^{*}All pay rates include the 1.25% accreditation pay. Should the Police Department lose its accreditation, the rates will be reduced by 1.25%.

^{**}Exempt Position

Clerk's Note: This pay plan has been corrected to reflect a scrivener's error in some of the classifications

Exhibit 4 - Ordinance No. 2250 CITY OF REDMOND Pay Plan PS*

Redmond Police Association - Police Support Bargaining Unit

Effective: January 1, 2005

		Minimum	Midpoint	Maximum
Communications Supervisor	Annual	647 404 04	050 (00.0)	
Communications Capervisor	Monthly	\$47,124.94	\$53,486.81	\$59,848.67
	-	\$3,927.08	\$4,457.23	\$4,987.39
	Hourly	\$22.66	\$25.71	\$28.77
Crime Analyst	Annual	\$46,025.69	\$52,239.16	\$58,452.63
	Monthly	\$3,835.47	\$4,353.26	\$4,871.05
	Hourly	\$22.13	\$25.11	\$28.10
Police Program Coordinator	Annual	\$44,261.24	\$50,236.51	\$56,211.78
	Monthly	\$3,688.44	\$4,186.38	\$4,684.31
	Hourly	\$21.28	\$24.15	\$27.02
Communications Dispatcher	Annual	\$2# E00 00	640 404 00	* • • • • • • • • • • • • • • • • • • •
Dispatorio	Monthly	\$35,598.82	\$40,404.66	\$45,210.50
	Hourly	\$2,966.57	\$3,367.06	\$3,767.54
	поину	\$17.11	\$19.43	\$21.74
Lead Communications Dispatcher	Annual	\$42,651.82	\$48,409.81	\$54,167.81
	Monthly	\$3,554.32	\$4,034.15	\$4,513.98
	Hourly	\$20.51	\$23.27	\$26.04
Lead Police Support Services Specialist	Annual	\$39,073.39	\$44,348.30	\$49,623.20
	Monthly	\$3,256.12	\$3,695.69	\$4,135.27
	Hourly	\$18.79	\$21.32	\$23.86
Legal Advocate	Annual	\$40,416.61	\$45,872.85	\$51,329.09
	Monthly	\$3,368.05	\$3,822.74	\$4,277.42
	Hourly	\$19.43	\$22.05	\$24.68
Police Support Officer	Annual	#20 04 7 04	044 40 7 00	
Tonice cupport Chicer		\$36,217.94	\$41,107.36	\$45,996.79
	Monthly	\$3,018.16	\$3,425.61	\$3,833.07
	Hourly	\$17.41	\$19.76	\$22.11
Property Evidence Technician	Annual	\$36,383.39	\$41,295.15	\$46,206.90
	Monthly	\$3,031.95	\$3,441.26	\$3,850.58
	Hourly	\$17.49	\$19.85	\$22.21
Police Support Services Specialist	Annual	\$34,736.24	\$39,425.63	\$44,115.02
	Monthly	\$2,894.69	\$3,285.47	\$3,676.25
	Hourly	\$16.70	\$18.95	\$21.21
Police Support Services Supervisor	Annual	\$45,815.96	\$52,001.11	\$50.406.07
,,	Monthly	\$3 ₁ 818.00	\$4,333.43	\$58,186.27
	Hourly	\$22.03	\$4,333.43 \$25.00	\$4,848.86 \$27.97
Technical Systems Coordinator**	Annual	\$51 1/6 60	PER DE4 20	
	Monthly	\$51,146.60 \$4,263,33	\$58,051.39 \$4,837.60	\$64,956.18
	_	\$4,262.22	\$4,837.62	\$5,413.02
	Hourly	\$24.59	\$27.91	\$31.23

^{*}All pay rates include the 1.25% accreditation pay. Should the Police Department lose its accreditation, the rates will be reduced by 1.25%.

Clerk's Note: This pay plan has been corrected to reflect a scrivener's error in some of the classifications

^{**}Exempt Position