## ORDINANCE NO: 2274

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 2006; 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. (A) Effective January 1, 2006, Pay Plan "N" covering non-union employees is hereby amended to grant a 2.76 percent across-the-board increase in salaries over those salaries in effect on December 31, 2005, as adopted by Ordinance No. 2244. The amended Pay Plan is attached as Exhibit 1 and incorporated herein as if set forth in full. In addition, effective January 1, 2006, all non-union employees covered by Pay Plan "N" shall receive an increase equal to the difference, if any, between the 2.76 percent granted by the preceding sentence and the amount of the salary or wage increase, if any, ultimately agreed to by the City and the Redmond City Hall Employees Association (RCHEA) for 2006, provided that only non-union employees who are employed by the City on or after the date that an agreement is reached with RCHEA on any such increase shall be entitled to receive such increase. The deferred amount that is described above is therefore intended to qualify as non-qualified deferred compensation

pursuant to the Internal Revenue Code of 1986, as amended, and is subject to a substantial risk of forfeiture.

(B) Effective January 1, 2006, Pay Plan "E" covering executive employees is hereby amended to reflect a 2.76 percent increase in salary ranges over those salary ranges in effect on December 31, 2005, as adopted by Ordinance No. 2244. The amended Pay Plan is attached as Exhibit 2 and incorporated herein as if set forth in full. In addition, effective January 1, 2006, these ranges shall be adjusted equal to the difference, if any, between the 2.76 percent granted by the preceding sentence and the amount of the salary or wage increase, if any, ultimately agreed to by the City and the Redmond City Hall Employees Association (RCHEA) for 2006, provided that only executive employees who are employed by the City on or after the date that an agreement is reached with RCHEA on any such increase shall be entitled to receive any increase that would apply to the employee's position by virtue of the adjustment to the range. The deferred amount that is described above is therefore intended to qualify as non-qualified deferred compensation pursuant to the Internal Revenue Code of 1986, as amended, and is subject to a substantial risk of forfeiture.

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

ATTEST/AUTHENTICATED:

CLERK, MALISA FILES

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.: 2274

November 30, 2005

December 6, 2005

December 6, 2005 December 12, 2005 December 17, 2005 - Ordinance

January 1, 2006 - Salaries

## City of Redmond Non-Union Employees 2006 Pay Plan

Grade	Title 2006 Pay Plan	Minimum	Midpoint	Maximum
NA01	Accounting Manager	\$5,305	\$6,651	\$7,996
NA10	Administrative Assistant	\$2,603	\$3,237	\$3,870
NA20	Administrative Specialist	\$2,717	\$3,417	\$4,116
NA30	Administrative Supervisor	\$4,187	\$4,865	\$5,543
NA40	Applications Services Manager	\$5,835	\$7,415	\$8,994
NA50	Assistant Director Public Works	\$6,357	\$7,886	\$9,414
NA60	Assistant Fire Chief	\$7,497	\$8,235	\$8,973
NA70	Assistant Maintenance Manager	\$5,597	\$6,368	\$7,138
NA80	Assistant Police Chief	\$7,685	\$8,546	\$9,407
NB01	Benefits Administrator	\$3,288	\$4,171	\$5,054
NB10	Building Official	\$5,869	\$6,675	\$7,481
NB20	Business Operations Manager	\$4,815	\$5,594	\$6,372
NC01	City Clerk	\$5,795	\$6,688	\$7,580
NC10	Compensation Manager	\$4,805	\$6,049	\$7,293
NC25	Compensation Analyst	\$3,477	\$4,363	\$5,248
ND01	Department Administrative Coordinator	\$3,233	\$3,951	\$4,669
ND10	Deputy Planning Director	\$6,559	\$7,505	\$8,450
NE01	Emergency Preparedness Manager	\$5,055	\$5,781	\$6,507
NE10	Employment and Training Manager	\$4,838	\$5,773	\$6,707
NE20	Engineer - Senior	\$5,359	\$6,455	\$7,551
NE30	Engineering Manager	\$5,512	\$6,860	\$8,207
NE40	Executive Assistant	\$3,440	\$4,235	\$5,029
NF01	Facilities Maintenance Supervisor	\$4,745	\$5,534	\$6,322
NF10	Financial Analyst - Associate	\$3,198	\$4,077	\$4,955
NF20	Financial Analyst	\$3,877	\$4,876	\$5,874
NF30	Financial Analyst - Senior	\$4,312	\$5,565	\$6,818
NF40	Financial Planning Manager	\$6,323	\$7,794	\$9,265
NF50	Fleet Manager	\$5,349	\$6,001	\$6,653
NH01	Human Resources Assistant	\$2,729	\$3,352	\$3,974
NH10	Human Resources Generalist	\$3,576	\$4,428	\$5,279
NH20	Human Services Manager	\$5,797	\$6,364	\$6,931
NI01	Inspection Supervisor	\$5,001	\$5,678	\$6,354
NI10	IS Manager	\$6,349	\$7,934	\$9,519
NM01	Maintenance Manager	\$6,283	\$7,122	\$7,960
NM10	Maintenance Operations Supervisor - Storm Water	\$4,954	\$5,641	\$6,327
NM20	Maintenance Operations Supervisor - Streets	\$4,987	\$5,691	\$6,395

## City of Redmond Non-Union Employees 2006 Pay Plan

Grade	Title	Minimum	Midpoint	Maximum
NM30	Maintenance Operations Supervisor - Wastewater	\$4,954	\$5,641	\$6,327
NM40	Maintenance Operations Supervisor - Water Operations	\$4,954	\$5,641	\$6,327
NM50	Management Analyst - Associate	\$3,157	\$4,046	\$4,935
NM60	Management Analyst	\$3,628	\$4,651	\$5,674
NM70	Management Analyst - Senior	\$4,174	\$5,350	\$6,525
NN01	Network Communications Manager	\$5,616	\$7,084	\$8,552
NP01	Parks Maintenance Manager	\$6,097	\$7,088	\$8,078
NP05	Parks Maintenance Supervisor	\$4,374	\$4,937	\$5,500
NP10	Parks Operations Supervisor	\$4,748	\$5,431	\$6,114
NP20	Parks Planning Manager	\$5,960	\$6,554	\$7,148
NP30	Payroll Supervisor	\$4,166	\$5,140	\$6,114
NP40	Planning Manager - Development Review	\$5,939	\$6,917	\$7,894
NP50	Planning Manager - Marketing and Information	\$5,963	\$7,236	\$8,509
NP60	Planning Manager - Policy and Comprehensive Planning	\$6,238	\$7,272	\$8,306
NP65	Police Commander - Administration	\$7,582	\$7,965	\$8,347
NP70	Program Manager	\$5,021	\$5,713	\$6,405
NP80	Prosecuting Attorney	\$4,986	\$5,794	\$6,602
NP90	Purchasing/Accounts Payable Manager	\$5,179	\$6,466	\$7,752
NR01	Real Property Manager	\$4,888	\$5,541	\$6,194
NR10	Recreation Division Manager	\$5,917	\$6,860	\$7,802
NR20	Recreation Program Manager	\$4,986	\$5,633	\$6,279
NR30	Risk Manager	\$5,389	\$6,890	\$8,391
NS02	Senior Labor Analyst	\$4,922	\$5,750	\$6,578
NM80	Senior Policy Analyst	\$5,756	\$6,694	\$7,631
NS01	Special Projects Manager	\$5,512	\$6,860	\$8,207
NS10	Supervising Attorney	\$6,546	\$7,611	\$8,675
NS20	Support Services Manager	\$5,172	\$6,502	\$7,832
NU01	Utility Billing Manager	\$5,286	\$6,317	\$7,347

## City of Redmond Pay Plan "E" - Executive Plan 2006

Grade	Title	Minimum	Midpoint	Maximum
1	Human Resources Director	\$7,060	\$8,512	\$9,964
2	Planning Director	\$7,575	\$8,803	\$10,031
3	Parks Director	\$7,789	\$9,049	\$10,309
4	Assistant to the Mayor	\$7,535	\$8,908	\$10,281
5	Fire Chief Police Chief	\$8,037	\$9,429	\$10,821
6	Finance Director Public Works Director	\$7,842	\$9,439	\$11,037