

CITY OF REDMOND
ORDINANCE NO. 2552

AN ORDINANCE OF THE CITY OF REDMOND,
WASHINGTON, ESTABLISHING THE 2011 PAY PLAN
FOR EMPLOYEES COVERED BY THE REDMOND CITY
HALL EMPLOYEES ASSOCIATION REPRESENTING
EMPLOYEES IN PROFESSIONAL, TECHNICAL AND
ADMINISTRATIVE POSITIONS

WHEREAS, the City of Redmond completed labor contract negotiations in 2008 with the City Hall Employees Association; and

WHEREAS, Pay Plan R was established and put into effect the negotiated salary ranges agreed to through the collective bargaining process and adopted; and

WHEREAS, the salary ranges adopted by Ordinance No. 2511 have now been adjusted in accordance with the Memorandum of Understanding with the RCHEA bargaining unit.

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

Section 1. Pay Plan Adopted. Effective January 1, 2011, Pay Plan R covering all employees in the RCHEA bargaining unit is hereby amended to grant a 1.00 percent across-the-board increase to employees' salaries over those salaries in effect on December 31, 2010, as adopted by Ordinance No. 2511. Salary ranges in the R Pay Plan will be increased by the same


percentage. The amended pay plan is attached as Exhibit 1 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.

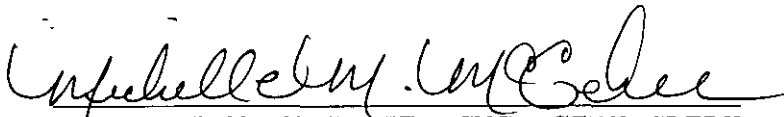
Section 3. Effective Date. This ordinance shall take effect five days after its publication, or publication of a summary thereof, in the City's official newspaper.

ADOPTED by the Redmond City Council this 7th day of
December, 2010.

CITY OF REDMOND

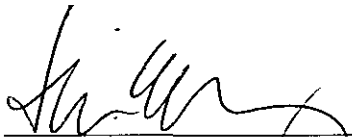

JOHN MARCHIONE, MAYOR

ATTEST:


MICHELLE M. MCGEHEE, CMC, CITY CLERK

(SEAL)

APPROVED AS TO FORM:
OFFICE OF THE CITY ATTORNEY

By: 

FILED WITH THE CITY CLERK:	November 24, 2010
PASSED BY THE CITY COUNCIL:	December 7, 2010
SIGNED BY THE MAYOR:	December 7, 2010
PUBLISHED:	December 13, 2010
EFFECTIVE DATE:	December 18, 2010
ORDINANCE NO.: 2552	

ADOPTED 7-0: Allen, Carson, Cole, Margeson, Myers, Stilin and Vache

City of Redmond
2011 RCHEA Employees "R" Pay Plan

Ordinance No. 2552
Exhibit 1

Grade	Position	2011 Minimum	2011 Midpoint	2011 Maximum
RA10	Accountant	\$3,583	\$4,576	\$5,568
RA01	Accountant - Associate	\$3,230	\$4,066	\$4,901
RA20	Accountant - Senior	\$4,261	\$5,433	\$6,604
RA30	Administrative Assistant	\$2,946	\$3,663	\$4,380
RA40	Administrative Services Supervisor	\$4,746	\$5,513	\$6,280
RA50	Administrative Specialist	\$3,075	\$3,866	\$4,657
RA60	Audio/Visual Operations Manager	\$4,743	\$5,767	\$6,791
RA70	Audio/Visual Specialist	\$3,584	\$4,353	\$5,122
RB01	Building Inspector I	\$4,217	\$4,686	\$5,155
RB10	Building Inspector II	\$4,849	\$5,390	\$5,931
RB20	Building Inspector III	\$5,931	\$6,066	\$6,200
RB30	Building Inspector IV	\$5,577	\$6,199	\$6,820
RB50	Buyer	\$3,619	\$4,563	\$5,507
RB40	Buyer - Associate	\$3,060	\$3,826	\$4,592
RB60	Buyer - Senior	\$4,156	\$5,215	\$6,273
RC10	Claims Administrator - Worker's Compensation	\$4,003	\$4,795	\$5,586
RC20	Code Enforcement Officer	\$4,584	\$5,325	\$6,066
RC40	Construction Inspector	\$4,774	\$5,422	\$6,070
RC30	Construction Inspector - Entry	\$4,151	\$4,707	\$5,262
RC50	Construction Inspector - Lead	\$5,490	\$6,236	\$6,981
RD01	Database Analyst	\$4,970	\$5,762	\$6,554
RD10	Database/GIS Manager	\$5,932	\$7,553	\$9,173
RD20	Department Administrative Coordinator	\$3,658	\$4,471	\$5,284
RD30	Department Systems Support Coordinator	\$3,485	\$4,063	\$4,640
RD40	Deputy City Clerk	\$4,214	\$4,728	\$5,241
RE10	Engineer	\$5,110	\$6,066	\$7,021
RE01	Engineer - Associate	\$4,761	\$5,409	\$6,056
RE20	Engineer - Senior	\$6,065	\$7,306	\$8,546
RE40	Engineering Technician	\$4,224	\$4,742	\$5,259
RE30	Engineering Technician - Associate	\$3,801	\$4,277	\$4,753
RE50	Engineering Technician - Senior	\$4,862	\$5,503	\$6,143
RF10	Financial Analyst	\$4,388	\$5,518	\$6,647
RF01	Financial Analyst - Associate	\$3,619	\$4,614	\$5,608
RF20	Financial Analyst - Senior	\$4,879	\$6,297	\$7,715
RF30	Financial Technician	\$3,016	\$3,487	\$3,957

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Ordinance No. 2552
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RF40	Financial Technician - Senior	\$3,400	\$3,939	\$4,477
RG01	Graphics Designer	\$3,267	\$4,005	\$4,743
RL01	Legal Assistant	\$3,398	\$4,179	\$4,960
RM10	Management Analyst	\$4,107	\$5,264	\$6,421
RM01	Management Analyst - Associate	\$3,573	\$4,579	\$5,585
RM20	Management Analyst - Senior	\$4,724	\$6,055	\$7,385
RN01	Network Analyst	\$5,019	\$6,266	\$7,513
RN10	Network Systems Engineer	\$5,311	\$6,640	\$7,968
RP01	Paralegal	\$3,748	\$4,631	\$5,514
RP10	Payroll Analyst	\$3,494	\$4,241	\$4,988
RP15	Permit Technician	\$3,858	\$4,305	\$4,751
RP20	Planner - Assistant	\$4,537	\$4,920	\$5,303
RP25	Planner - Associate	\$5,299	\$5,740	\$6,180
RP35	Planner - Principal	\$6,866	\$7,603	\$8,339
RP30	Planner - Senior	\$5,962	\$6,500	\$7,038
RP45	Plans Examiner	\$5,241	\$5,799	\$6,357
RP40	Plans Examiner - Entry	\$4,557	\$5,044	\$5,530
RP50	Plans Examiner - Senior	\$6,027	\$6,668	\$7,308
RP55	Preschool Teacher	\$2,843	\$3,301	\$3,759
RP60	Print Shop Specialist	\$3,011	\$3,614	\$4,217
RP65	Program Administrator	\$4,940	\$5,622	\$6,304
RP70	Program Coordinator	\$4,298	\$4,889	\$5,480
RP75	Programmer Analyst	\$4,296	\$5,396	\$6,496
RP80	Programmer Analyst - Senior	\$5,095	\$6,413	\$7,730
RR01	Recreation Program Administrator	\$4,907	\$5,545	\$6,182
RR10	Recreation Program Assistant	\$3,562	\$4,041	\$4,520
RR20	Recreation Program Coordinator	\$4,290	\$4,814	\$5,338
RR30	Reprographics Supervisor	\$4,462	\$5,319	\$6,176
RR40	Revenue & Consumer Affairs Technician	\$3,206	\$3,860	\$4,514
RS01	Safety Coordinator	\$4,359	\$5,334	\$6,308
RS10	Senior Systems Analyst	\$5,579	\$6,965	\$8,350
RS20	Systems Support Specialist	\$3,743	\$4,604	\$5,464
RT10	Technical Systems Coordinator	\$5,151	\$5,846	\$6,541
RT01	Telecommunications Coordinator	\$4,324	\$5,504	\$6,684
RI01	Treasury Manager	\$5,473	\$6,853	\$8,232
RV01	Van Driver	\$2,533	\$2,959	\$3,384
RW01	Webmaster	\$4,463	\$5,543	\$6,622

MEMORANDUM OF UNDERSTANDING

BY AND BETWEEN
CITY OF REDMOND

AND

REDMOND CITY HALL EMPLOYEES ASSOCIATION, RCHEA, REPRESENTING EMPLOYEES IN
PROFESSIONAL, TECHNICAL AND ADMINISTRATIVE POSITIONS

THIS MEMORANDUM OF UNDERSTANDING ("MOU") is entered into by and between the City of Redmond (City) and the Redmond City Hall Employees Association (RCHEA or Union) regarding a one percent (1%) salary adjustment effective January 1, 2011. Except as otherwise provided for in this MOU, the terms of the collective bargaining agreement between the parties for the period January 1, 2007 – September 30, 2010 (the "Agreement"), including but not limited to Article 8 of the Agreement, shall remain in full force and effect pending the outcome of the current negotiations between the parties.

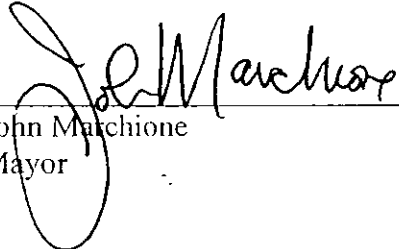
- 1. Purpose.** The purpose of this MOU is to record the understanding between the City and RCHEA relating to a one percent (1%) salary adjustment. This MOU will only be binding upon ratification and execution by each of the City and RCHEA.
- 2. Wages.** Effective January 1, 2011 the increase in the monthly rate of pay for employees covered by this agreement shall be one percent (1%). Salary ranges in the RCHEA pay plan will be increased by the same amount, as reflected in Appendix A. This increase is in lieu of the normal market adjustment under Article 8, Section 1 of the Agreement and shall not be subject to further bargaining.
- 3. Integration.** This MOU, including the terms of the Agreement incorporated by reference, is an integrated document. This document is the only agreement between the parties hereto regarding the subject matter of this MOU, which is about a salary adjustment only, and not about any other provisions affecting wages and benefits in the Agreement, and replaces and/or supersedes any and all prior agreements or understandings between the parties relative thereto. The parties hereto agree that all previous agreements and representations regarding the subject matter of this MOU, whether oral or in writing, are hereby null and void and of no further force or effect. Any modifications to this MOU must be made in writing, signed by the parties hereto in order to be valid and binding.
- 4. Severability.** If any term or condition of this MOU or any addendums thereto are held invalid by operation of law or by any tribunal of competent jurisdiction, or should compliance with or enforcement of any provision be restrained by such tribunal, the remaining terms and conditions of this MOU and addendums thereto shall remain in full force and effect.

5. **Interpretation.** The validity, interpretation and execution of this MOU and the performance of and rights accruing under this MOU are all to be governed by the laws of the State of Washington. This MOU is only binding on the parties hereto, cannot be relied upon by any person or entity who is not a party to this MOU, and this MOU has no precedential value.

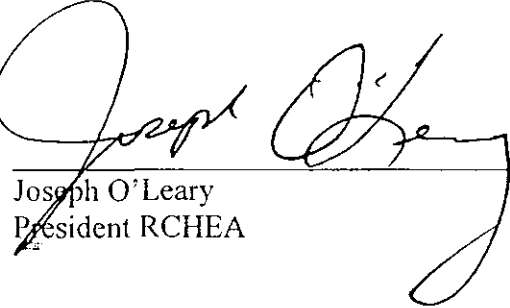
DATED the 3 day of Dec, 2010.

CITY OF REDMOND

REDMOND CITY HALL EMPLOYEES
ASSOCIATION

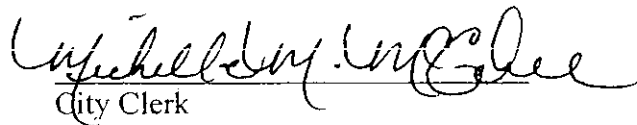


John Marchione
Mayor



Joseph O'Leary
President RCHEA

ATTEST:



City Clerk