

CITY OF REDMOND
ORDINANCE NO. 2553

AN ORDINANCE OF THE CITY OF REDMOND,
WASHINGTON, ESTABLISHING THE 2011 PAY PLAN
FOR EMPLOYEES COVERED BY THE REDMOND POLICE
ASSOCIATION REPRESENTING POLICE SUPPORT
EMPLOYEES

WHEREAS, the City of Redmond completed labor contract negotiations in 2009 with the Redmond Police Association, representing Police Support Employees; and

WHEREAS, Pay Plan PS 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. 2512 have now been adjusted in accordance with the Memorandum of Understanding negotiated with the Police Support 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 PS covering all employees in the Police Support 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. 2512. Salary ranges in the PS 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.

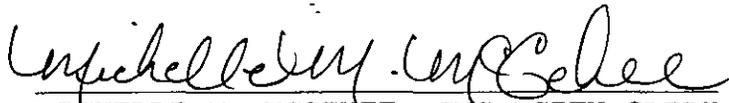
Section 3. Effective Date. This ordinance shall take effect five days after its publication, or publication of a summary thereof, in the City's official newspaper.

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

CITY OF REDMOND

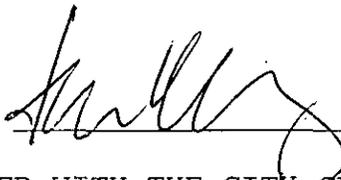

JOHN MARCHIONE, MAYOR

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. 2553	

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

CITY OF REDMOND
Pay Plan PS*
Redmond Police Association - Police Support Bargaining Unit
Effective: January 1, 2011

Grade		Minimum	Midpoint	Maximum
C113	Crime Analyst	\$4,608	\$5,231	\$5,853
C116	Police Program Coordinator	\$4,407	\$5,001	\$5,594
C13	Communications Dispatcher	\$3,602	\$4,089	\$4,575
C15	Lead Communications Dispatcher	\$4,316	\$4,899	\$5,481
C14	Lead Police Support Services Specialist	\$3,786	\$4,298	\$4,809
C115	Legal Advocate	\$4,058	\$4,606	\$5,154
C18	Police Support Officer	\$3,510	\$3,984	\$4,457
C19	Property Evidence Technician	\$3,527	\$4,003	\$4,478
C11	Police Support Services Specialist	\$3,366	\$3,821	\$4,275
C20	Police Support Administrative Assistant	\$2,946	\$3,663	\$4,380

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

MEMORANDUM OF UNDERSTANDING

BY AND BETWEEN
CITY OF REDMOND

AND

REDMOND POLICE ASSOCIATION, RPA,
REPRESENTING POLICE SUPPORT EMPLOYEES

THIS MEMORANDUM OF UNDERSTANDING ("MOU") is entered into by and between the City of Redmond (City) and the Redmond Police Association (RPA 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 Agreement shall remain in full force and effect through December 31, 2011 and are incorporated into this MOU by reference.

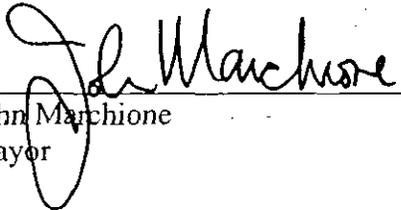
1. **Purpose.** The purpose of this MOU is to record the understanding between the City and RPA relating to a one percent (1%) salary adjustment. This MOU will only be binding upon ratification and execution by each of the City and RPA.
2. **Wages.** The parties agree that the process for determining the adjustment of the monthly rates of pay as provided in Appendix A, Section A.2, of the Agreement will not be used for the adjustment to be effective January 1, 2011. In lieu of the adjustment provided for in the Agreement, effective January 1, 2011 the increase in the monthly rate of pay for employees covered by the Agreement shall be one percent (1%), and the salary ranges in the Police Support pay plan will be increased by the same amount, as reflected in Appendix A.
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, 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.

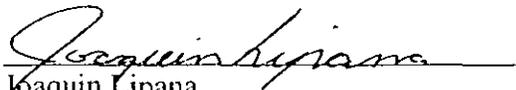
DATED the 16 day of November, 2010.

CITY OF REDMOND

REDMOND POLICE ASSOCIATION



John Marchione
Mayor



Joaquin Lipana
President, RPA

ATTEST:



City Clerk