

CITY OF REDMOND
ORDINANCE NO. 2603

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY
OF REDMOND, WASHINGTON AMENDING THE 2011
NON-UNION PAY PLAN FOR THE YEAR 2011; AND
AFFIRMING SEVERABILITY AND 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 are reflected in the 2011 Non-Union Pay Plan established with Council approval of Ordinance No. 2551 in December 2010; and

WHEREAS, the reorganization of the Parks, Human Resources and Finance Departments has resulted in the recommendation to add or rename existing classifications in order to cover existing work and/or to be able to hire individuals with the mix of skills needed to keep the City compliant with new Federal Regulations and to adopt the necessary corresponding pay ranges; and

WHEREAS, implementation of the recommendation will require an amendment of the 2011 Non-Union Pay Plan.

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

Section 1. The 2011 Non-Union Pay Plan adopted by Ordinance No. 2551, and attached to this ordinance as Exhibit 1,

is hereby amended and the classifications and salary ranges for the positions of Parks Maintenance and Operations Manager, Compensation Programs Manager, Senior Human Resources Analyst and Deputy Finance Director are added. The amended 2011 Non-Union Pay Plan is incorporated herein as if set forth in full.

Section 2. The effective date of the adjusted pay plan will continue to be January 1, 2011, as established by Ordinance No. 2551.

Section 3. 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 4. 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 21st day of June,
2011.

CITY OF REDMOND



JOHN MARCHIONE, MAYOR

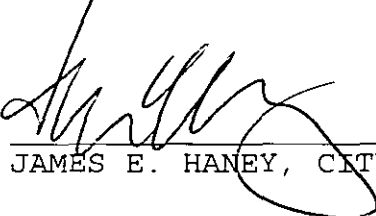
ATTEST:



MICHELLE M. MCGEHEE, CMC, CITY CLERK

(SEAL)

APPROVED AS TO FORM:
OFFICE OF THE CITY ATTORNEY



JAMES E. HANEY, CITY ATTORNEY

FILED WITH THE CITY CLERK:	June 15, 2011
PASSED BY THE CITY COUNCIL:	June 21, 2011
SIGNED BY THE MAYOR:	June 21, 2011
PUBLISHED:	June 27, 2011
EFFECTIVE DATE:	July 2, 2011
ORDINANCE NO. 2603	

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

**City of Redmond
Non-Union Employees
2011 Pay Plan**

Grade	Title	Minimum	Midpoint	Maximum
NA01	Accounting Manager	\$6,003	\$7,527	\$9,050
NA10	Administrative Assistant	\$2,946	\$3,663	\$4,380
NA20	Administrative Specialist	\$3,075	\$3,866	\$4,657
NA30	Administrative Supervisor	\$4,739	\$5,507	\$6,274
NA40	Applications Services Manager	\$6,603	\$8,392	\$10,180
NA50	Assistant Director Public Works	\$7,195	\$8,925	\$10,654
NA70	Assistant Maintenance Manager	\$6,334	\$7,207	\$8,079
NA80	Assistant Police Chief	\$8,699	\$9,673	\$10,646
NB01	Benefits Administrator	\$3,720	\$4,720	\$5,720
NB10	Building Official	\$6,642	\$7,555	\$8,467
NB20	Business Operations Manager	\$5,449	\$6,330	\$7,211
NM80	Chief Policy Advisor	\$7,275	\$8,542	\$9,809
NC01	City Clerk	\$6,559	\$7,570	\$8,580
NC05	Communications Dispatch Supervisor	\$4,863	\$5,520	\$6,176
NC40	Communications Program Manager	\$4,940	\$5,622	\$6,304
NC25	Compensation Analyst	\$3,935	\$4,937	\$5,939
NC28	Compensation Programs Manager	\$6,149	\$7,379	\$8,609
NC30	Computer Forensic Investigator - Senior	\$4,215	\$5,395	\$6,575
ND01	Department Administrative Coordinator	\$3,658	\$4,471	\$5,284
ND15	Deputy Finance Director	\$7,156	\$8,821	\$10,486
NA60	Deputy Fire Chief	\$8,667	\$9,682	\$10,697
ND05	Deputy Parks Director	\$7,217	\$8,316	\$9,414
ND10	Deputy Planning Director	\$7,424	\$8,494	\$9,564
NE01	Emergency Preparedness Manager	\$5,721	\$6,543	\$7,364
NE10	Employment and Training Manager	\$5,475	\$6,533	\$7,590
NE20	Engineer - Senior	\$6,065	\$7,306	\$8,546
NE30	Engineering Manager	\$6,238	\$7,763	\$9,288
NE50	Engineering Supervisor	\$6,065	\$7,306	\$8,546
NE60	EPSCA 800 Megahertz Technician	\$5,181	\$6,165	\$7,148
NE62	EPSCA 800 Magahertz Console Technician	\$4,973	\$5,337	\$5,700
NE64	EPSCA Operations Manager	\$6,316	\$7,517	\$8,717
NE68	EPSCA Senior Accounting Associate	\$3,659	\$4,355	\$5,050
NE40	Executive Assistant	\$3,894	\$4,793	\$5,691
NF01	Facilities Maintenance Supervisor	\$5,371	\$6,263	\$7,155
NF20	Financial Analyst	\$4,388	\$5,518	\$6,647
NF10	Financial Analyst - Associate	\$3,619	\$4,614	\$5,608
NF30	Financial Analyst - Senior	\$4,879	\$6,297	\$7,715
NF40	Financial Planning Manager	\$7,156	\$8,821	\$10,486
NF50	Fleet Manager	\$6,055	\$6,793	\$7,531
NG01	GIS Manager	\$5,932	\$7,553	\$9,173
NH01	Human Resources Assistant	\$3,088	\$3,793	\$4,498
NH10	Human Resources Generalist	\$4,047	\$5,011	\$5,974

**City of Redmond
Non-Union Employees
2011 Pay Plan**

Grade	Title	Minimum	Midpoint	Maximum
NH15	Human Resources Program Manager	\$6,241	\$7,618	\$8,995
NH20	Human Services Manager	\$6,561	\$7,204	\$7,846
NI01	Inspection Supervisor	\$5,660	\$6,425	\$7,190
NI10	IS Manager	\$7,185	\$8,979	\$10,773
NM01	Maintenance Manager	\$7,111	\$8,060	\$9,009
NM10	Maintenance Operations Supervisor - Storm Water	\$5,607	\$6,384	\$7,161
NM20	Maintenance Operations Supervisor - Streets	\$5,645	\$6,442	\$7,238
NM30	Maintenance Operations Supervisor - Wastewater	\$5,607	\$6,384	\$7,161
NM40	Maintenance Operations Supervisor - Water Operations	\$5,607	\$6,384	\$7,161
NM60	Management Analyst	\$4,107	\$5,264	\$6,421
NM50	Management Analyst - Associate	\$3,573	\$4,579	\$5,585
NM70	Management Analyst - Senior	\$4,724	\$6,055	\$7,385
NN01	Network Communications Manager	\$6,355	\$8,017	\$9,679
NP02	Parks Maintenance and Operations Manager	\$5,808	\$6,969	\$8,131
NP05	Parks Maintenance Supervisor	\$4,950	\$5,588	\$6,225
NP10	Parks Operations Supervisor	\$5,374	\$6,147	\$6,920
NP20	Parks Planning Manager	\$6,746	\$7,418	\$8,090
NP30	Payroll Supervisor	\$4,715	\$5,818	\$6,920
NP40	Planning Manager - Development Review	\$6,722	\$7,828	\$8,934
NP60	Planning Manager - Policy and Comprehensive Planning	\$7,060	\$8,230	\$9,399
NP65	Police Commander	\$8,582	\$9,015	\$9,447
NP67	Police Crime Analyst (limited duration)	\$4,460	\$5,063	\$5,666
NP68	Police Support Services Supervisor	\$4,441	\$5,041	\$5,640
NP70	Program Manager	\$5,682	\$6,466	\$7,249
NP80	Prosecuting Attorney	\$5,643	\$6,558	\$7,472
NP90	Purchasing/Accounts Payable Manager	\$5,861	\$7,317	\$8,773
NR01	Real Property Manager	\$5,533	\$6,272	\$7,010
NR10	Recreation Division Manager	\$6,697	\$7,764	\$8,830
NR20	Recreation Program Manager	\$5,643	\$6,375	\$7,106
NR50	Reprographics Supervisor	\$4,462	\$5,319	\$6,176
NU01	Revenue Manager	\$5,982	\$7,149	\$8,315
NR40	Risk Analyst	\$4,359	\$5,334	\$6,308
NR30	Risk Analyst - Senior	\$5,014	\$6,135	\$7,256
NS03	Senior Human Resources Analyst	\$5,284	\$6,208	\$7,133
NS02	Senior Labor Analyst	\$5,570	\$6,508	\$7,445
NS05	Senior Recruiter	\$5,475	\$6,533	\$7,590
NS10	Supervising Attorney	\$7,408	\$8,613	\$9,817
NS30	Supervisor - Permit Technicians/Plans Examiners	\$6,027	\$6,668	\$7,308
NS20	Support Services Manager	\$5,854	\$7,359	\$8,864
NT10	TDM Program Manager	\$6,866	\$7,603	\$8,339