CITY OF REDMOND ORDINANCE NO. 2630

OF ORDINANCE OF THE CITY AN REDMOND, WASHINGTON, AMENDING PAY PLANS "N" AND "E" IN ORDER TO SET SALARIES FOR NON-UNION AND EXECUTIVE EMPLOYEES FOR THE YEAR 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. Pay Plans Adopted. (A) Effective January 1, 2012, Pay Plan "N" covering non-union employees is hereby amended to grant a 2 percent across-the-board increase in salaries over those salaries in effect on December 31, 2011, as adopted by Ordinance No. 2551. The amended Pay Plan is attached as Exhibit 1 and incorporated herein as if set forth in full.

(B) Effective January 1, 2012, Pay Plan "E" covering executive employees is hereby amended to reflect a 2 percent increase in salary ranges over those salary ranges in effect on December 31, 2011, as adopted by Ordinance No. 2551. The

amended Pay Plan is attached as Exhibit 2 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, or as otherwise provided by law.

ADOPTED by the Redmond City Council this 6th day of December, 2011.

CITY OF REDMOND

JOHN MARCHIONE, MAYOR

ATTEST:

(SEAL)

APPROVED AS TO FORM:

OFFICE OF THE CITY ATTORNEY:

JAMES HANEY, CITY ACTORNEY

FILED WITH THE CITY CLERK:

PASSED BY THE CITY COUNCIL: December 6, 2011

SIGNED BY THE MAYOR:

PUBLISHED:

EFFECTIVE DATE:

ORDINANCE NO. 2630

November 23, 2011

December 6, 2011

December 12, 2011

December 17, 2011

City of Redmond Non-Union Employees 2012 Pay Plan

NA10	Grade	Title	Minimum	Midpoint	Maximum
NA20 Administrative Specialist \$3,137 \$3,944 \$4,750 NA30 Administrative Supervisor \$4,834 \$5,617 \$6,398 NA40 Applications Services Manager \$6,735 \$8,560 \$10,384 NA50 Assistant Director Public Works \$7,395 \$9,103 \$10,867 NA70 Assistant Maintenance Manager \$6,461 \$7,351 \$8,241 NA80 Assistant Police Chief \$8,873 \$9,866 \$10,859 NB01 Benefits Administrator \$3,794 \$4,814 \$5,834 NB10 Building Official \$6,775 \$7,706 \$8,633 NB20 Business Operations Manager \$5,558 \$6,457 \$7,355 NB20 Clity Clerk \$6,690 \$7,721 \$8,733 \$10,005 NC10 City Clerk \$6,690 \$7,721 \$8,752 \$8,752 NC21 Communications Dispatch Supervisor \$4,960 \$5,630 \$6,900 NC25 Communications Program Manager \$6,272 \$7,527 <td< td=""><td>NA01</td><td>Accounting Manager</td><td>\$6,123</td><td>\$7,677</td><td>\$9,231</td></td<>	NA01	Accounting Manager	\$6,123	\$7,677	\$9,231
NA30 Administrative Supervisor \$4,834 \$5,617 \$6,399 NA40 Applications Services Manager \$6,735 \$8,560 \$10,384 NA50 Assistant Director Public Works \$7,339 \$9,103 \$10,887 NA70 Assistant Maintenance Manager \$6,461 \$7,351 \$8,241 NA80 Assistant Police Chief \$8,873 \$9,666 \$10,859 NB01 Benefits Administrator \$3,794 \$4,814 \$5,834 NB10 Business Operations Manager \$5,558 \$6,457 \$7,355 NB20 Business Operations Manager \$5,558 \$6,457 \$7,355 NM60 Chief Policy Advisor \$7,421 \$8,713 \$10,005 NC01 City Clerk \$6,690 \$7,721 \$8,752 NC01 Communications Dispatch Supervisor \$4,960 \$5,630 \$6,300 NC05 Communications Dispatch Supervisor \$4,960 \$5,735 \$6,430 NC28 Compensation Analyst \$4,014 \$5,036 \$6,300 <tr< td=""><td>NA10</td><td>Administrative Assistant</td><td>\$3,005</td><td>\$3,737</td><td>\$4,468</td></tr<>	NA10	Administrative Assistant	\$3,005	\$3,737	\$4,468
NA40 Applications Services Manager \$6,735 \$8,560 \$10,384 NA50 Assistant Director Public Works \$7,339 \$9,103 \$10,867 NA70 Assistant Maintenance Manager \$6,461 \$7,351 \$8,241 NA80 Assistant Police Chief \$8,873 \$9,866 \$10,859 NB01 Benefits Administrator \$3,794 \$4,814 \$5,834 NB10 Business Operations Manager \$5,558 \$6,457 \$7,355 NB20 Business Operations Manager \$7,421 \$8,713 \$10,005 NC01 Chief Policy Advisor \$7,421 \$8,713 \$10,005 NC01 Chy Clerk \$6,690 \$7,721 \$8,752 NC10 Communications and Marketing Administrator \$6,212 \$7,455 \$8,697 NC20 Communications Dispatch Supervisor \$4,960 \$5,563 \$6,697 NC20 Communications Dispatch Supervisor \$4,960 \$5,630 \$6,030 NC20 Communications Dispatch Supervisor \$4,960 \$5,563 <t< td=""><td>NA20</td><td>Administrative Specialist</td><td>\$3,137</td><td>\$3,944</td><td>\$4,750</td></t<>	NA20	Administrative Specialist	\$3,137	\$3,944	\$4,750
NA50 Assistant Director Public Works \$7,339 \$9,103 \$10,867 NA70 Assistant Maintenance Manager \$6,461 \$7,351 \$8,241 NA80 Assistant Police Chief \$8,873 \$9,866 \$10,859 NB01 Benefits Administrator \$3,794 \$4,814 \$5,834 NB10 Building Official \$6,775 \$7,706 \$8,636 NB20 Business Operations Manager \$5,558 \$6,457 \$7,355 NM80 Chief Policy Advisor \$7,421 \$8,713 \$10,005 NC01 City Clerk \$6,690 \$7,745 \$8,692 NC01 City Clerk \$6,690 \$7,745 \$8,697 NC01 Communications and Marketing Administrator \$6,212 \$7,457 \$8,697 NC01 Communications Dispatch Supervisor \$4,960 \$5,630 \$6,300 NC02 Communications Program Manager \$5,039 \$5,735 \$6,497 NC28 Compensation Analyst \$4,101 \$5,036 \$6,058 NC2	NA30	Administrative Supervisor	\$4,834	\$5,617	\$6,399
NA70 Assistant Maintenance Manager \$6,461 \$7,351 \$8,241 NA80 Assistant Police Chief \$8,873 \$9,866 \$10,859 NB01 Benefits Administrator \$3,794 \$4,814 \$5,836 NB10 Building Official \$6,755 \$7,035 \$8,636 NB20 Business Operations Manager \$5,558 \$6,457 \$7,355 NM80 Chief Policy Advisor \$7,421 \$8,713 \$10,005 NC01 City Clerk \$6,660 \$7,721 \$8,697 NC05 Communications and Marketing Administrator \$6,212 \$7,455 \$8,697 NC05 Communications Dispatch Supervisor \$4,909 \$5,630 \$6,030 NC20 Communications Program Manager \$5,039 \$5,735 \$6,430 NC25 Compensation Programs Manager \$6,272 \$7,752 \$8,781 NC26 Compensation Programs Manager \$4,299 \$5,503 \$5,707 ND01 Deputy Fine Chief \$8,840 \$9,989 \$10,096	NA40	Applications Services Manager	\$6,735	\$8,560	\$10,384
NA80 Assistant Police Chief \$8,873 \$9,866 \$10,859 NB01 Benefits Administrator \$3,794 \$4,814 \$5,834 NB10 Business Operations Manager \$5,558 \$6,775 \$7,706 \$8,636 NB20 Business Operations Manager \$5,558 \$6,690 \$7,721 \$8,762 NM80 Chief Policy Advisor \$7,421 \$8,713 \$10,005 NC01 City Clerk \$6,690 \$7,721 \$8,752 NC10 Communications and Marketing Administrator \$6,212 \$7,455 \$8,697 NC05 Communications Dispatch Supervisor \$4,960 \$5,630 \$6,030 NC20 Communications Program Manager \$5,033 \$5,752 \$8,697 NC25 Compensation Analyst \$4,014 \$5,030 \$6,058 NC28 Compensation Programs Manager \$6,272 \$7,527 \$8,781 NC30 Computer Forensic Investigator - Senior \$4,299 \$5,503 \$6,707 ND10 Deputry Finance Director \$7,299	NA50	Assistant Director Public Works	\$7,339	\$9,103	\$10,867
NB011 Benefits Administrator \$3,794 \$4,814 \$5,834 NB10 Building Official \$6,775 \$7,706 \$8,636 NB20 Business Operations Manager \$5,558 \$6,457 \$7,355 NM80 Chief Policy Advisor \$7,421 \$8,712 \$8,709 NC01 City Clerk \$6,690 \$7,721 \$8,769 NC10 Communications and Marketing Administrator \$6,212 \$7,455 \$8,697 NC05 Communications Dispatch Supervisor \$4,960 \$5,630 \$6,300 NC40 Communications Program Manager \$5,039 \$5,735 \$6,430 NC25 Compensation Analyst \$4,014 \$5,036 \$6,058 NC28 Compensation Programs Manager \$6,272 \$7,752 \$8,781 NC30 Computer Forensic Investigator - Senior \$4,299 \$5,503 \$6,707 ND01 Depatty Fire Chief \$8,840 \$9,876 \$10,911 ND15 Deputy Fire Chief \$8,840 \$9,875 \$10,911	NA70	Assistant Maintenance Manager	\$6,461	\$7,351	\$8,241
NB10 Building Official \$6,775 \$7,706 \$8,636 NB20 Business Operations Manager \$5,558 \$6,457 \$7,355 NM60 Chief Policy Advisor \$7,421 \$8,713 \$10,005 NC01 City Clerk \$6,690 \$7,721 \$8,752 NC10 Communications and Marketing Administrator \$6,212 \$7,725 \$8,690 NC05 Communications Dispatch Supervisor \$4,960 \$5,630 \$6,300 NC20 Compensation Analyst \$4,014 \$5,036 \$6,088 NC28 Compensation Programs Manager \$6,272 \$7,527 \$8,781 NC30 Computer Forensic Investigator - Senior \$4,299 \$5,503 \$6,707 ND01 Department Administrative Coordinator \$7,291 \$8,988 \$10,696 NA60 Deputy Finance Director \$7,299 \$8,998 \$10,696 NA60 Deputy Parks Director \$7,361 \$8,482 \$9,755 ND10 Deputy Parks Director \$7,571 \$8,663 \$7,511 <td>NA80</td> <td>Assistant Police Chief</td> <td>\$8,873</td> <td>\$9,866</td> <td>\$10,859</td>	NA80	Assistant Police Chief	\$8,873	\$9,866	\$10,859
NB20 Business Operations Manager \$5,558 \$6,457 \$7,325 NM80 Chief Policy Advisor \$7,421 \$8,713 \$10,005 NC01 City Clerk \$6,680 \$7,721 \$8,752 NC10 Communications and Marketing Administrator \$6,212 \$7,455 \$8,697 NC05 Communications Dispatch Supervisor \$4,960 \$5,630 \$6,300 NC40 Communications Program Manager \$5,039 \$5,735 \$6,430 NC25 Compensation Analyst \$4,014 \$5,036 \$6,058 NC28 Compensation Programs Manager \$6,272 \$7,527 \$8,781 NC30 Computer Forensic Investigator - Senior \$4,299 \$5,503 \$6,707 ND01 Department Administrative Coordinator \$7,299 \$8,998 \$10,696 NA60 Deputy Fine Chief \$8,840 \$9,876 \$10,911 ND05 Deputy Parks Director \$7,361 \$8,482 \$9,602 ND10 Deputy Planning Director \$7,572 \$8,664 \$9,755 <td>NB01</td> <td>Benefits Administrator</td> <td>\$3,794</td> <td>\$4,814</td> <td>\$5,834</td>	NB01	Benefits Administrator	\$3,794	\$4,814	\$5,834
NM80 Chief Policy Advisor \$7,421 \$8,713 \$10,005 NC01 City Clerk \$6,690 \$7,721 \$8,752 NC01 Compunications and Marketing Administrator \$6,212 \$7,455 \$8,697 NC05 Communications Dispatch Supervisor \$4,960 \$5,630 \$6,300 NC40 Communications Program Manager \$5,039 \$5,735 \$6,430 NC25 Compensation Programs Manager \$6,272 \$7,527 \$8,781 NC28 Compensation Programs Manager \$6,272 \$7,527 \$8,781 NC30 Computer Forensic Investigator - Senior \$4,299 \$5,503 \$6,707 ND01 Department Administrative Coordinator \$7,299 \$5,930 \$10,691 ND15 Deputy Finance Director \$7,299 \$8,989 \$10,691 NB05 Deputy Fire Chief \$8,840 \$9,876 \$10,911 NB05 Deputy Planks Director \$7,351 \$8,482 \$9,602 NB01 Deputy Planks Director \$7,572 \$8,664 \$9,75	NB10	Building Official	\$6,775	\$7,706	\$8,636
NC01 City Clerk \$6,690 \$7,721 \$8,752 NC10 Communications and Marketing Administrator \$6,212 \$7,455 \$8,697 NC05 Communications Dispatch Supervisor \$4,960 \$5,630 \$6,300 NC40 Commensation Analyst \$4,014 \$5,036 \$6,030 NC25 Compensation Analyst \$4,014 \$5,036 \$6,030 NC28 Compensation Programs Manager \$6,272 \$7,527 \$8,781 NC28 Computer Forensic Investigator - Senior \$4,299 \$5,503 \$6,707 ND01 Department Administrative Coordinator \$3,731 \$4,561 \$5,390 ND15 Deputy Finance Director \$7,299 \$8,998 \$10,696 NA60 Deputy Fire Chief \$8,840 \$9,876 \$10,911 ND05 Deputy Parks Director \$7,361 \$8,482 \$9,602 ND10 Deputy Planning Director \$7,572 \$8,664 \$9,755 NE01 Emergency Preparedness Manager \$5,835 \$6,673 \$7,511	NB20	Business Operations Manager	\$5,558	\$6,457	\$7,355
NC10 Communications and Marketing Administrator \$6,212 \$7,455 \$8,697 NC05 Communications Dispatch Supervisor \$4,960 \$5,630 \$6,300 NC40 Communications Program Manager \$5,039 \$5,735 \$6,430 NC25 Compensation Programs Manager \$6,272 \$7,527 \$8,781 NC26 Compensation Programs Manager \$6,272 \$7,527 \$8,781 NC30 Computer Forensic Investigator - Senior \$4,299 \$5,503 \$6,707 ND01 Department Administrative Coordinator \$3,731 \$4,561 \$5,390 ND15 Deputy Finance Director \$7,299 \$8,998 \$10,696 NA60 Deputy Fire Chief \$8,840 \$9,876 \$10,911 ND05 Deputy Parks Director \$7,361 \$8,482 \$9,602 ND10 Deputy Planning Director \$7,572 \$8,664 \$9,755 NE01 Emergency Preparedness Manager \$5,835 \$6,673 \$7,511 NE10 Employment and Training Manager \$5,835 <td< td=""><td>NM80</td><td>Chief Policy Advisor</td><td>\$7,421</td><td>\$8,713</td><td>\$10,005</td></td<>	NM80	Chief Policy Advisor	\$7,421	\$8,713	\$10,005
NC05 Communications Dispatch Supervisor \$4,960 \$5,630 \$6,300 NC40 Communications Program Manager \$5,039 \$5,735 \$6,430 NC25 Compensation Analyst \$4,014 \$5,036 \$6,058 NC28 Compensation Programs Manager \$6,272 \$7,527 \$8,781 NC30 Compensation Programs Manager \$6,272 \$7,527 \$8,781 NC30 Computer Forensic Investigator - Senior \$4,299 \$5,503 \$6,707 ND01 Department Administrative Coordinator \$3,731 \$4,561 \$5,390 ND15 Deputy Finance Director \$7,299 \$8,998 \$10,696 NA60 Deputy Finance Director \$7,361 \$8,482 \$9,602 ND10 Deputy Planning Director \$7,361 \$8,482 \$9,602 ND10 Deputy Planning Director \$7,572 \$8,664 \$9,755 NE01 Emergency Preparedness Manager \$5,835 \$6,673 \$7,511 NE10 Employment and Training Manager \$5,855 \$6,664	NC01	City Clerk	\$6,690	\$7,721	\$8,752
NC40 Communications Program Manager \$5,039 \$5,735 \$6,430 NC25 Compensation Analyst \$4,014 \$5,036 \$6,058 NC28 Compensation Programs Manager \$6,272 \$7,527 \$8,781 NC30 Computer Forensic Investigator - Senior \$4,299 \$5,503 \$6,707 ND01 Department Administrative Coordinator \$3,731 \$4,561 \$5,390 ND15 Deputy Finance Director \$7,299 \$8,998 \$10,696 NA60 Deputy Finance Director \$7,361 \$8,482 \$9,602 ND05 Deputy Parks Director \$7,361 \$8,482 \$9,602 ND10 Deputy Planning Director \$7,572 \$8,664 \$9,755 NE01 Emergency Preparedness Manager \$5,855 \$6,664 \$7,742 NE01 Employment and Training Manager \$5,855 \$6,664 \$7,742 NE20 Engineering Manager \$6,186 \$7,452 \$8,717 NE30 Engineering Manager \$6,186 \$7,452 \$8,717 <	NC10	Communications and Marketing Administrator	\$6,212	\$7,455	\$8,697
NC25 Compensation Analyst \$4,014 \$5,036 \$6,078 NC28 Compensation Programs Manager \$6,272 \$7,527 \$8,781 NC30 Computer Forensic Investigator - Senior \$4,299 \$5,503 \$6,707 ND01 Department Administrative Coordinator \$3,731 \$4,561 \$5,390 ND15 Deputy Finance Director \$7,299 \$8,998 \$10,696 NA60 Deputy Fire Chief \$8,840 \$9,876 \$10,911 ND05 Deputy Parks Director \$7,361 \$8,482 \$9,602 ND10 Deputy Planning Director \$7,572 \$8,664 \$9,755 NE01 Emergency Preparedness Manager \$5,835 \$6,673 \$7,511 NE10 Employment and Training Manager \$5,585 \$6,664 \$7,742 NE20 Engineering Manager \$6,186 \$7,452 \$8,717 NE30 Engineering Manager \$6,186 \$7,452 \$8,717 NE60 EPSCA 800 Megahertz Technician \$5,285 \$6,288 \$7,291	NC05	Communications Dispatch Supervisor	\$4,960	\$5,630	\$6,300
NC25 Compensation Analyst \$4,014 \$5,036 \$6.078 NC28 Compensation Programs Manager \$6,272 \$7,527 \$8,781 NC30 Computer Forensic Investigator - Senior \$4,299 \$5,503 \$6,707 ND01 Department Administrative Coordinator \$3,731 \$4,561 \$5,390 ND15 Deputy Finance Director \$7,299 \$8,998 \$10,696 NA60 Deputy Fire Chief \$8,840 \$9,876 \$10,911 ND05 Deputy Parks Director \$7,361 \$8,482 \$9,602 ND10 Deputy Planning Director \$7,572 \$8,664 \$9,755 NE01 Emergency Preparedness Manager \$5,835 \$6,673 \$7,511 NE01 Employment and Training Manager \$5,855 \$6,664 \$7,742 NE20 Engineering Manager \$6,186 \$7,452 \$8,717 NE30 Engineering Manager \$6,186 \$7,452 \$8,717 NE60 EPSCA 800 Megahertz Technician \$5,285 \$6,288 \$7,291	NC40	Communications Program Manager	\$5,039	\$5,735	\$6,430
NC28 Compensation Programs Manager \$6,272 \$7,527 \$8,781 NC30 Computer Forensic Investigator - Senior \$4,299 \$5,503 \$6,707 ND01 Department Administrative Coordinator \$3,731 \$4,561 \$5,390 ND15 Deputy Finance Director \$7,299 \$8,998 \$10,696 NA60 Deputy Fire Chief \$8,840 \$9,876 \$10,911 ND05 Deputy Parks Director \$7,361 \$8,482 \$9,602 ND10 Deputy Planning Director \$7,572 \$8,664 \$9,755 NE01 Emergency Preparedness Manager \$5,835 \$6,673 \$7,511 NE10 Employment and Training Manager \$5,585 \$6,664 \$7,742 NE20 Engineering Manager \$5,363 \$7,919 \$9,474 NE30 Engineering Manager \$6,363 \$7,919 \$9,474 NE50 Engineering Supervisor \$6,186 \$7,452 \$8,717 NE60 EPSCA 800 Megahertz Technician \$5,028 \$7,291 N	NC25	-	\$4,014	\$5,036	\$6,058
NC30 Computer Forensic Investigator - Senior \$4,299 \$5,503 \$6,707 ND01 Department Administrative Coordinator \$3,731 \$4,561 \$5,390 ND15 Deputy Finance Director \$7,299 \$8,998 \$10,696 NA60 Deputy Fire Chief \$8,840 \$9,876 \$10,911 ND05 Deputy Parks Director \$7,361 \$8,482 \$9,602 ND10 Deputy Planning Director \$7,572 \$8,664 \$9,755 NE01 Emergency Preparedness Manager \$5,835 \$6,673 \$7,511 NE10 Employment and Training Manager \$5,585 \$6,664 \$7,742 NE20 Engineer - Senior \$6,186 \$7,452 \$8,717 NE30 Engineering Manager \$6,363 \$7,919 \$9,474 NE50 Engineering Supervisor \$6,186 \$7,452 \$8,717 NE60 EPSCA 800 Magahertz Technician \$5,285 \$6,288 \$7,291 NE62 EPSCA 800 Magahertz Console Technician \$5,072 \$5,443 \$5,151	NC28	•	\$6,272	\$7,527	\$8,781
ND01 Department Administrative Coordinator \$3,731 \$4,561 \$5,390 ND15 Deputy Finance Director \$7,299 \$8,998 \$10,696 NA60 Deputy Fire Chief \$8,840 \$9,876 \$10,911 ND05 Deputy Parks Director \$7,361 \$8,482 \$9,602 ND10 Deputy Planning Director \$7,572 \$8,664 \$9,755 NE01 Emergency Preparedness Manager \$5,835 \$6,673 \$7,511 NE10 Employment and Training Manager \$5,585 \$6,664 \$7,742 NE20 Engineering Manager \$6,363 \$7,919 \$9,474 NE20 Engineering Manager \$6,363 \$7,919 \$9,474 NE50 Engineering Supervisor \$6,186 \$7,452 \$8,717 NE60 EPSCA 800 Megahertz Technician \$5,285 \$6,288 \$7,291 NE62 EPSCA Operations Manager \$6,442 \$7,667 \$8,891 NE68 EPSCA Senior Accounting Associate \$3,372 \$4,889 \$5,805			\$4,299		
NA60 Deputy Fire Chief \$8,840 \$9,876 \$10,911 ND05 Deputy Parks Director \$7,361 \$8,482 \$9,602 ND10 Deputy Planning Director \$7,572 \$8,664 \$9,755 NE01 Emergency Preparedness Manager \$5,835 \$6,673 \$7,511 NE10 Employment and Training Manager \$5,585 \$6,664 \$7,742 NE20 Engineer - Senior \$6,186 \$7,452 \$8,717 NE30 Engineering Manager \$6,363 \$7,919 \$9,474 NE50 Engineering Supervisor \$6,186 \$7,452 \$8,717 NE60 EPSCA 800 Megahertz Technician \$5,285 \$6,288 \$7,291 NE62 EPSCA 800 Magahertz Console Technician \$5,072 \$5,443 \$5,814 NE64 EPSCA Operations Manager \$6,442 \$7,667 \$8,891 NE64 EPSCA Senior Accounting Associate \$3,732 \$4,442 \$5,151 NE40 Executive Assistant \$3,972 \$4,889 \$5,805	ND01	· -	\$3,731	\$4,561	\$5,390
ND05 Deputy Parks Director \$7,361 \$8,482 \$9,602 ND10 Deputy Planning Director \$7,572 \$8,664 \$9,755 NE01 Emergency Preparedness Manager \$5,835 \$6,673 \$7,511 NE10 Employment and Training Manager \$5,585 \$6,664 \$7,742 NE20 Engineer - Senior \$6,186 \$7,452 \$8,717 NE30 Engineering Manager \$6,363 \$7,919 \$9,474 NE50 Engineering Supervisor \$6,186 \$7,452 \$8,717 NE60 EPSCA 800 Megahertz Technician \$5,285 \$6,288 \$7,291 NE62 EPSCA 800 Magahertz Console Technician \$5,072 \$5,443 \$5,814 NE64 EPSCA Operations Manager \$6,442 \$7,667 \$8,891 NE64 EPSCA Senior Accounting Associate \$3,732 \$4,482 \$5,151 NE40 Executive Assistant \$3,972 \$4,889 \$5,805 NF01 Facilities Maintenance Supervisor \$5,478 \$6,388 \$7,298	ND15	Deputy Finance Director	\$7,299	\$8,998	\$10,696
ND10 Deputy Planning Director \$7,572 \$8,664 \$9,755 NE01 Emergency Preparedness Manager \$5,835 \$6,673 \$7,511 NE10 Employment and Training Manager \$5,585 \$6,664 \$7,742 NE20 Engineer - Senior \$6,186 \$7,452 \$8,717 NE30 Engineering Manager \$6,363 \$7,919 \$9,474 NE50 Engineering Supervisor \$6,186 \$7,452 \$8,717 NE60 EPSCA 800 Megahertz Technician \$5,285 \$6,288 \$7,291 NE62 EPSCA 800 Magahertz Console Technician \$5,072 \$5,443 \$5,814 NE64 EPSCA Operations Manager \$6,442 \$7,667 \$8,891 NE68 EPSCA Senior Accounting Associate \$3,732 \$4,442 \$5,151 NE40 Executive Assistant \$3,972 \$4,889 \$5,805 NF01 Facilities Maintenance Supervisor \$5,478 \$6,388 \$7,298 NF05 Financial Analyst \$4,476 \$5,628 \$6,780 NF10 Financial Analyst - Associate \$3,691 \$4,706	NA60	Deputy Fire Chief	\$8,840	\$9,876	\$10,911
NE01 Emergency Preparedness Manager \$5,835 \$6,673 \$7,511 NE10 Employment and Training Manager \$5,585 \$6,664 \$7,742 NE20 Engineer - Senior \$6,186 \$7,452 \$8,717 NE30 Engineering Manager \$6,363 \$7,919 \$9,474 NE50 Engineering Supervisor \$6,186 \$7,452 \$8,717 NE60 EPSCA 800 Megahertz Technician \$5,285 \$6,288 \$7,291 NE62 EPSCA 800 Magahertz Console Technician \$5,072 \$5,443 \$5,814 NE64 EPSCA Operations Manager \$6,442 \$7,667 \$8,891 NE68 EPSCA Senior Accounting Associate \$3,732 \$4,442 \$5,151 NE40 Executive Assistant \$3,972 \$4,889 \$5,805 NF01 Facilities Maintenance Supervisor \$5,478 \$6,388 \$7,298 NF05 Finance Officer \$6,341 \$7,610 \$8,878 NF10 Financial Analyst - Associate \$3,691 \$4,706 \$5,720 NF30 Financial Analyst - Senior \$4,977 \$6,423	ND05	Deputy Parks Director	\$7,361	\$8,482	\$9,602
NE01 Emergency Preparedness Manager \$5,835 \$6,673 \$7,511 NE10 Employment and Training Manager \$5,585 \$6,664 \$7,742 NE20 Engineer - Senior \$6,186 \$7,452 \$8,717 NE30 Engineering Manager \$6,363 \$7,919 \$9,474 NE50 Engineering Supervisor \$6,186 \$7,452 \$8,717 NE60 EPSCA 800 Megahertz Technician \$5,285 \$6,288 \$7,291 NE62 EPSCA 800 Magahertz Console Technician \$5,072 \$5,443 \$5,814 NE64 EPSCA Operations Manager \$6,442 \$7,667 \$8,891 NE68 EPSCA Senior Accounting Associate \$3,732 \$4,442 \$5,151 NE40 Executive Assistant \$3,972 \$4,889 \$5,805 NF01 Facilities Maintenance Supervisor \$5,478 \$6,388 \$7,298 NF05 Finance Officer \$6,341 \$7,610 \$8,878 NF10 Financial Analyst - Associate \$3,691 \$4,706 \$5,720 NF30 Financial Analyst - Senior \$4,977 \$6,423	ND10		\$7,572	\$8,664	\$9,755
NE20 Engineer - Senior \$6,186 \$7,452 \$8,717 NE30 Engineering Manager \$6,363 \$7,919 \$9,474 NE50 Engineering Supervisor \$6,186 \$7,452 \$8,717 NE60 EPSCA 800 Megahertz Technician \$5,285 \$6,288 \$7,291 NE62 EPSCA 800 Magahertz Console Technician \$5,072 \$5,443 \$5,814 NE64 EPSCA Operations Manager \$6,442 \$7,667 \$8,891 NE68 EPSCA Senior Accounting Associate \$3,732 \$4,442 \$5,151 NE40 Executive Assistant \$3,972 \$4,889 \$5,805 NF01 Facilities Maintenance Supervisor \$5,478 \$6,388 \$7,298 NF05 Finance Officer \$6,341 \$7,610 \$8,878 NF20 Financial Analyst \$4,476 \$5,628 \$6,780 NF10 Financial Analyst - Associate \$3,691 \$4,706 \$5,720 NF30 Financial Analyst - Senior \$4,977 \$6,423 \$7,869 NF40 Financial Planning Manager \$7,299 \$8,998 \$10,696	NE01	Emergency Preparedness Manager	\$5,835	\$6,673	\$7,511
NE30 Engineering Manager \$6,363 \$7,919 \$9,474 NE50 Engineering Supervisor \$6,186 \$7,452 \$8,717 NE60 EPSCA 800 Megahertz Technician \$5,285 \$6,288 \$7,291 NE62 EPSCA 800 Magahertz Console Technician \$5,072 \$5,443 \$5,814 NE64 EPSCA Operations Manager \$6,442 \$7,667 \$8,891 NE68 EPSCA Senior Accounting Associate \$3,732 \$4,442 \$5,151 NE40 Executive Assistant \$3,972 \$4,889 \$5,805 NF01 Facilities Maintenance Supervisor \$5,478 \$6,388 \$7,298 NF05 Finance Officer \$6,341 \$7,610 \$8,878 NF20 Financial Analyst \$4,476 \$5,628 \$6,780 NF10 Financial Analyst - Associate \$3,691 \$4,706 \$5,720 NF30 Financial Analyst - Senior \$4,977 \$6,423 \$7,869 NF40 Financial Planning Manager \$7,299 \$8,998 \$10,696 NF50 Fleet Manager \$6,051 \$7,704 \$9,356 <	NE10	Employment and Training Manager	\$5,585	\$6,664	\$7,742
NE50 Engineering Supervisor \$6,186 \$7,452 \$8,717 NE60 EPSCA 800 Megahertz Technician \$5,285 \$6,288 \$7,291 NE62 EPSCA 800 Magahertz Console Technician \$5,072 \$5,443 \$5,814 NE64 EPSCA Operations Manager \$6,442 \$7,667 \$8,891 NE68 EPSCA Senior Accounting Associate \$3,732 \$4,442 \$5,151 NE40 Executive Assistant \$3,972 \$4,889 \$5,805 NF01 Facilities Maintenance Supervisor \$5,478 \$6,388 \$7,298 NF05 Finance Officer \$6,341 \$7,610 \$8,878 NF20 Financial Analyst \$4,476 \$5,628 \$6,780 NF10 Financial Analyst - Associate \$3,691 \$4,706 \$5,720 NF30 Financial Analyst - Senior \$4,977 \$6,423 \$7,869 NF40 Financial Planning Manager \$7,299 \$8,998 \$10,696 NF50 Fleet Manager \$6,176 \$6,929 \$7,682 NG01 GIS Manager \$6,051 \$7,704 \$9,356 <	NE20	Engineer - Senior	\$6,186	\$7,452	\$8,717
NE50 Engineering Supervisor \$6,186 \$7,452 \$8,717 NE60 EPSCA 800 Megahertz Technician \$5,285 \$6,288 \$7,291 NE62 EPSCA 800 Magahertz Console Technician \$5,072 \$5,443 \$5,814 NE64 EPSCA Operations Manager \$6,442 \$7,667 \$8,891 NE68 EPSCA Senior Accounting Associate \$3,732 \$4,442 \$5,151 NE40 Executive Assistant \$3,972 \$4,889 \$5,805 NF01 Facilities Maintenance Supervisor \$5,478 \$6,388 \$7,298 NF05 Finance Officer \$6,341 \$7,610 \$8,878 NF20 Financial Analyst \$4,476 \$5,628 \$6,780 NF10 Financial Analyst - Associate \$3,691 \$4,706 \$5,720 NF30 Financial Analyst - Senior \$4,977 \$6,423 \$7,869 NF40 Financial Planning Manager \$7,299 \$8,998 \$10,696 NF50 Fleet Manager \$6,176 \$6,929 \$7,682 NG01 GIS Manager \$6,051 \$7,704 \$9,356 <	NE30	Engineering Manager	\$6,363	\$7,919	\$9,474
NE60 EPSCA 800 Megahertz Technician \$5,285 \$6,288 \$7,291 NE62 EPSCA 800 Magahertz Console Technician \$5,072 \$5,443 \$5,814 NE64 EPSCA Operations Manager \$6,442 \$7,667 \$8,891 NE68 EPSCA Senior Accounting Associate \$3,732 \$4,442 \$5,151 NE40 Executive Assistant \$3,972 \$4,889 \$5,805 NF01 Facilities Maintenance Supervisor \$5,478 \$6,388 \$7,298 NF05 Finance Officer \$6,341 \$7,610 \$8,878 NF20 Financial Analyst \$4,476 \$5,628 \$6,780 NF10 Financial Analyst - Associate \$3,691 \$4,706 \$5,720 NF30 Financial Analyst - Senior \$4,977 \$6,423 \$7,869 NF40 Financial Planning Manager \$7,299 \$8,998 \$10,696 NF50 Fleet Manager \$6,176 \$6,929 \$7,682 NG01 GIS Manager \$6,051 \$7,704 \$9,356	NE50		\$6,186	\$7,452	\$8,717
NE64 EPSCA Operations Manager \$6,442 \$7,667 \$8,891 NE68 EPSCA Senior Accounting Associate \$3,732 \$4,442 \$5,151 NE40 Executive Assistant \$3,972 \$4,889 \$5,805 NF01 Facilities Maintenance Supervisor \$5,478 \$6,388 \$7,298 NF05 Finance Officer \$6,341 \$7,610 \$8,878 NF20 Financial Analyst \$4,476 \$5,628 \$6,780 NF10 Financial Analyst - Associate \$3,691 \$4,706 \$5,720 NF30 Financial Analyst - Senior \$4,977 \$6,423 \$7,869 NF40 Financial Planning Manager \$7,299 \$8,998 \$10,696 NF50 Fleet Manager \$6,176 \$6,929 \$7,682 NG01 GIS Manager \$6,051 \$7,704 \$9,356	NE60	EPSCA 800 Megahertz Technician	\$5,285	\$6,288	\$7,291
NE68 EPSCA Senior Accounting Associate \$3,732 \$4,442 \$5,151 NE40 Executive Assistant \$3,972 \$4,889 \$5,805 NF01 Facilities Maintenance Supervisor \$5,478 \$6,388 \$7,298 NF05 Finance Officer \$6,341 \$7,610 \$8,878 NF20 Financial Analyst \$4,476 \$5,628 \$6,780 NF10 Financial Analyst - Associate \$3,691 \$4,706 \$5,720 NF30 Financial Analyst - Senior \$4,977 \$6,423 \$7,869 NF40 Financial Planning Manager \$7,299 \$8,998 \$10,696 NF50 Fleet Manager \$6,051 \$7,704 \$9,356 NG01 GIS Manager \$6,051 \$7,704 \$9,356	NE62	EPSCA 800 Magahertz Console Technician	\$5,072	\$5,443	\$5,814
NE40 Executive Assistant \$3,972 \$4,889 \$5,805 NF01 Facilities Maintenance Supervisor \$5,478 \$6,388 \$7,298 NF05 Finance Officer \$6,341 \$7,610 \$8,878 NF20 Financial Analyst \$4,476 \$5,628 \$6,780 NF10 Financial Analyst - Associate \$3,691 \$4,706 \$5,720 NF30 Financial Analyst - Senior \$4,977 \$6,423 \$7,869 NF40 Financial Planning Manager \$7,299 \$8,998 \$10,696 NF50 Fleet Manager \$6,176 \$6,929 \$7,682 NG01 GIS Manager \$6,051 \$7,704 \$9,356	NE64	EPSCA Operations Manager	\$6,442	\$7,667	\$8,891
NF01 Facilities Maintenance Supervisor \$5,478 \$6,388 \$7,298 NF05 Finance Officer \$6,341 \$7,610 \$8,878 NF20 Financial Analyst \$4,476 \$5,628 \$6,780 NF10 Financial Analyst - Associate \$3,691 \$4,706 \$5,720 NF30 Financial Analyst - Senior \$4,977 \$6,423 \$7,869 NF40 Financial Planning Manager \$7,299 \$8,998 \$10,696 NF50 Fleet Manager \$6,176 \$6,929 \$7,682 NG01 GIS Manager \$6,051 \$7,704 \$9,356	NE68	EPSCA Senior Accounting Associate	\$3,732	\$4,442	\$ 5, 1 51
NF05 Finance Officer \$6,341 \$7,610 \$8,878 NF20 Financial Analyst \$4,476 \$5,628 \$6,780 NF10 Financial Analyst - Associate \$3,691 \$4,706 \$5,720 NF30 Financial Analyst - Senior \$4,977 \$6,423 \$7,869 NF40 Financial Planning Manager \$7,299 \$8,998 \$10,696 NF50 Fleet Manager \$6,176 \$6,929 \$7,682 NG01 GIS Manager \$6,051 \$7,704 \$9,356	NE40	Executive Assistant	\$3,972	\$4,889	\$5,805
NF20 Financial Analyst \$4,476 \$5,628 \$6,780 NF10 Financial Analyst - Associate \$3,691 \$4,706 \$5,720 NF30 Financial Analyst - Senior \$4,977 \$6,423 \$7,869 NF40 Financial Planning Manager \$7,299 \$8,998 \$10,696 NF50 Fleet Manager \$6,176 \$6,929 \$7,682 NG01 GIS Manager \$6,051 \$7,704 \$9,356	NF01	Facilities Maintenance Supervisor	\$5,478	\$6,388	\$7,298
NF10 Financial Analyst - Associate \$3,691 \$4,706 \$5,720 NF30 Financial Analyst - Senior \$4,977 \$6,423 \$7,869 NF40 Financial Planning Manager \$7,299 \$8,998 \$10,696 NF50 Fleet Manager \$6,176 \$6,929 \$7,682 NG01 GIS Manager \$6,051 \$7,704 \$9,356	NF05	Finance Officer	\$6,341	\$7,610	\$8,878
NF30 Financial Analyst - Senior \$4,977 \$6,423 \$7,869 NF40 Financial Planning Manager \$7,299 \$8,998 \$10,696 NF50 Fleet Manager \$6,176 \$6,929 \$7,682 NG01 GIS Manager \$6,051 \$7,704 \$9,356	NF20	Financial Analyst	\$4,476	\$5,628	\$6,780
NF40 Financial Planning Manager \$7,299 \$8,998 \$10,696 NF50 Fleet Manager \$6,176 \$6,929 \$7,682 NG01 GIS Manager \$6,051 \$7,704 \$9,356	NF10	Financial Analyst - Associate	\$3,691	\$4,706	\$5,720
NF50 Fleet Manager \$6,176 \$6,929 \$7,682 NG01 GIS Manager \$6,051 \$7,704 \$9,356	NF30	Financial Analyst - Senior	\$4,977	\$6,423	\$7,869
NF50 Fleet Manager \$6,176 \$6,929 \$7,682 NG01 GIS Manager \$6,051 \$7,704 \$9,356	NF40	·	\$7,299	\$8,998	\$10,696
NG01 GIS Manager \$6,051 \$7,704 \$9,356	NF50		\$6,176	\$6,929	
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EXHIBIT 1 Page 1 of 2 Ordinance No. 2630 AM No. 11-258

City of Redmond Non-Union Employees 2012 Pay Plan

Grade	Title	Minimum	Midpoint	Maximum
NH10	Human Resources Generalist	\$4,128	\$5,111	\$6,093
NH15	Human Resources Program Manager	\$6,366	\$7,771	\$9,175
NH20	Human Services Manager	\$6,692	\$7,348	\$8,003
NI01	Inspection Supervisor	\$5,773	\$6,554	\$7,334
NI10	IS Manager	\$7,329	\$9,159	\$10,988
NM01	Maintenance Manager	\$7,253	\$8,221	\$9,189
NM10	Maintenance Operations Supervisor - Storm Water	\$5,719	\$6,512	\$7,304
NM20	Maintenance Operations Supervisor - Streets	\$5,758	\$6,571	\$7,383
NM30	Maintenance Operations Supervisor - Wastewater	\$5,719	\$6,512	\$7,304
NM40	Maintenance Operations Supervisor - Water Operations	\$5,719	\$6,512	\$7,304
NM60	Management Analyst	\$4,189	\$5,369	\$6,549
NM50	Management Analyst - Associate	\$3,644	\$4,671	\$5,697
NM70	Management Analyst - Senior	\$4,818	\$6,176	\$7,533
NN01	Network Communications Manager	\$6,482	\$8,178	\$9,873
NP02	Parks Maintenance and Operations Manager	\$5,924	\$7,109	\$8,294
NP05	Parks Maintenance Supervisor	\$5,049	\$5,700	\$6,350
NP10	Parks Operations Supervisor	\$5,481	\$6,270	\$7,058
NP20	Parks Planning Manager	\$6,881	\$7,567	\$8,252
NP30	Payroll Supervisor	\$4,809	\$5,934	\$7,058
NP40	Planning Manager - Development Review	\$6,856	\$7,985	\$9,113
NP60	Planning Manager - Policy and Comprehensive Planning	\$7,201	\$8,394	\$9,587
NP65	Police Commander	\$8,754	\$9,195	\$9,636
NP67	Police Crime Analyst (limited duration)	\$4,700	\$5,335	\$5,970
NP68	Police Support Services Supervisor	\$4,530	\$5,142	\$5,753
NP70	Program Manager	\$5,796	\$6,595	\$7,394
NP80	Prosecuting Attorney	\$5,756	\$6,689	\$7,621
NP90	Purchasing/Accounts Payable Manager	\$5,978	\$7,463 °	\$8,948
NR01	Real Property Manager	\$5,644	\$6,397	\$7,150
NR10	Recreation Division Manager	\$6,831	\$7,919	\$9,007
NR20	Recreation Program Manager	\$5,756	\$6,502	\$7,248
NR50	Reprographics Supervisor	\$4,551	\$5,426	\$6,300
NU01	Revenue Manager	\$6,102	\$7,292	\$8,481
NR40	Risk Analyst	\$4,446	\$5,440	\$6,434
NR30	Risk Analyst - Senior	\$5,114	\$6,258	\$7,401
NS04	Safety Coordinator	\$4,446	\$5,440	\$6,434
NS03	Senior Human Resources Analyst	\$5,390	\$6,333	\$7,276
NS02	Senior Labor Analyst	\$5,681	\$6,638	\$7,594
NS05	Senior Recruiter	\$5,585	\$6,664	\$7,742
NS10	Supervising Attorney	\$7,556	\$8,785	\$10,013
NS30	Supervisor - Permit Technicians/Plans Examiners	\$6,148	\$6,801	\$7,454
N\$20	Support Services Manager	\$5,971	\$7,506	\$9,041
NT10	TDM Program Manager	\$7,003	\$7,755	\$8,506

CITY OF REDMOND

PAY PLAN "E" - EXECUTIVE PAY PLAN

2012

Grade	Title	Minimum	Midpoint	<u>Maximum</u>
1	Human Resources Director	\$8,150	\$9,826	\$1 1,502
2	Planning Director	\$8,745	\$10,162	\$11,579
3	Parks Director	\$8,991	\$10,446	\$11,900
4	Deputy City Administrator	\$8,698	\$10,283	\$11,868
5	Fire Chief Police Chief	\$9,279	\$10,885	\$12,491
6	Finance Director Public Works Director	\$9,054	\$10,897	\$12,741