

**CITY OF REDMOND
ORDINANCE NO. 2677**

AN ORDINANCE OF THE CITY OF REDMOND,
WASHINGTON, ESTABLISHING THE 2013 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 2011 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. 2631 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, 2013, Pay Plan R covering all employees in the RCHEA bargaining unit is hereby amended to grant a 1.5 percent across-the-board increase to employees' salaries over those salaries in effect on December 31, 2012, as adopted by Ordinance No. 2631. 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, or as otherwise provided by law.

ADOPTED by the Redmond City Council this 11th day of
December, 2012.

CITY OF REDMOND



JOHN MARCHIONE, MAYOR

ATTEST:



MICHELLE M. MCGEHEE, MMC, CITY CLERK

(SEAL)

APPROVED AS TO FORM:
OFFICE OF THE CITY ATTORNEY:



JAMES HANEY, CITY ATTORNEY

FILED WITH THE CITY CLERK:	December 5, 2012
PASSED BY THE CITY COUNCIL:	December 11, 2012
SIGNED BY THE MAYOR:	December 5, 2012
PUBLISHED:	December 17, 2012
EFFECTIVE DATE:	December 22, 2012
ORDINANCE NO. 2677	

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

City of Redmond
2013 RCHEA Employees "R" Pay Plan

Exhibit 1

Grade	Position	Minimum	Midpoint	Maximum
RA10	Accountant	\$3,710	\$4,737	\$5,764
RA01	Accountant - Associate	\$3,344	\$4,209	\$5,074
RA20	Accountant - Senior	\$4,411	\$5,624	\$6,837
RA30	Administrative Assistant	\$3,050	\$3,793	\$4,535
RA40	Administrative Services Supervisor	\$4,914	\$5,708	\$6,502
RA50	Administrative Specialist	\$3,184	\$4,003	\$4,821
RA60	Audio/Visual Operations Manager	\$4,911	\$5,971	\$7,031
RA70	Audio/Visual Specialist	\$3,711	\$4,507	\$5,302
RB01	Building Inspector I	\$4,366	\$4,852	\$5,337
RB10	Building Inspector II	\$5,020	\$5,581	\$6,141
RB20	Building Inspector III	\$6,141	\$6,280	\$6,419
RB30	Building Inspector IV	\$5,774	\$6,417	\$7,060
RB50	Buyer	\$3,746	\$4,724	\$5,701
RB40	Buyer - Associate	\$3,168	\$3,961	\$4,754
RB60	Buyer - Senior	\$4,303	\$5,399	\$6,494
RC10	Claims Administrator - Worker's Compensation	\$4,144	\$4,964	\$5,783
RC20	Code Enforcement Officer	\$4,746	\$5,513	\$6,280
RC40	Construction Inspector	\$4,942	\$5,613	\$6,284
RC30	Construction Inspector - Entry	\$4,298	\$4,873	\$5,448
RC50	Construction Inspector - Lead	\$5,684	\$6,456	\$7,228
RD01	Database Analyst	\$5,145	\$5,965	\$6,785
RD10	Database/GIS Manager	\$6,142	\$7,819	\$9,496
RD20	Department Administrative Coordinator	\$3,787	\$4,629	\$5,471
RD30	Department Systems Support Coordinator	\$3,608	\$4,206	\$4,804
RD40	Deputy City Clerk	\$4,362	\$4,894	\$5,426
RE10	Engineer	\$5,290	\$6,279	\$7,268
RE01	Engineer - Associate	\$4,929	\$5,600	\$6,270
RE20	Engineer - Senior	\$6,279	\$7,564	\$8,848
RE40	Engineering Technician	\$4,373	\$4,909	\$5,444
RE30	Engineering Technician - Associate	\$3,935	\$4,428	\$4,921
RE50	Engineering Technician - Senior	\$5,033	\$5,697	\$6,360
RF10	Financial Analyst	\$4,543	\$5,713	\$6,882
RF01	Financial Analyst - Associate	\$3,746	\$4,776	\$5,806
RF20	Financial Analyst - Senior	\$5,052	\$6,520	\$7,987
RF30	Financial Technician	\$3,122	\$3,610	\$4,097

City of Redmond
2013 RCHEA Employees "R" Pay Plan

Exhibit 1

Grade	Position	Minimum	Midpoint	Maximum
RF40	Financial Technician - Senior	\$3,520	\$4,078	\$4,636
RG01	Graphics Designer	\$3,382	\$4,147	\$4,911
RL01	Legal Assistant	\$3,518	\$4,327	\$5,135
RM10	Management Analyst	\$4,252	\$5,450	\$6,647
RM01	Management Analyst - Associate	\$3,699	\$4,741	\$5,782
RM20	Management Analyst - Senior	\$4,890	\$6,268	\$7,646
RN01	Network Analyst	\$5,196	\$6,487	\$7,778
RN10	Network Systems Engineer	\$5,498	\$6,874	\$8,249
RP01	Paralegal	\$3,880	\$4,794	\$5,708
RP10	Payroll Analyst	\$3,617	\$4,391	\$5,164
RP15	Permit Technician	\$3,994	\$4,457	\$4,919
RP20	Planner - Assistant	\$4,697	\$5,094	\$5,490
RP25	Planner - Associate	\$5,486	\$5,943	\$6,399
RP35	Planner - Principal	\$7,108	\$7,871	\$8,634
RP30	Planner - Senior	\$6,172	\$6,730	\$7,287
RP45	Plans Examiner	\$5,426	\$6,004	\$6,581
RP40	Plans Examiner - Entry	\$4,718	\$5,222	\$5,726
RP50	Plans Examiner - Senior	\$6,240	\$6,903	\$7,566
RP55	Preschool Teacher	\$2,944	\$3,418	\$3,892
RP60	Print Shop Specialist	\$3,117	\$3,742	\$4,366
RP65	Program Administrator	\$5,115	\$5,821	\$6,526
RP70	Program Coordinator	\$4,450	\$5,062	\$5,674
RP75	Programmer Analyst	\$4,448	\$5,587	\$6,725
RP80	Programmer Analyst - Senior	\$5,275	\$6,639	\$8,003
RR01	Recreation Program Administrator	\$5,080	\$5,741	\$6,401
RR10	Recreation Program Assistant	\$3,687	\$4,183	\$4,679
RR20	Recreation Program Coordinator	\$4,442	\$4,985	\$5,527
RR30	Reprographics Supervisor	\$4,619	\$5,507	\$6,395
RR40	Revenue & Consumer Affairs Technician	\$3,319	\$3,996	\$4,673
RS10	Senior Systems Analyst	\$5,776	\$7,211	\$8,645
RS20	Systems Support Specialist	\$3,875	\$4,766	\$5,657
RT10	Technical Systems Coordinator	\$5,333	\$6,053	\$6,772
RT01	Telecommunications Coordinator	\$4,476	\$5,698	\$6,920
RI01	Treasury Manager	\$5,666	\$7,095	\$8,523
RV01	Van Driver	\$2,623	\$3,064	\$3,504
RW01	Webmaster	\$4,620	\$5,738	\$6,855