

**TO:** Redmond City Council  
**FROM:** Mayor John Marchione  
**DATE:** January 6, 2009  
**SUBJECT:** 2009 Salary Ordinances for the Redmond City Hall Employees Association (RCHEA), Fire Support, and Fire Bargaining Units

**I. RECOMMENDED ACTION**

Adopt 1) the attached salary ordinance (Attachment A) establishing the 2009 pay plan for employees covered by the Redmond City Hall Employees Association (RCHEA) labor agreement; 2) the attached salary ordinance (Attachment B) establishing the 2009 pay plan for employees covered by the Fire Support labor agreement; and C) the attached salary ordinance (Attachment C) establishing the 2009 pay plan for employees covered by the Fire labor agreement.

**II. CONTACT**

Kerry Sievers, Human Resources Director	(425) 556-2122
Lori Brown, Compensation and Benefits Manager	(425) 556-2125
Jim Haney, City Attorney	(206) 447-7000

**III. DISCUSSION**

In 2007 and 2008, the RCHEA, Fire Support, and Fire bargaining units settled labor contracts. Each of these contracts were reviewed and adopted by the Council. The contracts include agreements regarding annual salary adjustments. In accordance with these agreements, the pay plan for each bargaining unit has been adjusted. RCHEA and Fire Support have been adjusted by the same market adjustment proposed for non-union employees, 3.59 percent. The City agreed with the Fire bargaining unit to an increase in 2009 equal to 100 percent of CPI with a maximum of six (6) percent. CPI June to June was 6.2 percent; therefore, the 2009 increase for the Fire bargaining unit will be six (6) percent.

**IV. FISCAL IMPACT**

Funds sufficient to implement these salary increases, including the cost of salary related retirement benefits, are included in the adopted 2009/2010 budget. Total incremental 2009 costs are the following:

RCHEA	\$545,873
Fire Support	\$12,239
Fire	\$824,415

**V. LIST OF ATTACHMENTS**

Attachment A: Proposed RCHEA Salary Ordinance  
Exhibit 1: 2009 R Pay Plan

Attachment B: Proposed Fire Support Salary Ordinance  
Exhibit 1: 2009 FS Pay Plan

Attachment C: Proposed Fire Ordinance  
Exhibit 1: 2009 F Pay Plan

/s/ \_\_\_\_\_  
Kerry Sievers, Human Resources Director

Date: 12/22/08

Approved for Council Agenda:

/s/ \_\_\_\_\_  
John Marchione, Mayor

Date: 12/22/08

**Attachment A**

ORDINANCE NO: \_\_\_\_\_

AN ORDINANCE OF THE CITY OF REDMOND, WASHINGTON, ESTABLISHING THE 2009 PAY PLAN FOR EMPLOYEES COVERED BY THE REDMOND CITY HALL EMPLOYEES ASSOCIATION REPRESENTING EMPLOYEES IN PROFESSIONAL, TECHNICAL AND ADMINISTRATIVE POSITIONS.

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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. 2396 have now been adjusted in accordance with the negotiated agreement 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, 2009, Pay Plan R covering all employees in the RCHEA bargaining unit is hereby amended to grant a 3.59 percent across-the-board increase to employees' salaries over those salaries in effect on December 31, 2008, as adopted by Ordinance No.2396. Salary ranges in the R Pay Plan will be increased by the same percentage. The amended pay plan is attached as Exhibit "A" 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 \_\_\_\_ day of \_\_\_\_\_, 2009.

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:  
PASSED BY THE CITY COUNCIL:  
SIGNED BY THE MAYOR:  
PUBLISHED:  
EFFECTIVE DATE:  
ORDINANCE NO.: \_\_\_\_\_

**City of Redmond**  
**2009 RCHEA Employees "R" Pay Plan**

Attachment A, Exhibit 1

<b>Grade</b>	<b>Position</b>	<b>2009 Minimum</b>	<b>2009 Midpoint</b>	<b>2009 Maximum</b>
RA10	Accountant	\$3,514	\$4,487	\$5,460
RA01	Accountant - Associate	\$3,167	\$3,986	\$4,805
RA20	Accountant - Senior	\$4,178	\$5,327	\$6,476
RA30	Administrative Assistant	\$2,889	\$3,592	\$4,295
RA40	Administrative Services Supervisor	\$4,654	\$5,406	\$6,158
RA50	Administrative Specialist	\$3,016	\$3,792	\$4,567
RA60	Audio/Visual Operations Manager	\$4,651	\$5,655	\$6,659
RA70	Audio/Visual Specialist	\$3,515	\$4,269	\$5,022
RB01	Building Inspector I	\$4,135	\$4,595	\$5,055
RB10	Building Inspector II	\$4,755	\$5,286	\$5,816
RB20	Building Inspector III	\$5,816	\$5,948	\$6,080
RB30	Building Inspector IV	\$5,469	\$6,078	\$6,687
RB50	Buyer	\$3,549	\$4,475	\$5,400
RB40	Buyer - Associate	\$3,001	\$3,752	\$4,503
RB60	Buyer - Senior	\$4,075	\$5,113	\$6,151
RC10	Claims Administrator - Worker's Compensation	\$3,925	\$4,702	\$5,478
RC20	Code Enforcement Officer	\$4,495	\$5,222	\$5,948
RC40	Construction Inspector	\$4,682	\$5,317	\$5,952
RC30	Construction Inspector - Entry	\$4,071	\$4,616	\$5,160
RC50	Construction Inspector - Lead	\$5,384	\$6,115	\$6,846
RD01	Database Analyst	\$4,874	\$5,651	\$6,427
RD10	Database/GIS Manager	\$5,817	\$7,406	\$8,995
RD20	Department Administrative Coordinator	\$3,587	\$4,385	\$5,182
RD30	Department Systems Support Coordinator	\$3,417	\$3,984	\$4,550
RD40	Deputy City Clerk	\$4,132	\$4,636	\$5,139
RE10	Engineer	\$5,010	\$5,947	\$6,884
RE01	Engineer - Associate	\$4,669	\$5,304	\$5,938
RE20	Engineer - Senior	\$5,947	\$7,164	\$8,380
RE40	Engineering Technician	\$4,142	\$4,650	\$5,157
RE30	Engineering Technician - Associate	\$3,727	\$4,194	\$4,661
RE50	Engineering Technician - Senior	\$4,768	\$5,396	\$6,024
RF10	Financial Analyst	\$4,303	\$5,411	\$6,518
RF01	Financial Analyst - Associate	\$3,549	\$4,524	\$5,499
RF20	Financial Analyst - Senior	\$4,785	\$6,176	\$7,566
RF30	Financial Technician	\$2,957	\$3,419	\$3,880
RF40	Financial Technician - Senior	\$3,334	\$3,862	\$4,390

**City of Redmond**  
**2009 RCHEA Employees "R" Pay Plan**

Attachment A, Exhibit 1

<b>Grade</b>	<b>Position</b>	<b>2009 Minimum</b>	<b>2009 Midpoint</b>	<b>2009 Maximum</b>
RG01	Graphics Designer	\$3,204	\$3,928	\$4,651
RL01	Legal Assistant	\$3,332	\$4,098	\$4,864
RM10	Management Analyst	\$4,027	\$5,162	\$6,296
RM01	Management Analyst - Associate	\$3,504	\$4,491	\$5,477
RM20	Management Analyst - Senior	\$4,632	\$5,937	\$7,242
RN01	Network Analyst	\$4,921	\$6,145	\$7,368
RN10	Network Systems Engineer	\$5,207	\$6,510	\$7,813
RP01	Paralegal	\$3,675	\$4,541	\$5,407
RP10	Payroll Analyst	\$3,426	\$4,159	\$4,892
RP15	Permit Technician	\$3,783	\$4,221	\$4,659
RP20	Planner - Assistant	\$4,449	\$4,825	\$5,200
RP25	Planner - Associate	\$5,197	\$5,629	\$6,060
RP35	Planner - Principal	\$6,733	\$7,455	\$8,177
RP30	Planner - Senior	\$5,846	\$6,374	\$6,901
RP45	Plans Examiner	\$5,139	\$5,687	\$6,234
RP40	Plans Examiner - Entry	\$4,469	\$4,946	\$5,422
RP50	Plans Examiner - Senior	\$5,910	\$6,538	\$7,166
RP55	Preschool Teacher	\$2,788	\$3,237	\$3,686
RP60	Print Shop Specialist	\$2,952	\$3,544	\$4,135
RP65	Program Administrator	\$4,844	\$5,513	\$6,182
RP70	Program Coordinator	\$4,214	\$4,794	\$5,374
RP75	Programmer Analyst	\$4,212	\$5,291	\$6,370
RP80	Programmer Analyst - Senior	\$4,997	\$6,288	\$7,579
RR01	Recreation Program Administrator	\$4,811	\$5,437	\$6,062
RR10	Recreation Program Assistant	\$3,493	\$3,963	\$4,432
RR20	Recreation Program Coordinator	\$4,207	\$4,721	\$5,234
RR30	Reprographics Supervisor	\$4,376	\$5,216	\$6,056
RR40	Revenue & Consumer Affairs Technician	\$3,144	\$3,785	\$4,426
RS01	Safety Coordinator	\$4,275	\$5,231	\$6,186
RS10	Senior Systems Analyst	\$5,471	\$6,830	\$8,188
RS20	Systems Support Specialist	\$3,670	\$4,514	\$5,358
RT01	Telecommunications Coordinator	\$4,240	\$5,397	\$6,554
RI01	Treasury Manager	\$5,367	\$6,720	\$8,072
RV01	Van Driver	\$2,484	\$2,901	\$3,318
RW01	Webmaster	\$4,377	\$5,435	\$6,493

**Attachment B**

ORDINANCE NO: \_\_\_\_\_

AN ORDINANCE OF THE CITY OF REDMOND, WASHINGTON ESTABLISHING THE 2009 FS PAY PLAN FOR EMPLOYEES COVERED BY THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS NO. 2829 REPRESENTING THE FIRE SUPPORT UNIT.

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WHEREAS, the City of Redmond completed labor contract negotiations in 2007 with the Fire Fighters No. 2829 representing the Fire Support Unit; and

WHEREAS, Pay Plan FS was established and put into effect the negotiated salary ranges; and

WHEREAS, the salary ranges have been adjusted for 2009 in accordance with the negotiated agreement with the Fire Support bargaining unit.

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

Section 1. Pay Plans Adopted. Effective January 1, 2009, Pay Plan “FS” – Fire Support covering all employees in the Fire Support bargaining unit is hereby amended to grant a 3.59 percent across-the-board increase to employees’ salaries over those salaries in effect on December 31, 2008, as adopted by Ordinance No. 2387. Salary ranges in the “FS” – Fire Support Pay Plan will be increased by the same percentage. The amended pay plan is attached as Exhibit “A” 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 \_\_\_\_ day of \_\_\_\_\_, 2009.

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:  
PASSED BY THE CITY COUNCIL:  
SIGNED BY THE MAYOR:  
PUBLISHED:  
EFFECTIVE DATE:  
ORDINANCE NO.: \_\_\_\_\_

**City of Redmond**  
**Pay Plan "FS" - Fire Support**  
**Redmond Fire Fighters Union**  
**Representing the Fire Support Bargaining Unit**

**Effective: January 1, 2009**

<b>Grade</b>	<b>Title</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
FS10	Fire Support Office Technician	\$2,453	\$3,068	\$3,683
FS20	Fire Support Administrative Assistant	\$2,889	\$3,592	\$4,295
FS30	Fire Mechanic	\$4,452	\$4,961	\$5,470
FS40	Fire Apparatus Program Supervisor	\$5,118	\$5,704	\$6,290

**Attachment C**

ORDINANCE NO. \_\_\_\_\_

AN ORDINANCE OF THE CITY OF REDMOND,  
WASHINGTON AMENDING THE 2009 FIRE PAY  
PLAN FOR EMPLOYEES COVERED BY THE  
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS  
#2829 REPRESENTING FIRE FIGHTERS,  
LIEUTENANTS, CAPTAINS, AND BATTALION  
CHIEFS

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WHEREAS, the City of Redmond completed in 2008 labor contract negotiations with the International Association of Fire Fighters No. 2829 representing the Fire Fighters, Lieutenants, Captains, and Battalion Chiefs; and

WHEREAS, Pay Plan F will be established and put into effect the negotiated salary ranges agreed to through the collective bargaining process and adopted on April 1, 2008.

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

Section 1. Pay plan adopted. Effective January 1, 2009, Pay Plan F covering all employees in the Fire bargaining unit is hereby amended to grant a six (6) percent across-the-board increase to employees' salaries over those salaries in effect on December 31, 2008, as adopted by Ordinance No. 2395. Salary ranges in the F Pay Plan will be increased by the same percentage. The amended pay plan is attached as Exhibit "A" 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.

CITY OF REDMOND

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JOHN MARCHIONE, MAYOR

ATTEST/AUTHENTICATED:

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CITY CLERK, MICHELLE M. MCGEHEE, CMC

APPROVED AS TO FORM  
OFFICE OF THE CITY ATTORNEY:

By: \_\_\_\_\_

FILED WITH THE CITY CLERK:  
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PUBLISHED:  
EFFECTIVE DATE:  
ORDINANCE NO.: \_\_\_\_\_

**CITY OF REDMOND  
PAY PLAN "F" - FIRE**

**REDMOND FIRE FIGHTERS UNION  
Monthly Rates  
Effective: 1 January 2009**

Note: Annual hours for 24-hour shift personnel = 2528

<b>PAY GRADE</b>	<b>STEP A</b>	<b>STEP B</b>	<b>STEP C</b>	<b>STEP D</b>	<b>STEP E</b>
<b>Fire Fighter (70)</b>	<b><u>0-12m</u></b>	<b><u>13-24m</u></b>	<b><u>25-36m</u></b>	<b><u>37-42m</u></b>	<b><u>43m+</u></b>
	\$4,833	\$5,131	\$5,424	\$6,025	\$6,617
<b>Driver/ Operator (71)</b>	<b><u>0-6m</u></b>	<b><u>7-18m</u></b>	<b><u>19-30m</u></b>	<b><u>31m+</u></b>	
	\$6,496	\$6,647	\$6,799	\$6,944	
<b>Fire Fighter/Paramedic*</b>	<b><u>0-12m</u></b>	<b><u>13-24m</u></b>	<b><u>25-36m</u></b>	<b><u>37-42m</u></b>	<b><u>43m+</u></b>
	\$5,558	\$5,901	\$6,238	\$6,929	\$7,610
<b>Lieutenant (73) Fire Inspector Deputy Fire Marshal</b>	<b><u>0-12m</u></b>	<b><u>13m+</u></b>			
	\$7,333	\$7,655			
<b>Captain (74) Assistant Fire Marshal Medical Services Officer</b>	<b><u>0-12m</u></b>	<b><u>13m+</u></b>			
	\$7,934	\$8,227			
<b>Battalion Chief (76) Fire Marshal</b>	<b><u>0-12m</u></b>	<b><u>13m+</u></b>			
	\$8,510	\$9,382			

\*FFPM rate is 15% above FF