

NON-CODE

**CITY OF REDMOND  
ORDINANCE NO. 2870**

AN ORDINANCE OF THE CITY OF REDMOND,  
WASHINGTON AMENDING THE 2016, 2017, AND 2018  
P PAY PLAN FOR EMPLOYEES COVERED BY THE  
REDMOND POLICE ASSOCIATION, REPRESENTING  
POLICE OFFICERS AND SERGEANTS

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WHEREAS, the City of Redmond recently completed labor contract negotiations with the Redmond Police Association representing Police Officers and Police Sergeants; and

WHEREAS, Pay Plan P will establish and put into effect the negotiated salary ranges agreed to through the collective bargaining process.

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

Section 1.      Pay Plans Adopted.      Effective January 1, 2016, Pay Plan P covering all employees in the RPA bargaining unit, representing police officers and sergeants, is hereby amended and the salary ranges increased a total of 5.25 percent above the salary ranges in effect on December 31, 2015, as adopted by Ordinance No. 2767. The 5.25 percent incorporates a one-time increase of 2.75 percent, in exchange for eliminating in lieu of specialty pay, and a 2.5 percent cost of living increase. In conjunction with the adjustment of the salary ranges, the salaries for all employees covered by Pay Plan P will also be increased by

5.25 percent. The title of Lieutenant shall be changed to Sergeant. The amended Pay Plan is attached as Exhibit 1 and incorporated herein as if set forth in full.

Effective January 1, 2017, Pay Plan P covering all employees in the RPA bargaining unit, representing police officers and sergeants, is hereby amended and the salary ranges increased 2.0 percent above the salary ranges in effect on December 31, 2016. In conjunction with the adjustment of the salary ranges, the salaries for all employees covered by Pay Plan P will be increased across-the-board by 2.0 percent. The amended pay plan is attached as Exhibit 2 and incorporated herein as if set forth in full.

Effective January 1, 2018, Pay Plan P covering all employees in the RPA bargaining unit, representing police officers and sergeants, is hereby amended and the salary ranges increased 2.0 percent above the salary ranges in effect on December 31, 2017. In conjunction with the adjustment of the salary ranges, the salaries for all employees covered by Pay Plan P will be increased across-the-board by 2.0 percent. The amended pay plan is attached as Exhibit 3 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.

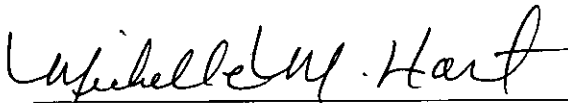
Section 3. Effective Date. This ordinance shall take effect five days after its publication, or publication of a summary thereof, in the City's official newspaper, or as otherwise provided by law.

ADOPTED by the Redmond City Council this 21<sup>st</sup> day of February, 2017.

CITY OF REDMOND

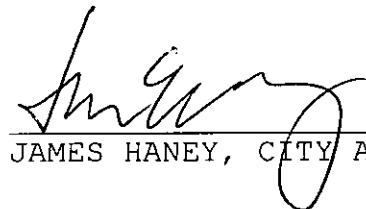
  
JOHN MARCHIONE, MAYOR

ATTEST:

  
MICHELLE M. HART, MMC, CITY CLERK

(SEAL)

APPROVED AS TO FORM

  
JAMES HANEY, CITY ATTORNEY

FILED WITH THE CITY CLERK: February 7, 2017  
PASSED BY THE CITY COUNCIL: February 21, 2017  
SIGNED BY THE MAYOR: February 24, 2017  
PUBLISHED: February 27, 2017  
EFFECTIVE DATE: March 4, 2017  
ORDINANCE NO.: 2870

YES: BIRNEY, CARSON, MARGESON, MYERS, SHUTZ, STILIN

**CITY OF REDMOND**

**PAY PLAN P - RPA**

(Redmond Police Association)

**POLICE OFFICER & SERGEANT\***

Effective January 1, 2016

	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>
	<u>0-12m</u>	<u>13-24m</u>	<u>25-36m</u>	<u>37-48m</u>	<u>49m+</u>
(1) Police Officer	\$6,059	\$6,297	\$6,537	\$6,782	\$7,018
	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>		
	<u>0-12m</u>	<u>13-24m</u>	<u>25+</u>		
(5) Sergeant*	\$7,791	\$8,034	\$8,268		

\*The rank of Lieutenant was changed to the title of Sergeant effective with the 2016-18 labor contract

# CITY OF REDMOND

## PAY PLAN P - RPA

(Redmond Police Association)

### POLICE OFFICER & SERGEANT\*

Effective January 1, 2017

	<u>STEP A</u> <u>0-12m</u>	<u>STEP B</u> <u>13-24m</u>	<u>STEP C</u> <u>25-36m</u>	<u>STEP D</u> <u>37-48m</u>	<u>STEP E</u> <u>49m+</u>
(1) Police Officer	\$6,180	\$6,423	\$6,668	\$6,918	\$7,158
	<u>STEP A</u> <u>0-12m</u>	<u>STEP B</u> <u>13-24m</u>	<u>STEP C</u> <u>25+</u>		
(5) Sergeant*	\$7,947	\$8,195	\$8,433		

\*The rank of Lieutenant was changed to the title of Sergeant effective with the 2016-18 labor contract

**CITY OF REDMOND**

**PAY PLAN P - RPA**

(Redmond Police Association)

**POLICE OFFICER & SERGEANT\***

Effective January 1, 2018

	<u>STEP A</u> <u>0-12m</u>	<u>STEP B</u> <u>13-24m</u>	<u>STEP C</u> <u>25-36m</u>	<u>STEP D</u> <u>37-48m</u>	<u>STEP E</u> <u>49m+</u>
(1) Police Officer	\$6,304	\$6,551	\$6,801	\$7,056	\$7,301
	<u>STEP A</u> <u>0-12m</u>	<u>STEP B</u> <u>13-24m</u>	<u>STEP C</u> <u>25+</u>		
(5) Sergeant*	\$8,106	\$8,359	\$8,602		

\*The rank of Lieutenant was changed to the title of Sergeant effective with the 2016-18 labor contract