

**CITY OF REDMOND
ORDINANCE NO. 2895**

AN ORDINANCE OF THE CITY OF REDMOND, WASHINGTON ESTABLISHING A ONE-TIME LUMP SUM PAYMENT, 2017 AND 2018 PAY PLANS, AND ADOPTION OF A NEW CITY MATRIX FOR EMPLOYEES REPRESENTED BY THE REDMOND CITY HALL EMPLOYEES ASSOCIATION (RCHEA)

WHEREAS, the City of Redmond recently completed labor contract negotiations with the RCHEA bargaining unit, representing a range of clerical, professional and technical employees; and

WHEREAS, terms of compensation were tentatively agreed upon by the City and the RCHEA bargaining team during negotiations and were subsequently ratified by the members of the bargaining unit; and

WHEREAS, agreed upon terms of compensation include:

(1) One-Time Lump Sum Payment: all bargaining unit members employed on the date of contract ratification by the bargaining unit will receive a one-time lump sum bonus of 1.5 percent of their current salary;

(2) Cost of Living Adjustments: bargaining unit members will receive a 2.0 percent cost of living adjustment retroactive to January 1, 2017, a 3.0 percent cost of living adjustment effective on January 1, 2018 and a cost of living adjustment at CPI-W for 2019; and

(3) Merit Matrix Adjustments: Approval of the agreement resolves both a pending Unfair Labor Practice charge and a grievance filed by RCHEA as well as establishing terms of the 2016-2019 collective bargaining agreement. For both 2016 and 2017, RCHEA members will receive retroactive merit pay at the higher of what would have been received under the merit matrix in the 2013-2016 CBA, Appendix D, or the new City merit matrix. Effective January 1, 2018, the new City merit matrix will apply to all RCHEA members.

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

Section 1. Lump Sum Payment. Each RCHEA bargaining unit member employed on the date of contract ratification by the bargaining unit shall receive a one-time lump sum cash payment equal to 1.5 percent of the member's current annual salary, subject to applicable withholdings.

Section 2. Pay Plans Adopted. Effective January 1, 2017, Pay Plan R covering all employees in the RCHEA bargaining unit is hereby amended and the salary ranges increased 2.0 percent above the ranges in effect on December 31, 2016, as adopted by Ordinance No. 2852. In conjunction with the adjustment of the salary ranges, there will also be a 2.00 percent across-the-board increase to employees' salaries over those salaries in effect on December 31, 2016. This pay adjustment shall be retroactive to January 1, 2017.

The amended pay plan is attached as Exhibit 1 and is incorporated herein as if set forth in full.

Effective January 1, 2018, Pay Plan R covering all employees in the RCHEA bargaining unit is hereby amended and the salary ranges increased 3.0 percent above the ranges in effect on December 31, 2017. In conjunction with the adjustment of the salary ranges, there will also be a 3.00 percent across-the-board increase to employees' salaries over those salaries in effect on December 31, 2017. The amended pay plan is attached as Exhibit 2 and is incorporated herein as if set forth in full.

Section 3. Merit Matrix Adjustment. For both 2016 and 2017, RCHEA members will receive retroactive merit pay at the higher of what would have been received under the merit matrix in the 2013-2016 CBA, Appendix D, or the new City merit matrix. Effective January 1, 2018, the new City merit matrix will apply to all RCHEA members.

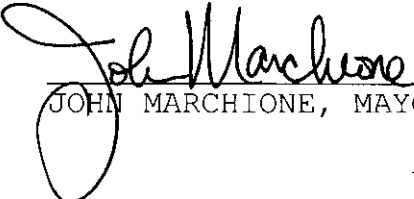
Section 4. Severability. If any section, sentence, clause or phrase of this ordinance should be held to be invalid or unconstitutional by a court of competent jurisdiction, such invalidity or unconstitutionality shall not affect the validity or constitutionality of any other section, sentence, clause or phrase of this ordinance.

Section 5. Effective Date. This ordinance shall become effective five days after its publication, or publication of a

summary thereof, in the city's official newspaper, or as otherwise provided by law.

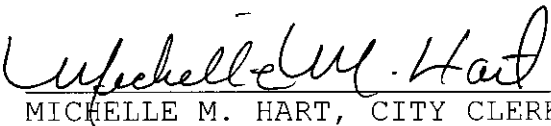
ADOPTED by the Redmond City Council this 17th day of October, 2017.

CITY OF REDMOND



JOHN MARCHIONE, MAYOR


ATTEST:



MICHELLE M. HART, CITY CLERK

(SEAL)

APPROVED AS TO FORM:



JAMES E. HANEY, CITY ATTORNEY

FILED WITH THE CITY CLERK:	October 3, 2017
PASSED BY THE CITY COUNCIL:	October 17, 2017
SIGNED BY THE MAYOR:	October 20, 2017
PUBLISHED:	October 23, 2017
EFFECTIVE DATE:	October 28, 2017
ORDINANCE NO. 2895	

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

**City of Redmond
2017 RCHEA Employees "R" Pay Plan**

Grade	Position	Minimum	Midpoint	Maximum
RA10	Accountant	\$4,642	\$5,455	\$6,267
RA20	Accountant - Senior	\$5,275	\$6,199	\$7,123
RA25	Accounting Specialist - Associate	\$3,546	\$4,078	\$4,610
RA26	Accounting Specialist	\$3,980	\$4,577	\$5,173
RA27	Accounting Specialist - Senior	\$4,536	\$5,218	\$5,899
RA30	Administrative Assistant	\$3,792	\$4,362	\$4,931
RA50	Administrative Specialist	\$4,031	\$4,637	\$5,242
RB01	Building Inspector Technician	\$4,464	\$5,134	\$5,803
RB20	Building Inspector	\$5,368	\$6,173	\$6,978
RB30	Building Inspector - Senior	\$5,905	\$6,791	\$7,676
RB70	Business Application Specialist	\$4,778	\$5,495	\$6,212
RB75	Business Analyst	\$5,656	\$6,646	\$7,636
RC05	Capital & Grant Analyst	\$4,978	\$5,725	\$6,472
RC20	Code Enforcement Officer	\$5,253	\$6,041	\$6,828
RC25	Communications & Marketing Project Administrator	\$5,780	\$6,792	\$7,804
RC35	Communications & Marketing Specialist	\$5,181	\$6,088	\$6,994
RC40	Construction Inspector	\$5,256	\$6,044	\$6,832
RC50	Construction Inspector - Lead	\$5,821	\$6,840	\$7,858
RC60	Cultural Arts Administrator	\$5,814	\$6,832	\$7,849
RD20	Department Administrative Coordinator	\$4,575	\$5,262	\$5,948
RD40	Deputy City Clerk	\$4,538	\$5,219	\$5,900
RE10	Engineer	\$6,058	\$7,118	\$8,178
RE01	Engineer - Associate	\$5,244	\$6,031	\$6,817
RE20	Engineer - Senior	\$7,125	\$8,373	\$9,620
RE40	Engineering Technician	\$4,852	\$5,581	\$6,309
RE30	Engineering Technician - Associate	\$3,918	\$4,507	\$5,095
RE50	Engineering Technician - Senior	\$5,318	\$6,117	\$6,915
RE60	Environmental Scientist - Associate	\$4,995	\$5,744	\$6,492
RE65	Environmental Scientist	\$6,065	\$7,126	\$8,187
RE70	Environmental Scientist - Senior	\$6,671	\$7,839	\$9,006
RF10	Financial Analyst	\$5,159	\$6,062	\$6,964
RF20	Financial Analyst - Senior	\$5,943	\$6,984	\$8,024
RG10	GIS Data Technician	\$4,491	\$5,165	\$5,838
RG15	GIS Analyst	\$5,103	\$5,995	\$6,887
RG20	GIS Analyst - Senior	\$5,631	\$6,616	\$7,601

**City of Redmond
2017 RCHEA Employees "R" Pay Plan**

Grade	Position	Minimum	Midpoint	Maximum
RG01	Graphics Designer	\$4,679	\$5,382	\$6,084
RL01	Legal Assistant	\$4,408	\$5,179	\$5,950
RM10	Management Analyst	\$4,623	\$5,925	\$7,227
RN01	Network Analyst	\$6,059	\$7,119	\$8,179
RN10	Network Systems Engineer	\$6,797	\$7,987	\$9,176
RP01	Paralegal	\$4,897	\$5,754	\$6,611
RP10	Payroll Analyst	\$4,319	\$4,967	\$5,614
RP15	Permit Technician	\$4,237	\$4,872	\$5,506
RP20	Planner - Assistant	\$4,686	\$5,389	\$6,092
RP25	Planner	\$5,154	\$6,056	\$6,957
RP35	Planner - Principal	\$6,457	\$7,586	\$8,715
RP30	Planner - Senior	\$5,869	\$6,896	\$7,923
RP45	Plans Examiner	\$5,809	\$6,680	\$7,551
RP55	Preschool Teacher	\$3,201	\$3,717	\$4,232
RP65	Program Administrator	\$5,582	\$6,559	\$7,536
RP66	Program Aide	\$2,930	\$3,370	\$3,810
RP67	Program Assistant	\$3,914	\$4,501	\$5,087
RP70	Program Coordinator	\$4,998	\$5,872	\$6,746
RP75	Programmer Analyst	\$5,556	\$6,529	\$7,501
RP80	Programmer Analyst - Senior	\$6,754	\$7,937	\$9,119
RP85	Purchasing Agent	\$4,653	\$5,350	\$6,047
RP90	Purchasing Agent - Senior	\$5,541	\$6,511	\$7,481
RR05	Records Management Specialist	\$4,490	\$5,164	\$5,837
RR01	Recreation Program Administrator	\$5,582	\$6,559	\$7,536
RS10	Senior Systems Analyst	\$6,963	\$8,181	\$9,399
RS15	Stormwater Inspector	\$4,790	\$5,509	\$6,228
RS20	Systems Support Specialist	\$4,827	\$5,551	\$6,275
RT10	Technical Systems Coordinator	\$5,579	\$6,556	\$7,532
RT20	Transportation Strategic Advisor	\$7,411	\$8,709	\$10,006

**City of Redmond
2018 RCHEA Employees "R" Pay Plan**

Grade	Position	Minimum	Midpoint	Maximum
RA10	Accountant	\$4,781	\$5,618	\$6,455
RA20	Accountant - Senior	\$5,433	\$6,385	\$7,337
RA25	Accounting Specialist - Associate	\$3,652	\$4,200	\$4,748
RA26	Accounting Specialist	\$4,099	\$4,714	\$5,328
RA27	Accounting Specialist - Senior	\$4,672	\$5,374	\$6,076
RA30	Administrative Assistant	\$3,906	\$4,493	\$5,079
RA50	Administrative Specialist	\$4,152	\$4,776	\$5,399
RB01	Building Inspector Technician	\$4,598	\$5,288	\$5,977
RB20	Building Inspector	\$5,529	\$6,358	\$7,187
RB30	Building Inspector - Senior	\$6,082	\$6,994	\$7,906
RB70	Business Application Specialist	\$4,921	\$5,660	\$6,398
RB75	Business Analyst	\$5,826	\$6,846	\$7,865
RC05	Capital & Grant Analyst	\$5,127	\$5,897	\$6,666
RC20	Code Enforcement Officer	\$5,411	\$6,222	\$7,033
RC25	Communications & Marketing Project Administrator	\$5,953	\$6,996	\$8,038
RC35	Communications & Marketing Specialist	\$5,336	\$6,270	\$7,204
RC40	Construction Inspector	\$5,414	\$6,226	\$7,037
RC50	Construction Inspector - Lead	\$5,996	\$7,045	\$8,094
RC60	Cultural Arts Administrator	\$5,988	\$7,036	\$8,084
RD20	Department Administrative Coordinator	\$4,712	\$5,419	\$6,126
RD40	Deputy City Clerk	\$4,674	\$5,376	\$6,077
RE10	Engineer	\$6,240	\$7,332	\$8,423
RE01	Engineer - Associate	\$5,401	\$6,212	\$7,022
RE20	Engineer - Senior	\$7,339	\$8,624	\$9,909
RE40	Engineering Technician	\$4,998	\$5,748	\$6,498
RE30	Engineering Technician - Associate	\$4,036	\$4,642	\$5,248
RE50	Engineering Technician - Senior	\$5,478	\$6,300	\$7,122
RE60	Environmental Scientist - Associate	\$5,145	\$5,916	\$6,687
RE65	Environmental Scientist	\$6,247	\$7,340	\$8,433
RE70	Environmental Scientist - Senior	\$6,871	\$8,074	\$9,276
RF10	Financial Analyst	\$5,314	\$6,244	\$7,173
RF20	Financial Analyst - Senior	\$6,121	\$7,193	\$8,265
RG10	GIS Data Technician	\$4,626	\$5,320	\$6,013
RG15	GIS Analyst	\$5,256	\$6,175	\$7,094
RG20	GIS Analyst - Senior	\$5,800	\$6,815	\$7,829

**City of Redmond
2018 RCHEA Employees "R" Pay Plan**

Grade	Position	Minimum	Midpoint	Maximum
RG01	Graphics Designer	\$4,819	\$5,543	\$6,267
RL01	Legal Assistant	\$4,540	\$5,335	\$6,129
RM10	Management Analyst	\$4,762	\$6,103	\$7,444
RN01	Network Analyst	\$6,241	\$7,333	\$8,424
RN10	Network Systems Engineer	\$7,001	\$8,226	\$9,451
RP01	Paralegal	\$5,044	\$5,927	\$6,809
RP10	Payroll Analyst	\$4,449	\$5,116	\$5,782
RP15	Permit Technician	\$4,364	\$5,018	\$5,671
RP20	Planner - Assistant	\$4,827	\$5,551	\$6,275
RP25	Planner	\$5,309	\$6,238	\$7,166
RP35	Planner - Principal	\$6,651	\$7,814	\$8,976
RP30	Planner - Senior	\$6,045	\$7,103	\$8,161
RP45	Plans Examiner	\$5,983	\$6,881	\$7,778
RP55	Preschool Teacher	\$3,297	\$3,828	\$4,359
RP65	Program Administrator	\$5,749	\$6,756	\$7,762
RP66	Program Aide	\$3,018	\$3,471	\$3,924
RP67	Program Assistant	\$4,031	\$4,636	\$5,240
RP70	Program Coordinator	\$5,148	\$6,048	\$6,948
RP75	Programmer Analyst	\$5,723	\$6,725	\$7,726
RP80	Programmer Analyst - Senior	\$6,957	\$8,175	\$9,393
RP85	Purchasing Agent	\$4,793	\$5,511	\$6,228
RP90	Purchasing Agent - Senior	\$5,707	\$6,706	\$7,705
RR05	Records Management Specialist	\$4,625	\$5,319	\$6,012
RR01	Recreation Program Administrator	\$5,749	\$6,756	\$7,762
RS10	Senior Systems Analyst	\$7,172	\$8,427	\$9,681
RS15	Stormwater Inspector	\$4,934	\$5,675	\$6,415
RS20	Systems Support Specialist	\$4,972	\$5,718	\$6,463
RT10	Technical Systems Coordinator	\$5,746	\$6,752	\$7,758
RT20	Transportation Strategic Advisor	\$7,633	\$8,970	\$10,306