

NON-CODE

**CITY OF REDMOND
ORDINANCE NO: 2901**

AN ORDINANCE OF THE CITY OF REDMOND,
WASHINGTON, AMENDING THE 2017 PAY PLAN FOR
EMPLOYEES COVERED BY THE REDMOND POLICE
ASSOCIATION REPRESENTING POLICE SUPPORT AND
SUPPLEMENTAL EMPLOYEES

WHEREAS, the City of Redmond completed labor contract negotiations in 2016 with the Redmond Police Association (RPA), representing Police Support Employees; and

WHEREAS, Pay Plan "PS" and the supplemental pay plan "S-PS" were adopted and put into effect the negotiated salary ranges agreed to through the collective bargaining process; and

WHEREAS, the salary ranges adopted by Ordinance No. 2856 are in need of amendment in accordance with Appendix A, Section A.1, Paragraph 3 of the RPA Support collective bargaining agreement in order to implement the results of a comprehensive compensation study with the RPA Support bargaining unit.

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

Section 1. Pay Plan PS and the Supplemental Pay Plan S-PS. The 2017 Police Support Pay Plan (Pay Plan PS) and the supplemental pay plan (Pay Plan S-PS) adopted by Ordinance No. 2856, and attached to this ordinance as Exhibits 1 and 2, are hereby amended to reflect the negotiated changes as a result of

the comprehensive compensation study. The amended plans are incorporated herein, as if set forth in full.


Section 2. Pay Plan Effective Date. The effective date of the amendments to the pay plans made by this ordinance will be December 1, 2017. The amended pay plans do not result in any retroactive adjustment to the salary of any employee covered by the plan.

Section 3. 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 4. 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 21st day of November,
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:	November 7, 2017
PASSED BY THE CITY COUNCIL:	November 21, 2017
SIGNED BY THE MAYOR:	November 27, 2017
PUBLISHED:	November 27, 2017
EFFECTIVE DATE:	December 2, 2017
ORDINANCE NO. 2901	

YES: BIRNEY, CARSON, MARGESON, MYERS, STILIN

CITY OF REDMOND

Pay Plan PS*
Redmond Police Association - Police Support Bargaining Unit
As Amended December 1, 2017

Grade		Minimum	Midpoint	Maximum
C113	Crime Analyst	\$5,233	\$6,018	\$6,803
C116	Police Program Coordinator	\$4,090	\$5,191	\$6,292
C13	Communications Dispatcher	\$4,354	\$5,008	\$5,661
C15	Lead Communications Dispatcher	\$4,381	\$5,320	\$6,259
C14	Lead Police Support Services Specialist	\$4,344	\$4,995	\$5,647
C115	Legal Advocate	\$4,058	\$4,927	\$5,797
C18	Police Support Officer	\$3,948	\$4,480	\$5,012
C19	Property Evidence Technician	\$4,103	\$4,718	\$5,333
C11	Police Support Services Specialist	\$3,831	\$4,406	\$4,981
C20	Police Support Administrative Assistant	\$3,789	\$4,358	\$4,927
C21	Police Support Administrative Specialist	\$4,028	\$4,633	\$5,238

*All pay rates include the 1.25% accreditation pay. Should the Police Department lose its accreditation, the rates will be reduced by 1.25%.

**CITY OF REDMOND
SUPPLEMENTAL "S-PS" PAY PLAN
REDMOND POLICE ASSOCIATION
As Amended December 1, 2017**

<u>CLASSIFICATION</u>	<u>LOW</u>	<u>HIGH</u>	<u>GRADE</u>
Supp Crime Analyst	\$24.15	\$33.21	SP10
Supp Police Program Coordinator	\$18.88	\$25.96	SP16
Supp Communications Dispatcher	\$20.10	\$27.63	SP3
Supp Lead Communications Dispatcher	\$20.22	\$27.80	SP8
Supp Lead Police Support Services Specialist	\$20.05	\$27.57	SP4
Supp Legal Advocate	\$18.73	\$25.75	SP5
Supp Police Support Officer	\$18.22	\$25.05	SP6
Supp Property Evidence Technician	\$18.94	\$26.04	SP1
Supp Police Support Services Specialist	\$17.68	\$24.31	SP2
Supp Police Support Administrative Assistant	\$17.49	\$24.05	SP14
Supp Police Support Administrative Specialist	\$18.59	\$25.56	SP15