

NON-CODE

**CITY OF REDMOND  
ORDINANCE NO. 2905**

AN ORDINANCE OF THE CITY OF REDMOND,  
WASHINGTON ESTABLISHING 2018 SALARIES FOR  
REGULAR AND SUPPLEMENTAL EMPLOYEES  
REPRESENTED BY THE WASHINGTON STATE COUNCIL OF  
COUNTY AND CITY EMPLOYEES, LOCAL 21-RD  
(AFSMCE)

---

WHEREAS, the City of Redmond completed labor contract negotiations in 2016 with the AFSMCE unit Local 21-RD representing public works and parks maintenance workers; and

WHEREAS, Pay Plan A and the supplemental pay plan was established and put into effect the negotiated salary ranges agreed to and adopted through the collective bargaining process; and

WHEREAS, the latest salary ranges will now be adjusted in accordance with the AFSCME Collective Bargaining Agreement.

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

Section 1.      Pay Plan Adopted.      Effective January 1, 2018, Pay Plan A covering all employees in the AFSCME bargaining unit is hereby amended to grant a 2.5 percent across-the-board increase to employees' salaries over those salaries in effect on December 31, 2017, as adopted by Ordinance No. 2855. Salary ranges in the A 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.

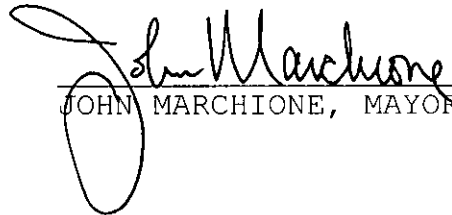
Section 2.      Pay Plan "AF-S".    Effective January 1, 2018, Supplemental Pay Plan "AF-S" is adjusted to increase the salary ranges for temporary seasonal employees to within eighty percent (80%) and one-hundred twenty percent (120%) of the salary range minimum for comparable bargaining unit classifications. The amended pay plan is attached as Exhibit 2 and incorporated herein as if set forth in full.

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 5<sup>th</sup> day of December,  
2017.

CITY OF REDMOND

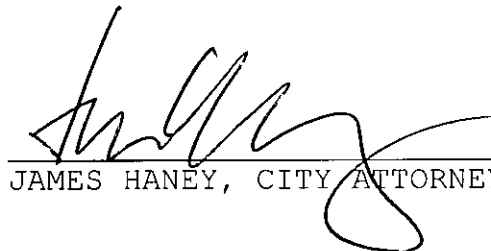
  
\_\_\_\_\_  
JOHN MARCHIONE, MAYOR

ATTEST:

  
\_\_\_\_\_  
MICHELLE M. HART, MMC, CITY CLERK

(SEAL)

APPROVED AS TO FORM

  
\_\_\_\_\_  
JAMES HANEY, CITY ATTORNEY

FILED WITH THE CITY CLERK:	November 21, 2017
PASSED BY THE CITY COUNCIL:	December 5, 2017
SIGNED BY THE MAYOR:	December 8, 2017
PUBLISHED:	December 11, 2017
EFFECTIVE DATE:	December 16, 2017
ORDINANCE NO. 2905	

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

**PAY PLAN "A" AFSCME**  
**(For classifications covered by the Washington State Council**  
**of County and City Employees Local 21-RD bargaining unit)**  
**CLASSIFICATION ALIGNMENT/PAY SCHEDULE**  
**Effective: January 1, 2018**

Title	Grade	Min	Mid	Max
	0	\$2,547	\$2,802	\$3,056
	1	\$2,681	\$2,951	\$3,220
	2	\$2,823	\$3,104	\$3,384
	3	\$2,971	\$3,270	\$3,569
	4	\$3,146	\$3,461	\$3,775
	5	\$3,321	\$3,653	\$3,985
	6	\$3,509	\$3,859	\$4,209
	7	\$3,708	\$4,083	\$4,458
	8	\$3,920	\$4,311	\$4,701
	9	\$4,143	\$4,558	\$4,972
Meter Reader	9a	\$3,920	\$4,386	\$4,852
Inventory Control Specialist Small Equipment Auto Service Worker	10	\$4,382	\$4,821	\$5,259
Maintenance Technician	8/11	\$3,920	\$4,854	\$5,787
HVAC Technician Mechanic	12	\$5,149	\$5,664	\$6,179
Water Quality Cross Connection Specialist Utility Systems Technician	13	\$5,178	\$5,825	\$6,471
Traffic Signal Technician Lead Maintenance Worker Fleet Ops Lead Water Quality Analyst	14	\$5,477	\$6,161	\$6,845
ITS Network Technician Lead Traffic Signal Technician	15	\$5,808	\$6,530	\$7,252
Source Control Administrator	16	\$5,715	\$6,504	\$7,293

**PAY PLAN "AF-S" AFSCME (Supplemental)**  
**(For classifications covered by the Washington State Council**  
**of County and City Employees Local 21-RD bargaining unit)**  
**CLASSIFICATION ALIGNMENT/PAY SCHEDULE**  
**Effective: January 1, 2018**

Title	Grade	Min	Mid	Max
	0	\$11.76	\$14.70	\$17.63
	1	\$12.37	\$15.47	\$18.56
	2	\$13.03	\$16.29	\$19.54
	3	\$13.71	\$17.14	\$20.57
	4	\$14.52	\$18.15	\$21.78
Maintenance Aide	5	\$15.33	\$19.16	\$22.99
	6	\$16.20	\$20.25	\$24.29
	7	\$17.11	\$21.39	\$25.67
	8	\$18.09	\$22.62	\$27.14
	9	\$19.12	\$23.90	\$28.68
Meter Reader	9a	\$18.09	\$22.62	\$27.14
Inventory Control Specialist Small Equipment Auto Service Worker	10	\$20.22	\$25.28	\$30.34
Maintenance Technician	8/11	\$18.09	\$22.62	\$27.14
Mechanic HVAC Technician	12	\$23.76	\$29.71	\$35.65
Water Quality Cross Connection Specialist Utility Systems Technician	13	\$23.90	\$29.88	\$35.85
Traffic Signal Technician Lead Maintenance Worker Fleet Ops Lead Water Quality Analyst	14	\$25.28	\$31.60	\$37.92
ITS Network Technician Lead Traffic Signal Technician	15	\$26.81	\$33.51	\$40.21
Source Control Administrator	16	\$26.38	\$32.98	\$39.57