

NON-CODE

**CITY OF REDMOND
ORDINANCE NO. 2975**

AN ORDINANCE OF THE CITY OF REDMOND,
WASHINGTON ESTABLISHING UPDATED 2019 SALARY
RANGES FOR REGULAR AND SUPPLEMENTAL EMPLOYEES
REPRESENTED BY THE REDMOND CITY HALL EMPLOYEES
ASSOCIATION (RCHEA)

WHEREAS, the City of Redmond recently completed labor contract negotiations with the Redmond City Hall Employees Association (RCHEA) representing clerical, professional and technical employees; and

WHEREAS, the negotiations resulted in amendment of the R Pay Plan salary ranges adopted by Ordinance No. 2952 and R-S Pay Plan supplemental salary ranges adopted by Ordinance No. 2955.

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

Section 1. Amended 2019 R Pay Plan Adopted. Effective October 1, 2019, salary ranges in the R Pay Plan adopted by Ordinance No. 2952 shall be amended and replaced by the Amended 2019 R Pay Plan. The salary ranges in the Amended 2019 R Pay Plan, attached to this ordinance as Exhibit 1, were market priced and some salary ranges will be increased by variable amounts to reflect

current market conditions as compared to the current R Pay Plan adopted by Ordinance No. 2952. The Amended 2019 R Pay Plan for regular employees is attached as Exhibit 1 and is incorporated herein as if set forth in full.

Section 2. Amended 2019 Supplemental R-S Pay Plan Adopted. Effective October 1, 2019, salary ranges in the R-S Pay Plan adopted by Ordinance No. 2955 shall be amended and replaced by the Amended 2019 Supplemental R-S Pay Plan. The salary ranges in the Amended 2019 Supplemental R-S Pay Plan, attached to this Ordinance as Exhibit 2, are calculated based on the salary ranges in the Amended 2019 R Pay Plan and will be increased by variable amounts as compared to the current R-S Pay Plan adopted by Ordinance No. 2955. The Amended 2019 Supplemental R-S Pay Plan is adjusted to increase the salary ranges for supplemental employees to within eighty percent (80%) and one-hundred twenty percent (120%) of the salary range minimum for comparable bargaining unit classifications set forth in the Amended 2019 R Pay Plan. The Amended 2019 R-S Pay Plan for supplemental employees is attached as Exhibit 2 and is 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.

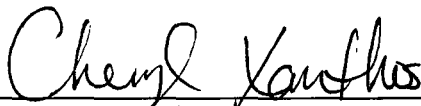
Section 4. Effective Date. This ordinance shall take effect five days after its publication, or publication of a summary thereof, in the City's official newspaper, or as otherwise provided by law.

ADOPTED by the Redmond City Council this 15th day of October, 2019.

CITY OF REDMOND


JOHN MARCHIONE, MAYOR


ATTEST:



CHERYL XANTHOS, MMC, CITY CLERK

(SEAL)

APPROVED AS TO FORM:



JAMES HANEY, CITY ATTORNEY

FILED WITH THE CITY CLERK: October 1, 2019
PASSED BY THE CITY COUNCIL: October 15, 2019
SIGNED BY THE MAYOR: October 18, 2019
PUBLISHED: October 21, 2019
EFFECTIVE DATE: October 26, 2019
ORDINANCE NO.: 2975

YES: ANDERSON, BIRNEY, FIELDS, MARGESON, MYERS, PADHYE



2019 Pay Plan "R" - RCHEA Employees

Ordinance No. _____
Effective October 1, 2019

Grade	FLSA Position	Monthly			Annual		
		Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
RA10	E Accountant	\$4,953	\$5,820	\$6,687	\$59,436	\$69,840	\$80,244
RA20	E Accountant - Senior	\$5,629	\$6,615	\$7,601	\$67,548	\$79,380	\$91,212
RA25	NE Accounting Specialist - Associate	\$3,783	\$4,351	\$4,919	\$45,396	\$52,212	\$59,028
RA26	NE Accounting Specialist	\$4,247	\$4,884	\$5,520	\$50,964	\$58,608	\$66,240
RA27	NE Accounting Specialist - Senior	\$4,840	\$5,568	\$6,295	\$58,080	\$66,816	\$75,540
RA30	NE Administrative Assistant	\$4,032	\$4,738	\$5,444	\$48,389	\$56,857	\$65,325
RA50	NE Administrative Specialist	\$4,369	\$5,134	\$5,899	\$52,433	\$61,609	\$70,785
RB01	NE Building Inspector Technician	\$4,764	\$5,478	\$6,192	\$57,168	\$65,736	\$74,304
RB20	NE Building Inspector	\$5,728	\$6,587	\$7,446	\$68,736	\$79,044	\$89,352
RB30	NE Building Inspector - Senior	\$6,301	\$7,246	\$8,191	\$75,612	\$86,952	\$98,292
RB70	NE Business Application Specialist	\$5,227	\$6,142	\$7,056	\$62,722	\$73,699	\$84,675
RB75	E Business Analyst	\$6,164	\$7,243	\$8,321	\$73,967	\$86,912	\$99,856
RB80	E Business Systems Analyst - ERP	\$6,951	\$8,167	\$9,384	\$83,412	\$98,004	\$112,608
RB80	E Business Systems Analyst - HRIS	\$6,951	\$8,167	\$9,384	\$83,412	\$98,004	\$112,608
RB85	E Business Systems Analyst Sr - ERP	\$7,597	\$8,926	\$10,256	\$91,164	\$107,112	\$123,072
RB85	E Business Systems Analyst Sr - HRIS	\$7,597	\$8,926	\$10,256	\$91,164	\$107,112	\$123,072
RC05	NE Capital & Grant Analyst	\$5,387	\$6,330	\$7,272	\$64,643	\$75,956	\$87,268
RC20	NE Code Enforcement Officer	\$5,606	\$6,446	\$7,286	\$67,272	\$77,352	\$87,432
RC25	E Communications & Marketing Project Administrator	\$6,167	\$7,247	\$8,327	\$74,004	\$86,964	\$99,924
RC35	NE Communications & Marketing Specialist	\$5,528	\$6,496	\$7,463	\$66,336	\$77,952	\$89,556
RC40	NE Construction Inspector	\$5,609	\$6,450	\$7,290	\$67,308	\$77,400	\$87,480
RC50	NE Construction Inspector - Lead	\$6,212	\$7,299	\$8,385	\$74,544	\$87,588	\$100,620
RC60	E Cultural Arts Administrator	\$6,204	\$7,290	\$8,375	\$74,448	\$87,480	\$100,500
RD20	NE Department Administrative Coordinator	\$5,118	\$6,013	\$6,909	\$61,410	\$72,157	\$82,904
RD40	NE Deputy City Clerk	\$5,393	\$6,337	\$7,281	\$64,720	\$76,046	\$87,372
RE10	E Engineer	\$6,817	\$8,010	\$9,203	\$81,803	\$96,118	\$110,434
RE01	NE Engineer - Associate	\$5,645	\$6,633	\$7,621	\$67,741	\$79,596	\$91,451
RE20	E Engineer - Senior	\$8,005	\$9,406	\$10,807	\$96,065	\$112,876	\$129,687
RE40	NE Engineering Technician	\$5,178	\$5,955	\$6,732	\$62,136	\$71,460	\$80,784
RE30	NE Engineering Technician - Associate	\$4,169	\$4,898	\$5,628	\$50,025	\$58,780	\$67,534
RE50	NE Engineering Technician - Senior	\$5,725	\$6,727	\$7,729	\$68,700	\$80,723	\$92,746
RE60	NE Environmental Scientist - Associate	\$5,330	\$6,129	\$6,928	\$63,960	\$73,548	\$83,136
RE65	E Environmental Scientist	\$6,579	\$7,730	\$8,881	\$78,944	\$92,759	\$106,574
RE70	E Environmental Scientist - Senior	\$7,118	\$8,364	\$9,610	\$85,416	\$100,368	\$115,320
RE75	E Environmental Sustainability Program Manager	\$5,749	\$6,755	\$7,761	\$68,988	\$81,060	\$93,132
RF10	E Financial Analyst	\$5,659	\$6,650	\$7,640	\$67,911	\$79,796	\$91,680
RF20	E Financial Analyst - Senior	\$6,753	\$7,935	\$9,117	\$81,040	\$95,222	\$109,404
RG10	NE GIS Data Technician	\$4,762	\$5,595	\$6,428	\$57,140	\$67,139	\$77,139
RG15	NE GIS Analyst	\$5,570	\$6,545	\$7,520	\$66,843	\$78,540	\$90,238
RG20	NE GIS Analyst - Senior	\$6,192	\$7,276	\$8,360	\$74,308	\$87,312	\$100,316
RG01	NE Graphics Designer	\$4,973	\$5,844	\$6,714	\$59,678	\$70,122	\$80,566
RI10	E Infrastructure Systems Engineer	\$7,636	\$8,972	\$10,309	\$91,632	\$107,664	\$123,708
RL01	NE Legal Assistant	\$4,703	\$5,527	\$6,350	\$56,436	\$66,324	\$76,200



Grade	FLSA	Position	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
RM10	E	Management Analyst	\$5,629	\$6,614	\$7,599	\$67,550	\$79,371	\$91,193
RN01	E	Network Analyst	\$6,624	\$7,783	\$8,942	\$79,486	\$93,396	\$107,306
RN10	E	Network Systems Engineer	\$7,253	\$8,522	\$9,791	\$87,036	\$102,264	\$117,492
RP01	NE	Paralegal	\$5,341	\$6,276	\$7,211	\$64,095	\$75,312	\$86,529
RP10	NE	Payroll Analyst	\$4,741	\$5,571	\$6,401	\$56,897	\$66,854	\$76,811
RP15	NE	Permit Technician	\$4,641	\$5,453	\$6,265	\$55,693	\$65,439	\$75,185
RP20	NE	Planner - Assistant	\$5,068	\$5,955	\$6,842	\$60,818	\$71,461	\$82,104
RP25	E	Planner	\$5,890	\$6,921	\$7,951	\$70,677	\$83,046	\$95,415
RP35	E	Planner - Principal	\$7,407	\$8,703	\$9,999	\$88,880	\$104,434	\$119,987
RP30	E	Planner - Senior	\$6,704	\$7,877	\$9,050	\$80,446	\$94,524	\$108,602
RP45	NE	Plans Examiner	\$6,192	\$7,276	\$8,360	\$74,308	\$87,312	\$100,316
RP65	E	Program Administrator	\$6,258	\$7,353	\$8,448	\$75,093	\$88,235	\$101,376
RP66	NE	Program Aide	\$3,147	\$3,698	\$4,249	\$37,768	\$44,378	\$50,987
RP67	NE	Program Assistant	\$4,227	\$4,967	\$5,707	\$50,727	\$59,605	\$68,482
RP70	NE	Program Coordinator	\$5,333	\$6,266	\$7,198	\$63,996	\$75,192	\$86,376
RP75	E	Programmer Analyst	\$6,262	\$7,358	\$8,454	\$75,145	\$88,295	\$101,445
RP80	E	Programmer Analyst - Senior	\$7,887	\$9,267	\$10,647	\$94,638	\$111,200	\$127,762
RP85	NE	Purchasing Agent	\$5,027	\$5,907	\$6,786	\$60,324	\$70,880	\$81,437
RP90	E	Purchasing Agent - Senior	\$6,162	\$7,240	\$8,318	\$73,940	\$86,880	\$99,820
RR05	NE	Records Management Specialist	\$5,352	\$6,288	\$7,225	\$64,223	\$75,462	\$86,701
RR01	E	Recreation Program Administrator	\$5,956	\$6,999	\$8,041	\$71,472	\$83,988	\$96,492
RS30	E	Security and Compliance Analyst	\$6,837	\$8,033	\$9,230	\$82,044	\$96,402	\$110,759
RS10	E	Senior Systems Analyst	\$7,430	\$8,730	\$10,030	\$89,160	\$104,760	\$120,360
RS15	NE	Stormwater Inspector	\$5,473	\$6,431	\$7,389	\$65,676	\$77,169	\$88,662
RS20	NE	Systems Support Specialist	\$5,294	\$6,220	\$7,147	\$63,528	\$74,645	\$85,763
RT10	E	Technical Systems Coordinator	\$5,953	\$6,995	\$8,037	\$71,436	\$83,940	\$96,444
RT30	E	Technology Project Manager	\$7,832	\$9,202	\$10,573	\$93,984	\$110,424	\$126,876
RT20	E	Transportation Strategic Advisor	\$8,272	\$9,720	\$11,167	\$99,266	\$116,638	\$134,010



2019 Pay Plan "R-S" - RCHEA Supplemental

Ordinance No. _____
Effective October 1, 2019

Hourly

Grade	FLSA Position	Minimum	Midpoint	Maximum
SRA10 NE*	Accountant	\$22.86	\$27.15	\$31.43
SRA20 NE*	Accountant - Senior	\$25.98	\$30.85	\$35.72
SRA25 NE	Accounting Specialist - Associate	\$17.46	\$20.73	\$24.01
SRA26 NE	Accounting Specialist	\$19.60	\$23.28	\$26.95
SRA27 NE	Accounting Specialist - Senior	\$22.34	\$26.53	\$30.72
SRA30 NE	Administrative Assistant	\$18.61	\$22.10	\$25.59
SRA50 NE	Administrative Specialist	\$20.17	\$23.95	\$27.73
SRB01 NE	Building Inspector Technician	\$21.99	\$26.11	\$30.23
SRB20 NE	Building Inspector	\$26.44	\$31.39	\$36.35
SRB30 NE	Building Inspector - Senior	\$29.08	\$34.53	\$39.99
SRB70 NE	Business Application Specialist	\$24.13	\$28.65	\$33.17
SRB75 NE*	Business Analyst	\$28.45	\$33.78	\$39.12
SRB80 NE*	Business Systems Analyst - ERP	\$32.08	\$38.10	\$44.11
SRB80 NE*	Business Systems Analyst - HRIS	\$32.08	\$38.10	\$44.11
SRB85 NE*	Business Systems Analyst Sr - ERP	\$35.06	\$41.64	\$48.21
SRB85 NE*	Business Systems Analyst Sr - HRIS	\$35.06	\$41.64	\$48.21
SRC05 NE	Capital & Grant Analyst	\$24.86	\$29.53	\$34.19
SRC20 NE	Code Enforcement Officer	\$25.87	\$30.73	\$35.58
SRC25 NE*	Communications & Marketing Project Administrator	\$28.46	\$33.80	\$39.14
SRC35 NE	Communications & Marketing Specialist	\$25.51	\$30.30	\$35.08
SRC40 NE	Construction Inspector	\$25.89	\$30.74	\$35.60
SRC50 NE	Construction Inspector - Lead	\$28.67	\$34.05	\$39.42
SRC60 NE*	Cultural Arts Administrator	\$28.63	\$34.00	\$39.37
SRD20 NE	Department Administrative Coordinator	\$23.62	\$28.05	\$32.48
SRD40 NE	Deputy City Clerk	\$24.89	\$29.56	\$34.23
SRE10 NE*	Engineer	\$31.46	\$37.36	\$43.26
SRE01 NE	Engineer - Associate	\$26.05	\$30.94	\$35.82
SRE20 NE*	Engineer - Senior	\$36.95	\$43.87	\$50.80
SRE40 NE	Engineering Technician	\$23.90	\$28.38	\$32.86
SRE30 NE	Engineering Technician - Associate	\$19.24	\$22.84	\$26.46
SRE50 NE	Engineering Technician - Senior	\$26.42	\$31.37	\$36.33
SRE60 NE	Environmental Scientist - Associate	\$24.60	\$29.21	\$33.83
SRE65 NE*	Environmental Scientist	\$30.37	\$36.06	\$41.75
SRE70 NE*	Environmental Scientist - Senior	\$32.85	\$39.01	\$45.17
SRE75 NE*	Environmental Sustainability Program Manager	\$26.53	\$31.51	\$36.48
SRF10 NE*	Financial Analyst	\$26.12	\$31.02	\$35.91
SRF20 NE*	Financial Analyst - Senior	\$31.17	\$37.01	\$42.86
SRG10 NE	GIS Data Technician	\$21.98	\$26.10	\$30.22
SRG15 NE	GIS Analyst	\$25.71	\$30.53	\$35.35
SRG20 NE	GIS Analyst - Senior	\$28.58	\$33.94	\$39.30
SRG01 NE	Graphics Designer	\$22.95	\$27.26	\$31.56
SRI10 NE*	Infrastructure Systems Engineer	\$35.24	\$41.85	\$48.46
SRL01 NE	Legal Assistant	\$21.71	\$25.78	\$29.85
SRM10 NE*	Management Analyst	\$25.98	\$30.85	\$35.72
SRN01 NE*	Network Analyst	\$30.57	\$36.31	\$42.04



Grade	FLSA Position	Minimum	Midpoint	Maximum
SRN10 NE*	Network Systems Engineer	\$33.48	\$39.75	\$46.03
SRP01 NE	Paralegal	\$24.65	\$29.27	\$33.90
SRP10 NE	Payroll Analyst	\$21.88	\$25.98	\$30.09
SRP15 NE	Permit Technician	\$21.42	\$25.44	\$29.45
SRP20 NE	Planner - Assistant	\$23.39	\$27.78	\$32.16
SRP25 NE*	Planner	\$27.19	\$32.28	\$37.38
SRP35 NE*	Planner - Principal	\$34.19	\$40.60	\$47.01
SRP30 NE*	Planner - Senior	\$30.94	\$36.74	\$42.55
SRP45 NE	Plans Examiner	\$28.58	\$33.94	\$39.30
SRP65 NE*	Program Administrator	\$28.88	\$34.30	\$39.71
SRP66 NE	Program Aide	\$14.53	\$17.25	\$19.97
SRP67 NE	Program Assistant	\$19.51	\$23.17	\$26.83
SRP70 NE	Program Coordinator	\$24.61	\$29.23	\$33.84
SRP75 NE*	Programmer Analyst	\$28.90	\$34.32	\$39.74
SRP80 NE*	Programmer Analyst - Senior	\$36.40	\$43.23	\$50.05
SRP85 NE	Purchasing Agent	\$23.20	\$27.55	\$31.90
SRP90 NE*	Purchasing Agent - Senior	\$28.44	\$33.77	\$39.11
SRR05 NE	Records Management Specialist	\$24.70	\$29.33	\$33.96
SRR01 NE*	Recreation Program Administrator	\$27.49	\$32.64	\$37.80
SRS30 NE*	Security and Compliance Analyst	\$31.56	\$37.47	\$43.39
SRS10 NE*	Senior Systems Analyst	\$34.29	\$40.72	\$47.15
SRS15 NE	Stormwater Inspector	\$25.26	\$30.00	\$34.73
SRS20 NE	Systems Support Specialist	\$24.43	\$29.02	\$33.60
SRT10 NE*	Technical Systems Coordinator	\$27.48	\$32.63	\$37.78
SRT30 NE*	Technology Project Manager	\$36.15	\$42.93	\$49.70
SRT20 NE*	Transportation Strategic Advisor	\$38.18	\$45.34	\$52.50

*All supplemental employees are marked as non-exempt because they are paid on an hourly basis. This does not impact the FLSA status of the positions on the regular employee pay plan.