

NON-CODE

**CITY OF REDMOND  
ORDINANCE NO: 2952**

AN ORDINANCE OF THE CITY OF REDMOND, WASHINGTON, AMENDING THE 2019 PAY PLAN (PAY PLAN "R") FOR EMPLOYEES COVERED BY THE REDMOND CITY HALL EMPLOYEES ASSOCIATION REPRESENTING EMPLOYEES IN PROFESSIONAL, TECHNICAL, AND ADMINISTRATIVE POSITIONS

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WHEREAS, Pay Plan R was updated and amended effective January 1, 2019, reflecting salary ranges that had been established in the collective bargaining agreement covering October 1, 2016-September 30, 2019; and

WHEREAS, the salary ranges adopted by Ordinance No. 2945 have now been amended based upon needs in the Technology and Information Services Department to cover existing work and to be able to hire individuals with the necessary skills. Collaborative efforts between the Technology and Information Services Department and the Human Resources Department, who conducted classification research, have resulted in the recommendation to include additional classifications to the "R" Pay Plan.

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

Section 1.      Pay Plan R. The 2019 RCHEA Pay Plan (Pay Plan R) adopted by Ordinance No. 2945, and attached to this ordinance

as Exhibit 1, is hereby amended to reflect the additional positions needed by the Technology and Information Services Department. The amended RCHEA Pay Plan is incorporated herein, as if set forth in full. The amended pay plan does not result in any adjustments to the salaries of employees covered by the plan.

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 5<sup>th</sup> day of March,  
2019.

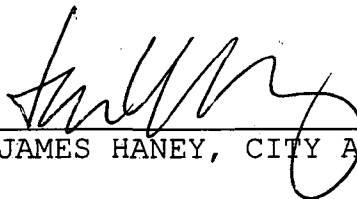
CITY OF REDMOND

  
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JOHN MARCHIONE, MAYOR

ATTEST:

  
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MICHELLE M. HART, MMC, CITY CLERK (SEAL)

APPROVED AS TO FORM

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

FILED WITH THE CITY CLERK:	February 19, 2019
PASSED BY THE CITY COUNCIL:	March 5, 2019
SIGNED BY THE MAYOR:	March 8, 2019
PUBLISHED:	March 11, 2019
EFFECTIVE DATE:	March 16, 2019
ORDINANCE NO. 2952	

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

**City of Redmond**  
**2019 RCHEA Employees "R" Pay Plan**

Grade	Position	Monthly			Annually		
		Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
RA10	Accountant	\$4,953	\$5,820	\$6,687	\$59,436	\$69,840	\$80,244
RA20	Accountant - Senior	\$5,629	\$6,615	\$7,601	\$67,548	\$79,380	\$91,212
RA25	Accounting Specialist - Associate	\$3,783	\$4,351	\$4,919	\$45,396	\$52,212	\$59,028
RA26	Accounting Specialist	\$4,247	\$4,884	\$5,520	\$50,964	\$58,608	\$66,240
RA27	Accounting Specialist - Senior	\$4,840	\$5,568	\$6,295	\$58,080	\$66,816	\$75,540
RA30	Administrative Assistant	\$4,047	\$4,655	\$5,262	\$48,564	\$55,860	\$63,144
RA50	Administrative Specialist	\$4,301	\$4,947	\$5,593	\$51,612	\$59,364	\$67,116
RB01	Building Inspector Technician	\$4,764	\$5,478	\$6,192	\$57,168	\$65,736	\$74,304
RB20	Building Inspector	\$5,728	\$6,587	\$7,446	\$68,736	\$79,044	\$89,352
RB30	Building Inspector - Senior	\$6,301	\$7,246	\$8,191	\$75,612	\$86,952	\$98,292
RB70	Business Application Specialist	\$5,098	\$5,863	\$6,628	\$61,176	\$70,356	\$79,536
RB75	Business Analyst	\$6,036	\$7,092	\$8,148	\$72,432	\$85,104	\$97,776
RB80	Business Systems Analyst - ERP	\$6,951	\$8,167	\$9,384	\$83,410	\$98,006	\$112,603
RB80	Business Systems Analyst - HRIS	\$6,951	\$8,167	\$9,384	\$83,410	\$98,006	\$112,603
RB85	Business Systems Analyst Sr - ERP	\$7,597	\$8,926	\$10,256	\$91,161	\$107,114	\$123,068
RB85	Business Systems Analyst Sr - HRIS	\$7,597	\$8,926	\$10,256	\$91,161	\$107,114	\$123,068
RC05	Capital & Grant Analyst	\$5,312	\$6,109	\$6,906	\$63,744	\$73,308	\$82,872
RC20	Code Enforcement Officer	\$5,606	\$6,446	\$7,286	\$67,272	\$77,352	\$87,432
RC25	Communications & Marketing Project Administrator	\$6,167	\$7,247	\$8,327	\$74,004	\$86,964	\$99,924
RC35	Communications & Marketing Specialist	\$5,528	\$6,496	\$7,463	\$66,336	\$77,952	\$89,556
RC40	Construction Inspector	\$5,609	\$6,450	\$7,290	\$67,308	\$77,400	\$87,480
RC50	Construction Inspector - Lead	\$6,212	\$7,299	\$8,385	\$74,544	\$87,588	\$100,620
RC60	Cultural Arts Administrator	\$6,204	\$7,290	\$8,375	\$74,448	\$87,480	\$100,500
RD20	Department Administrative Coordinator	\$4,882	\$5,615	\$6,347	\$58,584	\$67,380	\$76,164
RD40	Deputy City Clerk	\$4,842	\$5,569	\$6,296	\$58,104	\$66,828	\$75,552
RE10	Engineer	\$6,465	\$7,596	\$8,726	\$77,580	\$91,152	\$104,712
RE01	Engineer - Associate	\$5,595	\$6,435	\$7,275	\$67,140	\$77,220	\$87,300
RE20	Engineer - Senior	\$7,603	\$8,935	\$10,266	\$91,236	\$107,220	\$123,192
RE40	Engineering Technician	\$5,178	\$5,955	\$6,732	\$62,136	\$71,460	\$80,784
RE30	Engineering Technician - Associate	\$4,181	\$4,809	\$5,437	\$50,172	\$57,708	\$65,244
RE50	Engineering Technician - Senior	\$5,675	\$6,527	\$7,378	\$68,100	\$78,324	\$88,536
RE60	Environmental Scientist - Associate	\$5,330	\$6,129	\$6,928	\$63,960	\$73,548	\$83,136
RE65	Environmental Scientist	\$6,472	\$7,605	\$8,737	\$77,664	\$91,260	\$104,844
RE70	Environmental Scientist - Senior	\$7,118	\$8,364	\$9,610	\$85,416	\$100,368	\$115,320
RE75	Environmental Sustainability Program Manager	\$5,749	\$6,755	\$7,761	\$68,988	\$81,060	\$93,132
RF10	Financial Analyst	\$5,505	\$6,468	\$7,431	\$66,060	\$77,616	\$89,172
RF20	Financial Analyst - Senior	\$6,341	\$7,452	\$8,563	\$76,092	\$89,424	\$102,756

**City of Redmond**  
**2019 RCHEA Employees "R" Pay Plan**

<b>Grade</b>	<b>Position</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
RG10	GIS Data Technician	\$4,793	\$5,511	\$6,229	\$57,516	\$66,132	\$74,748
RG15	GIS Analyst	\$5,445	\$6,397	\$7,349	\$65,340	\$76,764	\$88,188
RG20	GIS Analyst - Senior	\$6,009	\$7,060	\$8,111	\$72,108	\$84,720	\$97,332
RG01	Graphics Designer	\$4,992	\$5,743	\$6,493	\$59,904	\$68,916	\$77,916
RI10	Infrastructure Systems Engineer	\$7,636	\$8,972	\$10,309	\$91,632	\$107,664	\$123,708
RL01	Legal Assistant	\$4,703	\$5,527	\$6,350	\$56,436	\$66,324	\$76,200
RM10	Management Analyst	\$4,933	\$6,323	\$7,712	\$59,196	\$75,876	\$92,544
RN01	Network Analyst	\$6,466	\$7,597	\$8,727	\$77,592	\$91,164	\$104,724
RN10	Network Systems Engineer	\$7,253	\$8,522	\$9,791	\$87,036	\$102,264	\$117,492
RP01	Paralegal	\$5,226	\$6,140	\$7,054	\$62,712	\$73,680	\$84,648
RP10	Payroll Analyst	\$4,609	\$5,300	\$5,990	\$55,308	\$63,600	\$71,880
RP15	Permit Technician	\$4,521	\$5,198	\$5,875	\$54,252	\$62,376	\$70,500
RP20	Planner - Assistant	\$5,001	\$5,751	\$6,501	\$60,012	\$69,012	\$78,012
RP25	Planner	\$5,500	\$6,462	\$7,424	\$66,000	\$77,544	\$89,088
RP35	Planner - Principal	\$6,890	\$8,095	\$9,299	\$82,680	\$97,140	\$111,588
RP30	Planner - Senior	\$6,263	\$7,359	\$8,455	\$75,156	\$88,308	\$101,460
RP45	Plans Examiner	\$6,198	\$7,128	\$8,058	\$74,376	\$85,536	\$96,696
RP65	Program Administrator	\$5,956	\$6,999	\$8,041	\$71,472	\$83,988	\$96,492
RP66	Program Aide	\$3,127	\$3,596	\$4,065	\$37,524	\$43,152	\$48,780
RP67	Program Assistant	\$4,176	\$4,803	\$5,429	\$50,112	\$57,636	\$65,148
RP70	Program Coordinator	\$5,333	\$6,266	\$7,198	\$63,996	\$75,192	\$86,376
RP75	Programmer Analyst	\$5,929	\$6,967	\$8,004	\$71,148	\$83,604	\$96,048
RP80	Programmer Analyst - Senior	\$7,207	\$8,469	\$9,731	\$86,484	\$101,628	\$116,772
RP85	Purchasing Agent	\$4,966	\$5,709	\$6,452	\$59,592	\$68,508	\$77,424
RP90	Purchasing Agent - Senior	\$5,912	\$6,947	\$7,982	\$70,944	\$83,364	\$95,784
RR05	Records Management Specialist	\$4,792	\$5,510	\$6,228	\$57,504	\$66,120	\$74,736
RR01	Recreation Program Administrator	\$5,956	\$6,999	\$8,041	\$71,472	\$83,988	\$96,492
RS30	Security and Compliance Analyst	\$6,494	\$7,631	\$8,768	\$77,928	\$91,572	\$105,216
RS10	Senior Systems Analyst	\$7,430	\$8,730	\$10,030	\$89,160	\$104,760	\$120,360
RS15	Stormwater Inspector	\$5,112	\$5,879	\$6,646	\$61,344	\$70,548	\$79,752
RS20	Systems Support Specialist	\$5,151	\$5,924	\$6,696	\$61,812	\$71,088	\$80,352
RT10	Technical Systems Coordinator	\$5,953	\$6,995	\$8,037	\$71,436	\$83,940	\$96,444
RT30	Technology Project Manager	\$7,832	\$9,202	\$10,573	\$93,984	\$110,424	\$126,876
RT20	Transportation Strategic Advisor	\$7,908	\$9,293	\$10,677	\$94,896	\$111,516	\$128,124