

NON-CODE

**CITY OF REDMOND  
ORDINANCE NO. 2955**

AN ORDINANCE OF THE CITY OF REDMOND, WASHINGTON ESTABLISHING THE RCHEA AND NON-REPRESENTED SUPPLEMENTAL PAY PLANS; AMENDING THE SUPPLEMENTAL PAY PLAN (RETITLED TO GENERAL SUPPLEMENTAL PAY PLAN); AND APPROVING A PAY ADJUSTMENT FOR SUPPLEMENTAL EMPLOYEES

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WHEREAS, the City of Redmond recently engaged in a Lean Process Improvement for Supplemental Employees hiring and pay practices; and

WHEREAS, the RCHEA Supplemental Pay Plan and the Non-Represented Supplemental Pay Plan will establish and put into effect the salary ranges for Supplemental Employees; and

WHEREAS, the General Supplemental Pay Plan will establish and put into effect the salary ranges for Supplemental Employees in positions not described in other Supplemental Pay Plans.

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

Section 1. RCHEA Supplemental Pay Plan and Non-Represented Supplemental Pay Plan Adopted. Effective March 5, 2019, the RCHEA Supplemental Pay Plan and Non-Represented Supplemental Pay Plan are hereby established. The Pay Plans are

attached as Exhibits 1 and 2 and are incorporated herein as if set forth in full.

Section 2.      Supplemental Pay Plan Amended.      Effective March 5, 2019, the Supplemental Pay Plan is hereby amended to include those positions listed in the Pay Plan, and retitled to General Supplemental Pay Plan. A copy of the General Supplemental Pay Plan is attached as Exhibit 3 and incorporated herein as if set forth in full.

Section 3.      Pay Adjustments.      In conjunction with the new salary ranges established, the salaries for Supplemental Employees active with the City as of March 1, 2019 shall be adjusted to at least the minimum of the appropriate new range.

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 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 2<sup>nd</sup> day of April,  
2019.

CITY OF REDMOND

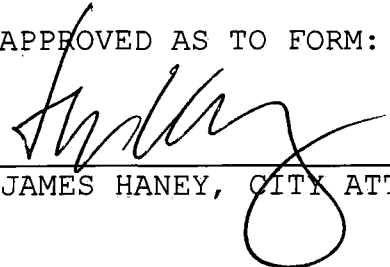
  
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JOHN MARCHIONE, MAYOR

ATTEST:

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

(SEAL)

APPROVED AS TO FORM:

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

FILED WITH THE CITY CLERK:	March 19, 2019
PASSED BY THE CITY COUNCIL:	April 2, 2019
SIGNED BY THE MAYOR:	April 5, 2019
PUBLISHED:	April 8, 2019
EFFECTIVE DATE:	April 13, 2019
ORDINANCE NO.:	2955

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

PROPOSED GRADE	Job Title	Reg Rate	Supplemental Rates		
		Minimum	Minimum	Hourly Midpoint	Maximum
SRA10	Accountant	\$4,953	22.860	27.146	31.433
SRA20	Accountant - Senior	\$5,629	25.980	30.851	35.723
SRA25	Accounting Specialist - Associate	\$3,783	17.460	20.734	24.008
SRA26	Accounting Specialist	\$4,247	19.602	23.277	26.952
SRA27	Accounting Specialist - Senior	\$4,840	22.338	26.527	30.715
SRA30	Administrative Assistant	\$4,047	18.678	22.181	25.683
SRA50	Administrative Specialist	\$4,301	19.851	23.573	27.295
SRB01	Building Inspector Technician	\$4,764	21.988	26.110	30.233
SRB20	Building Inspector	\$5,728	26.437	31.394	36.351
SRB30	Building Inspector - Senior	\$6,301	29.082	34.534	39.987
SRB70	Business Application Specialist	\$5,098	23.529	27.941	32.353
SRB75	Business Analyst	\$6,036	27.858	33.082	38.305
SRB80	Business Systems Analyst - ERP	\$6,951	32.082	38.097	44.112
SRB80	Business Systems Analyst - HRIS	\$6,951	32.082	38.097	44.112
SRB85	Business Systems Analyst Sr - ERP	\$7,597	35.063	41.637	48.212
SRB85	Business Systems Analyst Sr - HRIS	\$7,597	35.063	41.637	48.212
SRC05	Capital & Grant Analyst	\$5,312	24.517	29.114	33.711
SRC20	Code Enforcement Officer	\$5,606	25.874	30.725	35.577
SRC25	Communications & Marketing Project Administrator	\$6,167	28.463	33.800	39.137
SRC35	Communications & Marketing Specialist	\$5,528	25.514	30.298	35.082
SRC40	Construction Inspector	\$5,609	25.888	30.742	35.596
SRC50	Construction Inspector - Lead	\$6,212	28.671	34.047	39.422
SRC60	Cultural Arts Administrator	\$6,204	28.634	34.003	39.372
SRD20	Department Administrative Coordinator	\$4,882	22.532	26.757	30.982
SRD40	Deputy City Clerk	\$4,842	22.348	26.538	30.728
SRE10	Engineer	\$6,465	29.838	35.433	41.028
SRE01	Engineer - Associate	\$5,595	25.823	30.665	35.507
SRE20	Engineer - Senior	\$7,603	35.091	41.670	48.250
SRE40	Engineering Technician	\$5,178	23.898	28.379	32.860
SRE30	Engineering Technician - Associate	\$4,181	19.297	22.915	26.533
SRE50	Engineering Technician - Senior	\$5,675	26.192	31.103	36.014
SRE60	Environmental Scientist - Associate	\$5,330	24.600	29.213	33.825
SRE65	Environmental Scientist	\$6,472	29.871	35.472	41.072
SRE70	Environmental Scientist - Senior	\$7,118	32.852	39.012	45.172
SRE75	Environmental Sustainability Program Manager	\$5,749	26.534	31.509	36.484
SRF10	Financial Analyst	\$5,505	25.408	30.172	34.936
SRF20	Financial Analyst - Senior	\$6,341	29.266	34.754	40.241
SRG10	GIS Data Technician	\$4,793	22.122	26.269	30.417
SRG15	GIS Analyst	\$5,445	25.131	29.843	34.555
SRG20	GIS Analyst - Senior	\$6,009	27.734	32.934	38.134
SRG01	Graphics Designer	\$4,992	23.040	27.360	31.680
SRI10	Infrastructure Systems Engineer	\$7,636	35.243	41.851	48.459
SRL01	Legal Assistant	\$4,703	21.706	25.776	29.846
SRM10	Management Analyst	\$4,933	22.768	27.037	31.306
SRN01	Network Analyst	\$6,466	29.843	35.439	41.034
SRN10	Network Systems Engineer	\$7,253	33.475	39.752	46.029
SRP01	Paralegal	\$5,226	24.120	28.643	33.165
SRP10	Payroll Analyst	\$4,609	21.272	25.261	29.249
SRP15	Permit Technician	\$4,521	20.866	24.779	28.691
SRP20	Planner - Assistant	\$5,001	23.082	27.409	31.737
SRP25	Planner	\$5,500	25.385	30.144	34.904
SRP35	Planner - Principal	\$6,890	31.800	37.763	43.725
SRP30	Planner - Senior	\$6,263	28.906	34.326	39.746
SRP45	Plans Examiner	\$6,198	28.606	33.970	39.333
SRP65	Program Administrator	\$5,956	27.489	32.643	37.798
SRP66	Program Aide	\$3,127	14.432	17.138	19.844
SRP67	Program Assistant	\$4,176	19.274	22.888	26.502
SRP70	Program Coordinator	\$5,333	24.614	29.229	33.844
SRP75	Programmer Analyst	\$5,929	27.365	32.495	37.626
SRP80	Programmer Analyst - Senior	\$7,207	33.263	39.500	45.737
SRP85	Purchasing Agent	\$4,966	22.920	27.218	31.515
SRP90	Purchasing Agent - Senior	\$5,912	27.286	32.402	37.518

RCHEA Supplemental Pay Plan - Built From 2019 RCHEA Pay Plan

PROPOSED		Reg Rate	Supplemental Rates		
GRADE	Job Title		Hourly		
CODES	Job Title	Minimum	Minimum	Midpoint	Maximum
SRR05	Records Management Specialist	\$4,792	22.117	26.264	30.411
SRR01	Recreation Program Administrator	\$5,956	27.489	32.643	37.798
SRS30	Security and Compliance Analyst	\$6,494	29.972	35.592	41.212
SRS10	Senior Systems Analyst	\$7,430	34.292	40.722	47.152
SRS15	Stormwater Inspector	\$5,112	23.594	28.018	32.442
SRS20	Systems Support Specialist	\$5,151	23.774	28.231	32.689
SRT10	Technical Systems Coordinator	\$5,953	27.475	32.627	37.779
SRT30	Technology Project Manager	\$7,832	36.148	42.925	49.703
SRT20	Transportation Strategic Advisor	\$7,908	36.498	43.342	50.185

**City of Redmond**  
**Non-Represented Supplemental Employee Pay Plan**  
**Effective xxxx , 2019**

Grade	Title	<u>Reg Rate</u>	<u>Supplemental Rates</u>		
		Minimum	Minimum	Hourly Midpoint	Maximum
SNE68	Accounting Associate-Senior	\$4,801	\$22.158	\$26.313	\$30.468
SNA10	Administrative Assistant	\$4,024	\$18.572	\$22.055	\$25.537
SNA20	Administrative Specialist	\$4,278	\$19.745	\$23.447	\$27.149
SNA45	Assistant Director - Community Planning	\$7,903	\$36.475	\$43.315	\$50.154
SNA46	Assistant Director - Development Services	\$8,421	\$38.866	\$46.154	\$53.441
SNA50	Assistant Director Public Works, Maintenance & Operations	\$9,426	\$43.505	\$51.662	\$59.819
SNA85	Assistant Director/City Engineer	\$9,426	\$43.505	\$51.662	\$59.819
SNA70	Assistant Maintenance Manager	\$7,621	\$35.174	\$41.769	\$48.364
SNM80	Chief Policy Advisor	\$9,519	\$43.934	\$52.171	\$60.409
SNC01	City Clerk	\$7,592	\$35.040	\$41.610	\$48.180
SNC15	Communications and Marketing Manager	\$7,819	\$36.088	\$42.854	\$49.621
SNC60	Communications and Marketing Supervisor	\$6,769	\$31.242	\$37.099	\$42.957
SNC05	Communications Dispatch Supervisor	\$6,333	\$29.229	\$34.710	\$40.190
SNC25	Compensation Analyst	\$5,962	\$27.517	\$32.676	\$37.836
SNC50	Customer Experience Manager	\$7,003	\$32.322	\$38.382	\$44.442
SND01	Department Administrative Coordinator	\$4,854	\$22.403	\$26.604	\$30.804
SND15	Deputy Finance Director	\$9,277	\$42.817	\$50.845	\$58.873
SND02	Deputy Human Resources Director	\$9,277	\$42.817	\$50.845	\$58.873
SNA60	Deputy Fire Chief	\$9,813	\$45.291	\$53.783	\$62.275
SND05	Deputy Parks Director	\$8,328	\$38.437	\$45.644	\$52.851
SND20	Deputy Prosecuting Attorney	\$7,026	\$32.428	\$38.508	\$44.588
SND35	Deputy Director Planning and Community Development	\$9,198	\$42.452	\$50.412	\$58.372
SND25	Development Services Center Supervisor	\$6,966	\$32.151	\$38.179	\$44.207
SND30	Digital Forensic Investigator - Senior	\$5,988	\$27.637	\$32.819	\$38.001
SNE05	Economic Development Manager	\$7,575	\$34.962	\$41.517	\$48.072
SNE01	Emergency Preparedness Manager	\$7,915	\$36.531	\$43.380	\$50.230
SNE20	Engineer - Senior	\$7,560	\$34.892	\$41.435	\$47.977
SNE30	Engineering Manager	\$8,742	\$40.348	\$47.913	\$55.478
SNE50	Engineering Supervisor	\$8,102	\$37.394	\$44.405	\$51.417
SNE62	EPSCA 800 Magahertz Console Technician	\$5,938	\$27.406	\$32.545	\$37.683
SNE64	EPSCA Executive Director	\$9,087	\$41.940	\$49.804	\$57.668
SNE68	EPSCA Senior Accounting Associate	\$4,801	\$22.158	\$26.313	\$30.468
SNE40	Executive Assistant	\$5,465	\$25.223	\$29.952	\$34.682

Grade	Title	Reg Rate	Supplemental Rates		
		Minimum	Minimum	Hourly Midpoint	Maximum
SNF70	Facilities Manager	\$7,518	\$34.697	\$41.202	\$47.708
SNF05	Finance Officer	\$7,426	\$34.274	\$40.700	\$47.127
SNF20	Financial Analyst	\$5,474	\$25.265	\$30.002	\$34.739
SNF30	Financial Analyst - Senior	\$6,305	\$29.100	\$34.556	\$40.013
SNF40	Financial Planning Manager	\$8,013	\$36.983	\$43.917	\$50.852
SNF60	Financial Services Manager	\$7,896	\$36.443	\$43.276	\$50.109
SNH10	Human Resources Analyst	\$5,461	\$25.205	\$29.930	\$34.656
SNH15	Human Resources Program Manager	\$7,958	\$36.729	\$43.616	\$50.503
SNH25	Human Resources Program & Policy Advisor	\$8,678	\$40.052	\$47.562	\$55.072
SNI01	Inspection Supervisor	\$6,795	\$31.362	\$37.242	\$43.122
SNI10	IS Manager	\$9,168	\$42.314	\$50.248	\$58.182
SNI20	IS Supervisor	\$7,911	\$36.512	\$43.358	\$50.204
SNM15	Maintenance and Operations Supervisor	\$6,927	\$31.971	\$37.965	\$43.960
SNM01	Maintenance Manager	\$8,811	\$40.666	\$48.291	\$55.916
SNP02	Parks Maintenance and Operations Manager	\$7,338	\$33.868	\$40.218	\$46.568
SNP05	Parks Maintenance Supervisor	\$5,720	\$26.400	\$31.350	\$36.300
SNP10	Parks Operations Supervisor	\$6,293	\$29.045	\$34.490	\$39.936
SNP25	Parks Planning and Cultural Arts Manager	\$7,875	\$36.346	\$43.161	\$49.976
SNP30	Payroll Supervisor	\$6,123	\$28.260	\$33.559	\$38.858
SNP50	Planning Manager	\$8,029	\$37.057	\$44.005	\$50.953
SNA80	Police Captain	\$12,028	\$55.514	\$65.923	\$76.332
SNP67	Police Crime Analyst (limited duration)	\$5,557	\$25.648	\$30.457	\$35.266
SNP69	Police Program Coordinator (limited duration)	\$4,343	\$20.045	\$23.803	\$27.561
SNP71	Police Support Services Manager	\$7,391	\$34.112	\$40.508	\$46.904
SNP68	Police Support Services Supervisor	\$6,193	\$28.583	\$33.942	\$39.302
SNP95	Project Management Office Manager	\$10,208	\$47.114	\$55.948	\$64.782
SNP90	Purchasing/Contracting Manager	\$7,762	\$35.825	\$42.542	\$49.259
SNR01	Real Property Manager	\$6,411	\$29.589	\$35.137	\$40.685
SNR10	Recreation Division Manager	\$7,812	\$36.055	\$42.816	\$49.576
SNR15	Recreation Program Administrator	\$5,923	\$27.337	\$32.463	\$37.588
SNR20	Recreation Program Manager	\$6,657	\$30.725	\$36.485	\$42.246
SNR60	Risk & Safety Program Coordinator	\$5,686	\$26.243	\$31.164	\$36.084
SNS40	Safety Program Manager	\$6,664	\$30.757	\$36.523	\$42.290
SNS50	Security Compliance Manager	\$9,493	\$43.814	\$52.029	\$60.244
SNS03	Senior Human Resources Analyst	\$6,311	\$29.128	\$34.589	\$40.051
SNS06	Strategic Funds Advisor	\$6,255	\$28.869	\$34.282	\$39.695
SNS10	Supervising Attorney	\$8,684	\$40.080	\$47.595	\$55.110
SNU10	Utility Supervisor	\$7,425	\$34.269	\$40.695	\$47.120

General Supplemental Pay Plan 2019

<b>PROPOSED</b>				
<b>Grade</b>				
<b>Code</b>	<b>Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
S23	Farm Animal Caretaker	\$14.00	\$16.00	\$18.00
S24	Recreation Aide	\$14.00	\$16.00	\$18.00
S25	Nutrition Assistant	\$14.00	\$16.50	\$19.00
S26	Beachfront Lifeguard	\$15.00	\$18.00	\$21.00
S27	Recreation Instructor	\$15.00	\$25.00	\$35.00
S28	Fitness Instructor	\$15.00	\$25.00	\$35.00
S29	Recreation Leader	\$15.00	\$18.00	\$21.00
S30	Guest Services Representative	\$15.00	\$18.00	\$21.00
S31	Equestrian Instructor	\$16.00	\$20.00	\$24.00
S32	Audio Visual Media Specialist	\$16.00	\$20.00	\$24.00
S33	Beachfront Assistant Manager	\$17.00	\$20.00	\$23.00
S34	Beachfront Manager	\$18.00	\$21.00	\$24.00
S35	Recreation Specialist	\$18.00	\$26.00	\$34.00
S37	Intern, High School	\$12.00	\$15.00	\$18.00
S38	Intern, College	\$15.00	\$18.75	\$22.50
S39	Intern, Graduate Program	\$18.75	\$24.00	\$30.00