

NON-CODE

**CITY OF REDMOND
ORDINANCE NO. 2956**

AN ORDINANCE OF THE CITY OF REDMOND,
WASHINGTON ESTABLISHING 2019 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 recently completed labor contract negotiations with the AFSMCE unit Local 21-RD representing public works and parks maintenance workers; and

WHEREAS, Pay Plan A and the supplemental pay plan will be established and put into effect the negotiated salary ranges agreed to through the collective bargaining process and adopted on March 4, 2019.

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

Section 1. Pay Plan Adopted. Effective January 1, 2019, Pay Plan A covering all employees in the AFSCME bargaining unit is hereby amended to grant a 3.6 percent across-the-board increase to employees' salaries over those salaries in effect on December 31, 2018, as adopted by Ordinance No. 2905. Salary ranges in the A Pay Plan were market priced and will be increased by variable amounts to reflect current market conditions. The amended pay

plans for regular and supplemental employees are attached as Exhibits 1 and 2 and are incorporated herein as if set forth in full.

Section 2. The supplemental pay plan 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.

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 2nd day of April,
2019.

CITY OF REDMOND

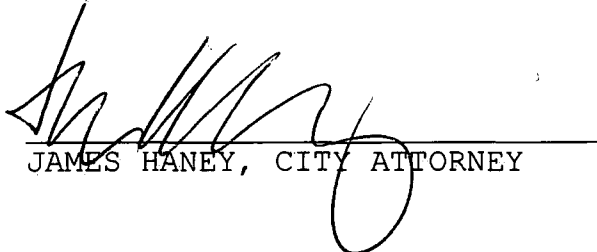

JOHN MARCHIONE, MAYOR

ATTEST:


MICHELLE M. HART, MMC, CITY CLERK

(SEAL)

APPROVED AS TO FORM:


JAMES HANEY, CITY ATTORNEY

FILED WITH THE CITY CLERK:	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.:	2956

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

PAY PLAN "A" AFSCME DRAFT
(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, 2019

Title	GRADE CODE	Monthly			Annual		
		Min	Mid	Max	Min	Mid	Max
Maintenance Aide	A5	\$3,590	\$4,128	\$4,667	\$43,080	\$49,536	\$56,004
Meter Reader	A9A	\$4,164	\$4,788	\$5,413	\$49,968	\$57,456	\$64,956
Maintenance Technician	A8/11	\$4,465	\$5,581	\$6,697	\$53,580	\$66,972	\$80,364
Small Equipment Auto Service Worker	A10	\$4,652	\$5,349	\$6,047	\$55,824	\$64,188	\$72,564
Inventory Control Specialist	A17	\$4,821	\$5,545	\$6,268	\$57,852	\$66,540	\$75,216
Water Quality Cross Connection Specialist	A18	\$5,411	\$6,223	\$7,034	\$64,932	\$74,676	\$84,408
HVAC Technician	A19	\$5,443	\$6,260	\$7,076	\$65,316	\$75,120	\$84,912
Utility Systems Technician	A13	\$5,589	\$6,427	\$7,265	\$67,068	\$77,124	\$87,180
Water Quality Analyst	A20	\$5,630	\$6,475	\$7,319	\$67,560	\$77,700	\$87,828
Traffic Signal Technician	A21	\$5,642	\$6,489	\$7,335	\$67,704	\$77,868	\$88,020
Source Control Administrator	A16	\$5,685	\$6,537	\$7,390	\$68,220	\$78,444	\$88,680
Lead Maintenance Worker	A14	\$5,700	\$6,697	\$7,695	\$68,400	\$80,364	\$92,340
Mechanic	A12	\$5,719	\$6,577	\$7,435	\$68,628	\$78,924	\$89,220
Fleet Ops Lead	A22	\$5,945	\$6,837	\$7,728	\$71,340	\$82,044	\$92,736
Lead Traffic Signal Technician	A15	\$5,981	\$6,878	\$7,775	\$71,772	\$82,536	\$93,300
ITS Network Technician	A15	\$5,981	\$6,878	\$7,775	\$71,772	\$82,536	\$93,300

PAY PLAN "A" AFSCME SUPPLEMENTAL DRAFT
(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, 2019

Title	GRADE CODE	Min	Mid	Max
Maintenance Aide	SA5	\$16.57	\$20.71	\$24.85
Meter Reader	SA9A	\$19.22	\$24.02	\$28.82
Maintenance Technician	SA8/11	\$20.61	\$25.76	\$30.91
Small Equipment Auto Service Worker	SA10	\$21.47	\$26.84	\$32.20
Inventory Control Specialist	SA17	\$22.25	\$27.82	\$33.38
Water Quality Cross Connection Specialist	SA18	\$24.97	\$31.22	\$37.46
HVAC Technician	SA19	\$25.12	\$31.40	\$37.68
Utility Systems Technician	SA13	\$25.79	\$32.24	\$38.69
Water Quality Analyst	SA20	\$25.99	\$32.49	\$38.98
Traffic Signal Technician	SA21	\$26.04	\$32.55	\$39.06
Source Control Administrator	SA16	\$26.24	\$32.80	\$39.35
Lead Maintenance Worker	SA14	\$26.31	\$32.89	\$39.46
Mechanic	SA12	\$26.40	\$33.00	\$39.59
Fleet Ops Lead	SA22	\$27.44	\$34.30	\$41.16
Lead Traffic Signal Technician	SA15	\$27.60	\$34.51	\$41.41
ITS Network Technician	SA15	\$27.60	\$34.51	\$41.41