

NON-CODE

**CITY OF REDMOND
ORDINANCE NO. 2828**

AN ORDINANCE OF THE CITY OF REDMOND, WASHINGTON, ESTABLISHING THE 2016 PAY PLAN FOR EMPLOYEES COVERED BY THE REDMOND POLICE ASSOCIATION, REPRESENTING POLICE SUPPORT EMPLOYEES AND ESTABLISHING THE 2016 PAY PLAN FOR SUPPLEMENTAL EMPLOYEES WORKING IN POSITIONS COVERED BY THE POLICE SUPPORT BARGAINING UNIT

WHEREAS, the City of Redmond completed labor contract negotiations with the Redmond Police Association (RPA), representing Police Support Employees; and

WHEREAS, Pay Plan "PS" was established and put into effect, the negotiated salary ranges agreed to through the collective bargaining process, and adopted; and

WHEREAS, the salary ranges will now be adjusted in accordance with the negotiated agreement with the RPA bargaining unit, representing police support employees.

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

Section 1. Pay Plan Adopted. Effective January 1, 2016, Pay Plan "PS" covering all employees in the Police Support bargaining unit is hereby amended and the salary range increased 2.14 percent above the ranges in effect on December 31, 2015, as adopted by Ordinance No. 2761. In conjunction with the

adjustment of the salary ranges, the salaries for all employees covered by the Police Support bargaining unit will increase across-the-board by 2.14 percent. In addition, the pay plan shall also be amended to reflect an additional 2 percent increase for Communication Dispatchers and Property/Evidence Technicians, and a 1.5 percent increase for Lead Communications Dispatchers. The amended Pay Plan is attached as Exhibit 1 and incorporated herein as if set forth in full.

Section 2. Pay Plan "S-PS". Effective January 1, 2016, Supplemental Pay Plan "S-PS" covering supplemental police support employees is hereby adjusted to reflect pay ranges that represent 80 percent to 110 percent of the lowest pay for a comparable regular position, as adopted by Ordinance No. 2761. 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 19th day of April, 2016.

CITY OF REDMOND

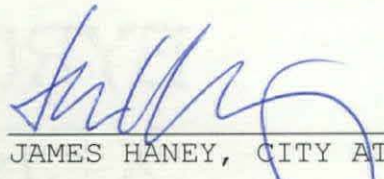

JOHN MARCHIONE, MAYOR

ATTEST:


MICHELLE M. HART, MMC, CITY CLERK

(SEAL)

APPROVED AS TO FORM:


JAMES HANEY, CITY ATTORNEY

FILED WITH THE CITY CLERK: April 5, 2016
PASSED BY THE CITY COUNCIL: April 19, 2016
SIGNED BY THE MAYOR: April 22, 2016
PUBLISHED: April 25, 2016
EFFECTIVE DATE: April 30, 2016
ORDINANCE NO.: 2828

YES: BIRNEY, CARSON, MARGESON, MYERS, SHUTZ

CITY OF REDMOND

Pay Plan PS*

Redmond Police Association - Police Support Bargaining Unit
Effective January 1, 2016

| Grade | | Minimum | Midpoint | Maximum |
|--------------|--|----------------|-----------------|----------------|
| C113 | Crime Analyst | \$5,085 | \$5,772 | \$6,459 |
| C116 | Police Program Coordinator | \$4,862 | \$5,518 | \$6,173 |
| C13 | Communications Dispatcher | \$4,256 | \$4,832 | \$5,407 |
| C15 | Lead Communications Dispatcher | \$4,833 | \$5,487 | \$6,141 |
| C14 | Lead Police Support Services Specialist | \$4,178 | \$4,743 | \$5,307 |
| C115 | Legal Advocate | \$4,478 | \$5,083 | \$5,688 |
| C18 | Police Support Officer | \$3,874 | \$4,396 | \$4,918 |
| C19 | Property Evidence Technician | \$3,971 | \$4,507 | \$5,042 |
| C11 | Police Support Services Specialist | \$3,714 | \$4,216 | \$4,718 |
| C20 | Police Support Administrative Assistant | \$3,718 | \$4,276 | \$4,834 |
| C21 | Police Support Administrative Specialist | \$3,952 | \$4,546 | \$5,139 |

*All pay rates include the 1.25% accreditation pay. Should the Police Department lose its accreditation, the rates will be reduced by 1.25%.

**CITY OF REDMOND
SUPPLEMENTAL "S-PS" PAY PLAN
REDMOND POLICE ASSOCIATION
Effective January 1, 2016**

| <u>CLASSIFICATION</u> | <u>LOW</u> | <u>HIGH</u> | <u>GRADE</u> |
|---|------------|-------------|--------------|
| Supp Crime Analyst | \$23.47 | \$32.27 | SP10 |
| Supp Police Program Coordinator | \$22.44 | \$30.86 | SP16 |
| Supp Communications Dispatcher | \$19.64 | \$27.01 | SP3 |
| Supp Lead Communications Dispatcher | \$22.31 | \$30.67 | SP8 |
| Supp Lead Police Support Services Specialist | \$19.28 | \$26.51 | SP4 |
| Supp Legal Advocate | \$20.67 | \$28.42 | SP5 |
| Supp Police Support Officer | \$17.88 | \$24.59 | SP6 |
| Supp Property Evidence Technician | \$18.33 | \$25.20 | SP1 |
| Supp Police Support Services Specialist | \$17.14 | \$23.57 | SP2 |
| Supp Police Support Administrative Assistant | \$17.16 | \$23.60 | SP14 |
| Supp Police Support Administrative Specialist | \$18.24 | \$25.08 | SP15 |