

NON-CODE

**CITY OF REDMOND
ORDINANCE NO. 2843**

AN ORDINANCE OF THE CITY OF REDMOND, WASHINGTON, AMENDING SECTION 2 OF ORDINANCE NO. 2788 IN ORDER TO CHANGE ON-CALL PAY FOR NON-UNION, NON-EXECUTIVE EMPLOYEES IN POLICE MANAGEMENT POSITIONS TO ADDITIONAL DUTY PAY

WHEREAS, Ordinance No. 2788 of the City of Redmond, passed by the City Council on April 21, 2015, established a 3.0 percent on-call incentive pay for the Non-Union, Non-Executive employees in Police management positions; and

WHEREAS, the Non-Union, Non-Executive employees in Police management positions are members of the Washington State Law Enforcement Officers' and Fire Fighters' Retirement System-Plan 2 (LEOFF 2) retirement plan; and

WHEREAS, WAC 415-104-360 defines what payments are included in LEOFF Plan 2 basic salary. On-call pay is considered stand-by pay and is not covered under the basic salary definition for purposes of establishing benefits under LEOFF 2; and

WHEREAS, in order to ensure the Non-Union, Non-Executive employees in Police management positions are appropriately compensated and that the pay received as an on-call incentive is appropriately counted for LEOFF Plan 2 retirement purposes, the

Human Resources Director has recommended that on-call pay be revised to be additional duty pay; and

WHEREAS, implementation of the recommendation requires an amendment of Ordinance No. 2788.

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

Section 1. Additional Duty Pay. Section 2 of Ordinance No. 2788 of the City of Redmond is hereby amended to read as follows:

Non-Union, Non-Executive employees in ~~[management] positions [in the Police Department, including the assistant Police Chief and Police Commanders]~~ of Police Commander or higher rank, excluding Police Chief, are hereby granted ~~[on-call]~~ additional duty pay ~~[in the amount of 3.0 percent to be added to their monthly base salary so long as the City of Redmond Police Department requires the positions to be part of the mandatory rotation schedule for on-call duty].~~ Additional duty pay is considered payment under LEOFF Plan 2 basic salary. Additional duty pay in the amount of 3.0 percent to be added to their monthly base salary so long as the City of Redmond Police Department requires the positions to be part of the mandatory rotation schedule for providing additional duty.

Section 2. Retitling. In the event the position titles or classifications change, this ordinance will remain in effect for the Non-Union, Non-Executive Police employees.

Section 3. Additional Duty Pay. The effective date of the additional duty pay shall be April 21, 2015. Employees who are active as of the effective date of this ordinance and were

in Non-Union, Non-Executive Police management positions as of April 21, 2015 shall have their on-call pay amended to additional duty pay with their service credit calculation being amended for their LEOFF Plan 2.

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 4th day of October,
2016.

CITY OF REDMOND



JOHN MARCHIONE, MAYOR

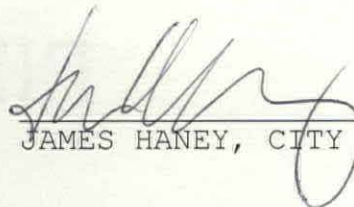
ATTEST:



MICHELLE M. HART, MMC, CITY CLERK

(SEAL)

APPROVED AS TO FORM:



JAMES HANEY, CITY ATTORNEY

FILED WITH THE CITY CLERK: September 20, 2016
PASSED BY THE CITY COUNCIL: October 4, 2016
SIGNED BY THE MAYOR: October 7, 2016
PUBLISHED: October 10, 2016
EFFECTIVE DATE: October 15, 2016
ORDINANCE NO. 2843

YES: ALLEN, BIRNEY, CARSON, MARGESON, MYERS, SHUTZ, STILIN