

NON-CODE

**CITY OF REDMOND
ORDINANCE NO. 2852**

AN ORDINANCE OF THE CITY OF REDMOND,
WASHINGTON, AMENDING THE 2016 PAY PLAN FOR
EMPLOYEES COVERED BY THE REDMOND CITY HALL
EMPLOYEES ASSOCIATION REPRESENTING EMPLOYEES
IN PROFESSIONAL, TECHNICAL, AND
ADMINISTRATIVE POSITIONS

WHEREAS, Resolution No. 1142 subsequently amended by Resolution No. 1358 calls for an adjustment of salaries in keeping with changes in salaries in the local labor market of both private and municipal employers; and

WHEREAS, these changes are reflected in the 2016 RCHEA Pay Plan established by Council approval of Ordinance No. 2812 in December 2015, and subsequently amended in October 2016 by Ordinance No. 2846; and

WHEREAS, the classification research in the Executive and the Finance Departments has resulted in the recommendation to add or rename existing classifications in order to cover existing work and/or to be able to hire individuals with the necessary skills and adopt the necessary corresponding pay ranges; and

WHEREAS, implementation of the recommendation will require an amendment of the 2016 RCHEA Pay Plan.

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


Section 1. Pay Plan Amended. The 2016 RCHEA Pay Plan adopted by Ordinance No. 2812, which was subsequently amended by Ordinance No. 2846, and attached to this ordinance as Exhibit 1, is hereby amended and classification and salary range for the positions of Communications and Marketing Project Administrator and Records Management Specialist are added. The amended 2016 RCHEA Pay Plan is incorporated herein as if set forth in full.

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. The effective date of the adjusted pay plan will continue to be January 1, 2016, as established by Ordinance No. 2812. 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 6th day of December,
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:	November 15, 2016
PASSED BY THE CITY COUNCIL:	December 6, 2016
SIGNED BY THE MAYOR:	December 9, 2016
PUBLISHED:	December 12, 2016
EFFECTIVE DATE:	December 17, 2016
ORDINANCE NO.:	2852

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

City of Redmond
2016 RCHEA Employees "R" Pay Plan

Attachment A, Exhibit 1

Grade	Position	Minimum	Midpoint	Maximum
RA10	Accountant	\$4,551	\$5,348	\$6,144
RA20	Accountant - Senior	\$5,172	\$6,078	\$6,983
RA25	Accounting Specialist - Associate	\$3,476	\$3,998	\$4,520
RA26	Accounting Specialist	\$3,902	\$4,487	\$5,072
RA27	Accounting Specialist - Senior	\$4,447	\$5,115	\$5,783
RA30	Administrative Assistant	\$3,718	\$4,276	\$4,834
RA50	Administrative Specialist	\$3,952	\$4,546	\$5,139
RB01	Building Inspector Technician	\$4,376	\$5,033	\$5,689
RB20	Building Inspector	\$5,263	\$6,052	\$6,841
RB30	Building Inspector - Senior	\$5,789	\$6,657	\$7,525
RB70	Business Application Specialist	\$4,684	\$5,387	\$6,090
RB75	Business Analyst	\$5,545	\$6,516	\$7,486
RC05	Capital & Grant Analyst	\$4,880	\$5,613	\$6,345
RC20	Code Enforcement Officer	\$5,150	\$5,922	\$6,694
RC25	Communications & Marketing Project Administrator	\$5,667	\$6,659	\$7,651
RC35	Communications & Marketing Specialist	\$5,079	\$5,968	\$6,857
RC40	Construction Inspector	\$5,153	\$5,926	\$6,698
RC50	Construction Inspector - Lead	\$5,707	\$6,706	\$7,704
RC60	Cultural Arts Administrator	\$5,700	\$6,698	\$7,695
RD20	Department Administrative Coordinator	\$4,485	\$5,158	\$5,831
RD40	Deputy City Clerk	\$4,449	\$5,117	\$5,784
RE10	Engineer	\$5,939	\$6,979	\$8,018
RE01	Engineer - Associate	\$5,141	\$5,912	\$6,683
RE20	Engineer - Senior	\$6,985	\$8,208	\$9,431
RE40	Engineering Technician	\$4,757	\$5,471	\$6,185
RE30	Engineering Technician - Associate	\$3,841	\$4,418	\$4,995
RE50	Engineering Technician - Senior	\$5,214	\$5,997	\$6,779
RE60	Environmental Scientist - Associate	\$4,897	\$5,631	\$6,365
RE65	Environmental Scientist	\$5,946	\$6,986	\$8,026
RE70	Environmental Scientist - Senior	\$6,540	\$7,685	\$8,829
RF10	Financial Analyst	\$5,058	\$5,943	\$6,827
RF20	Financial Analyst - Senior	\$5,826	\$6,847	\$7,867
RG10	GIS Data Technician	\$4,403	\$5,064	\$5,724
RG15	GIS Analyst	\$5,003	\$5,878	\$6,752
RG20	GIS Analyst - Senior	\$5,521	\$6,487	\$7,452
RG01	Graphics Designer	\$4,587	\$5,276	\$5,965

City of Redmond
2016 RCHEA Employees "R" Pay Plan

Attachment A, Exhibit 1

Grade	Position	Minimum	Midpoint	Maximum
RL01	Legal Assistant	\$4,322	\$5,078	\$5,833
RM10	Management Analyst	\$4,532	\$5,809	\$7,085
RN01	Network Analyst	\$5,940	\$6,980	\$8,019
RN10	Network Systems Engineer	\$6,664	\$7,830	\$8,996
RP01	Paralegal	\$4,801	\$5,641	\$6,481
RP10	Payroll Analyst	\$4,234	\$4,869	\$5,504
RP15	Permit Technician	\$4,154	\$4,776	\$5,398
RP20	Planner - Assistant	\$4,594	\$5,284	\$5,973
RP25	Planner	\$5,053	\$5,937	\$6,821
RP35	Planner - Principal	\$6,330	\$7,437	\$8,544
RP30	Planner - Senior	\$5,754	\$6,761	\$7,768
RP45	Plans Examiner	\$5,695	\$6,549	\$7,403
RP55	Preschool Teacher	\$3,138	\$3,644	\$4,149
RP65	Program Administrator	\$5,473	\$6,431	\$7,388
RP66	Program Aide	\$2,873	\$3,304	\$3,735
RP67	Program Assistant	\$3,837	\$4,412	\$4,987
RP70	Program Coordinator	\$4,900	\$5,757	\$6,614
RP75	Programmer Analyst	\$5,447	\$6,401	\$7,354
RP80	Programmer Analyst - Senior	\$6,622	\$7,781	\$8,940
RP85	Purchasing Agent	\$4,562	\$5,245	\$5,928
RP90	Purchasing Agent - Senior	\$5,432	\$6,383	\$7,334
RR05	Records Management Specialist	\$4,402	\$5,173	\$5,723
RR01	Recreation Program Administrator	\$5,473	\$6,431	\$7,388
RS10	Senior Systems Analyst	\$6,826	\$8,021	\$9,215
RS15	Stormwater Inspector	\$4,696	\$5,401	\$6,106
RS20	Systems Support Specialist	\$4,732	\$5,442	\$6,152
RT10	Technical Systems Coordinator	\$5,470	\$6,427	\$7,384
RT20	Transportation Strategic Advisor	\$7,266	\$8,538	\$9,810