

NON-CODE

**CITY OF REDMOND  
ORDINANCE NO. 2854**

AN ORDINANCE OF THE CITY OF REDMOND,  
WASHINGTON, AMENDING PAY PLANS "N" AND "E" IN  
ORDER TO SET SALARIES FOR NON-UNION AND  
EXECUTIVE EMPLOYEES FOR THE YEAR 2017;  
PROVIDING FOR SEVERABILITY AND ESTABLISHING AN  
EFFECTIVE DATE

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WHEREAS, Resolution No. 1142 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 should now be reflected by amending the respective pay plans for non-union and executive employees.

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

Section 1. Pay Plans Amended.

(A) Effective January 1, 2017, Pay Plan "N" covering non-union employees is hereby amended and the salary ranges increased 1.92 percent above the ranges in effect on January 1, 2016, as adopted by Ordinance No. 2811 and subsequently amended on June 21, 2016, with Council approval of Ordinance No. 2837 and on October 4, 2016, with Council approval of Ordinance No. 2845. In conjunction with the adjustment of the salary ranges, the salaries of all non-union, non-executive employees covered by the "N" Pay

Plan will be increased across-the-board 1.92 percent. The amended Pay Plan is attached as Exhibit 1 and incorporated herein as if set forth in full.

(B) Effective January 1, 2017, Pay Plan "E" covering executive employees is hereby amended and the salary ranges increased 1.92 percent over the ranges in effect on January 1, 2016, as adopted by Ordinance No. 2811. The amended Pay Plan is attached as Exhibit 2 and 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.      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 6<sup>th</sup> day of December,  
2016.

CITY OF REDMOND

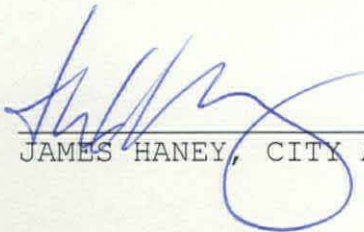
  
JOHN MARCHIONE, MAYOR

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.:	2854

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

**City of Redmond  
Non-Represented Employee Pay Plan  
Effective January 1, 2017**

<b>Grade</b>	<b>Title</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
NA01	Accounting Manager	\$7,167	\$8,422	\$9,676
NA10	Administrative Assistant	\$3,789	\$4,358	\$4,927
NA20	Administrative Specialist	\$4,028	\$4,633	\$5,238
NA40	Applications Services Manager	\$8,481	\$9,966	\$11,450
NA45	Assistant Director - Community Planning	\$7,442	\$8,931	\$10,420
NA46	Assistant Director - Development Services	\$7,930	\$9,516	\$11,101
NA50	Assistant Director Public Works	\$8,876	\$10,430	\$11,983
NA70	Assistant Maintenance Manager	\$7,177	\$8,432	\$9,687
NM80	Chief Policy Advisor	\$8,964	\$10,533	\$12,102
NC01	City Clerk	\$7,149	\$8,400	\$9,650
NC15	Communications and Marketing Manager	\$7,363	\$8,651	\$9,939
NC05	Communications Dispatch Supervisor	\$5,964	\$7,008	\$8,052
NC25	Compensation Analyst	\$5,615	\$6,598	\$7,581
NC50	Customer Service Manager	\$6,462	\$7,593	\$8,724
ND01	Department Administrative Coordinator	\$4,571	\$5,257	\$5,943
ND15	Deputy Finance Director	\$8,737	\$10,265	\$11,793
NA60	Deputy Fire Chief	\$9,241	\$10,858	\$12,474
ND05	Deputy Parks Director	\$7,843	\$9,216	\$10,588
ND20	Deputy Prosecuting Attorney	\$6,617	\$7,775	\$8,932
ND25	Development Services Center Supervisor	\$6,560	\$7,708	\$8,856
ND30	Digital Forensic Investigator - Senior	\$5,639	\$6,626	\$7,612
NE05	Economic Development Manager	\$7,134	\$8,383	\$9,631
NE01	Emergency Preparedness Manager	\$7,454	\$8,759	\$10,064
NE20	Engineer - Senior	\$7,119	\$8,366	\$9,612
NE30	Engineering Manager	\$8,232	\$9,672	\$11,112
NE50	Engineering Supervisor	\$7,629	\$8,965	\$10,300
NE62	EPSCA 800 Magahertz Console Technician	\$5,592	\$6,002	\$6,411
NE64	EPSCA Executive Director	\$8,557	\$10,054	\$11,551
NE68	EPSCA Senior Accounting Associate	\$4,521	\$5,312	\$6,103
NE40	Executive Assistant	\$5,146	\$5,917	\$6,687
NF05	Finance Officer	\$6,993	\$8,391	\$9,788
NF20	Financial Analyst	\$5,155	\$6,057	\$6,958
NF30	Financial Analyst - Senior	\$5,938	\$6,978	\$8,018
NF40	Financial Planning Manager	\$7,546	\$8,866	\$10,186
NH10	Human Resources Analyst	\$5,142	\$6,042	\$6,941
NH25	Human Resources Program & Policy Advisor	\$8,172	\$9,602	\$11,032
NH15	Human Resources Program Manager	\$7,494	\$8,806	\$10,117

<b>Grade</b>	<b>Title</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
NI05	Infrastructure & Operations Manager	\$7,773	\$9,134	\$10,494
NI01	Inspection Supervisor	\$6,399	\$7,519	\$8,638
NI10	IS Manager	\$8,974	\$10,545	\$12,116
NM15	Maintenance and Operations Supervisor	\$6,523	\$7,665	\$8,807
NM01	Maintenance Manager	\$8,298	\$9,750	\$11,201
NP02	Parks Maintenance and Operations Manager	\$6,910	\$8,120	\$9,330
NP05	Parks Maintenance Supervisor	\$5,386	\$6,330	\$7,273
NP10	Parks Operations Supervisor	\$5,926	\$6,962	\$7,998
NP25	Parks Planning and Cultural Arts Manager	\$7,416	\$8,715	\$10,013
NP30	Payroll Supervisor	\$5,766	\$6,775	\$7,783
NP50	Planning Manager	\$7,561	\$8,885	\$10,209
NA80	Police Captain	\$11,327	\$11,894	\$12,461
NP65	Police Commander	\$10,077	\$10,581	\$11,085
NP67	Police Crime Analyst (limited duration)	\$5,183	\$5,883	\$6,583
NP69	Police Program Coordinator (limited duration)	\$4,955	\$5,624	\$6,292
NP71	Police Support Services Manager	\$6,960	\$8,178	\$9,395
NP68	Police Support Services Supervisor	\$5,832	\$6,852	\$7,872
NP90	Purchasing/Contracting Manager	\$7,309	\$8,588	\$9,867
NR01	Real Property Manager	\$6,037	\$7,094	\$8,151
NR10	Recreation Division Manager	\$7,357	\$8,644	\$9,931
NR15	Recreation Program Administrator	\$5,578	\$6,554	\$7,530
NU01	Revenue and Treasury Manager	\$7,285	\$8,560	\$9,834
NS03	Senior Human Resources Analyst	\$5,943	\$6,983	\$8,023
NS06	Strategic Funds Advisor	\$5,891	\$6,921	\$7,951
NS10	Supervising Attorney	\$8,178	\$9,609	\$11,040
NS20	Support Services Manager	\$8,214	\$9,652	\$11,089

**CITY OF REDMOND**  
**PAY PLAN "E" - EXECUTIVE PAY PLAN**

**Effective January 1, 2017**

<u>Grade</u>	<u>Title</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
6	Deputy City Administrator Finance Director Fire Chief Human Resources Director Parks Director Planning Director Police Chief Public Works Director	\$9,983	\$12,017	\$14,050