

NON-CODE

**CITY OF REDMOND
ORDINANCE NO. 2856**

AN ORDINANCE OF THE CITY OF REDMOND, WASHINGTON, ESTABLISHING THE 2017 PAY PLAN FOR EMPLOYEES COVERED BY THE REDMOND POLICE ASSOCIATION, REPRESENTING POLICE SUPPORT EMPLOYEES AND ESTABLISHING THE 2017 PAY PLAN FOR SUPPLEMENTAL EMPLOYEES WORKING IN POSITIONS COVERED BY THE POLICE SUPPORT BARGAINING UNIT

WHEREAS, the City of Redmond completed labor contract negotiations in 2016 with the Redmond Police Association (RPA), representing Police Support Employees; and

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

WHEREAS, the latest 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 Amended. Effective January 1, 2017, Pay Plan "PS" covering all employees in the Police Support bargaining unit is hereby amended and the salary range increased 1.92 percent above the ranges in effect on December 31, 2016, as

adopted by Ordinance No. 2828. 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 1.92 percent. 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, 2017, 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. 2828. 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 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.:	2856

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

CITY OF REDMOND

Pay Plan PS*

Redmond Police Association - Police Support Bargaining Unit
Effective January 1, 2017

Grade		Minimum	Midpoint	Maximum
C113	Crime Analyst	5183	5883	6583
C116	Police Program Coordinator	4955	5624	6292
C13	Communications Dispatcher	4338	4925	5511
C15	Lead Communications Dispatcher	4926	5593	6259
C14	Lead Police Support Services Specialist	4258	4834	5409
C115	Legal Advocate	4564	5181	5797
C18	Police Support Officer	3948	4480	5012
C19	Property Evidence Technician	4047	4593	5139
C11	Police Support Services Specialist	3785	4297	4809
C20	Police Support Administrative Assistant	3789	4358	4927
C21	Police Support Administrative Specialist	4028	4633	5238

*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, 2017**

<u>CLASSIFICATION</u>	<u>LOW</u>	<u>HIGH</u>	<u>GRADE</u>
Supp Crime Analyst	\$23.92	\$32.89	SP10
Supp Police Program Coordinator	\$22.87	\$31.45	SP16
Supp Communications Dispatcher	\$20.02	\$27.53	SP3
Supp Lead Communications Dispatcher	\$22.74	\$31.26	SP8
Supp Lead Police Support Services Specialist	\$19.65	\$27.02	SP4
Supp Legal Advocate	\$21.06	\$28.96	SP5
Supp Police Support Officer	\$18.22	\$25.05	SP6
Supp Property Evidence Technician	\$18.68	\$25.68	SP1
Supp Police Support Services Specialist	\$17.47	\$24.02	SP2
Supp Police Support Administrative Assistant	\$17.49	\$24.05	SP14
Supp Police Support Administrative Specialist	\$18.59	\$25.56	SP15