

NON-CODE

**CITY OF REDMOND
ORDINANCE NO. 2977**

AN ORDINANCE OF THE CITY OF REDMOND,
WASHINGTON ESTABLISHING UPDATED 2019 SALARY
RANGES FOR REGULAR AND SUPPLEMENTAL NON-
REPRESENTED EMPLOYEES

WHEREAS, the City of Redmond recently completed a market analysis of the regular and supplemental non-represented positions; and

WHEREAS, the analysis resulted in amendment of the N Pay Plan salary ranges adopted by Ordinance No. 2970 and N-S Pay Plan supplemental salary ranges adopted by Ordinance No. 2955.

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

Section 1. Amended 2019 N Pay Plan Adopted. Effective November 5, 2019, salary ranges in the N Pay Plan adopted by Ordinance No. 2970 shall be amended and replaced by the Amended 2019 N Pay Plan. The salary ranges in the Amended 2019 N Pay Plan, attached to this ordinance as Exhibit 1¹, were market priced and some salary ranges will be increased by variable amounts to reflect current market conditions as compared to the current N Pay Plan

¹ Clerk's Note: A scrivener's error was corrected in Exhibit 1 and 2.

adopted by Ordinance No. 2970. The Amended 2019 N Pay Plan for regular employees is attached as Exhibit 1 and is incorporated herein as if set forth in full.

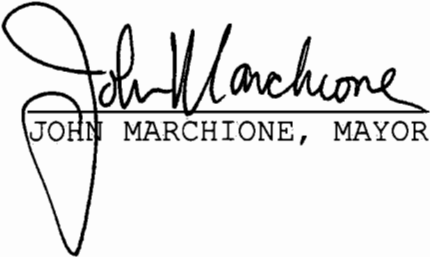
Section 2. Amended 2019 Supplemental N-S Pay Plan Adopted. Effective November 5, 2019, salary ranges in the N-S Pay Plan adopted by Ordinance No. 2955 shall be amended and replaced by the Amended 2019 Supplemental N-S Pay Plan. The salary ranges in the Amended 2019 Supplemental N-S Pay Plan, attached to this ordinance as Exhibit 2, are calculated based on the salary ranges in the Amended 2019 N Pay Plan and will be increased by variable amounts as compared to the current N-S Pay Plan adopted by Ordinance 2955. The Amended 2019 Supplemental N-S Pay Plan is adjusted to reflect salary ranges for supplemental employees to within eighty percent (80%) and one-hundred ten percent (110%) of the salary range minimum for comparable non-represented classifications set forth in the Amended 2019 N Pay Plan. The Amended 2019 N-S Pay Plan for supplemental employees is attached as Exhibit 2 and is 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.

ADOPTED by the Redmond City Council this 4th day of November, 2019.

CITY OF REDMOND

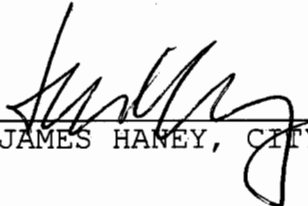

JOHN MARCHIONE, MAYOR

ATTEST:


CHERYL XANTHOS, MMC, CITY CLERK

(SEAL)

APPROVED AS TO FORM:


JAMES HANEY, CITY ATTORNEY

FILED WITH THE CITY CLERK: October 15, 2019
PASSED BY THE CITY COUNCIL: November 4, 2019
SIGNED BY THE MAYOR: November 8, 2019
PUBLISHED: November 11, 2019
EFFECTIVE DATE: November 16, 2019
ORDINANCE NO.: 2977

YES: ANDERSON, BIRNEY, CARSON, FIELDS, MARGESON, MYERS, PADHYE



2019 Pay Plan "N" - Non-Represented Employees

Ordinance No.
Amended November 5, 2019

Grade	FLSA	Position Title	Monthly			Annually		
			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
NE68	NE	Accounting Associate - Senior	\$4,801	\$5,641	\$6,481	\$57,612	\$67,692	\$77,772
NA10	NE	Administrative Assistant	\$4,032	\$4,738	\$5,444	\$48,389	\$56,857	\$65,325
NA20	NE	Administrative Specialist	\$4,369	\$5,134	\$5,899	\$52,433	\$61,609	\$70,785
NA45	E	Assistant Director - Community Planning	\$9,380	\$11,022	\$12,663	\$112,561	\$132,259	\$151,957
NA46	E	Assistant Director - Development Services	\$9,523	\$11,190	\$12,857	\$114,281	\$134,280	\$154,279
NA50	E	Assistant Director Public Works, Maint. & Ops.	\$9,426	\$11,076	\$12,725	\$114,281	\$134,280	\$152,700
NA85	E	Assistant Director/City Engineer	\$9,684	\$11,379	\$13,074	\$116,210	\$136,546	\$156,883
NA70	E	Assistant Maintenance Manager	\$7,898	\$9,280	\$10,662	\$94,770	\$111,355	\$127,940
NM80	E	Chief Policy Advisor	\$9,519	\$11,186	\$12,852	\$114,228	\$134,232	\$154,224
NC01	E	City Clerk	\$7,592	\$8,920	\$10,247	\$91,104	\$107,040	\$122,964
NC15	E	Communications and Marketing Manager	\$8,223	\$9,662	\$11,101	\$98,678	\$115,946	\$133,215
NC60	E	Communications and Marketing Supervisor	\$6,949	\$8,165	\$9,381	\$83,383	\$97,975	\$112,567
NC05	E	Communications Dispatch Supervisor	\$6,464	\$7,595	\$8,727	\$77,569	\$91,144	\$104,719
NC25	E	Compensation Analyst	\$5,962	\$7,007	\$8,051	\$71,544	\$84,084	\$96,612
NC50	E	Customer Experience Manager	\$7,304	\$8,582	\$9,861	\$87,650	\$102,989	\$118,328
ND01	NE	Department Administrative Coordinator	\$5,118	\$6,013	\$6,909	\$61,410	\$72,157	\$82,904
ND40	E	Deputy Director Public Works/City Engineer	\$10,270	\$12,067	\$13,864	\$123,238	\$144,805	\$166,371
ND15	E	Deputy Finance Director	\$9,277	\$10,900	\$12,523	\$111,324	\$130,800	\$150,276
ND02	E	Deputy Human Resources Director	\$9,277	\$10,900	\$12,523	\$111,324	\$130,800	\$150,276
NA60	E	Deputy Fire Chief	\$10,641	\$12,503	\$14,366	\$127,694	\$150,041	\$172,387
ND05	E	Deputy Parks Director	\$8,892	\$10,448	\$12,004	\$106,705	\$125,378	\$144,052
ND20	E	Deputy Prosecuting Attorney	\$7,145	\$8,395	\$9,645	\$85,736	\$100,740	\$115,744
ND35	E	Deputy Dir. Planning & Community Development	\$9,767	\$11,476	\$13,185	\$117,199	\$137,709	\$158,218
ND25	E	Development Services Center Supervisor	\$7,276	\$8,550	\$9,823	\$87,317	\$102,598	\$117,878
ND30	E	Digital Forensic Investigator - Senior	\$6,448	\$7,577	\$8,705	\$77,378	\$90,919	\$104,460
NE05	E	Economic Development Manager	\$7,935	\$9,323	\$10,712	\$95,218	\$111,881	\$128,544
NE01	E	Emergency Preparedness Manager	\$8,215	\$9,652	\$11,090	\$98,576	\$115,827	\$133,078
NE20	E	Engineer - Senior	\$8,005	\$9,406	\$10,807	\$96,065	\$112,876	\$129,687
NE30	E	Engineering Manager	\$9,238	\$10,854	\$12,471	\$110,851	\$130,250	\$149,649
NE50	E	Engineering Supervisor	\$8,459	\$9,939	\$11,419	\$101,505	\$119,268	\$137,031
NE62	NE	EPSCA 800 Megahertz Console Technician	\$5,938	\$6,373	\$6,808	\$71,256	\$76,476	\$81,696
NE64	E	EPSCA Executive Director	\$9,087	\$10,677	\$12,266	\$109,044	\$128,124	\$147,192
NE68	NE	EPSCA Senior Accounting Associate	\$4,801	\$5,641	\$6,481	\$57,612	\$67,692	\$77,772
NE40	E	Executive Assistant	\$5,772	\$6,782	\$7,793	\$69,267	\$81,389	\$93,511
NF70	E	Facilities Manager	\$7,839	\$9,211	\$10,583	\$94,070	\$110,532	\$126,994
NF05	E	Finance Officer	\$7,887	\$9,464	\$11,042	\$94,643	\$113,572	\$132,500
NF20	E	Financial Analyst	\$5,659	\$6,650	\$7,640	\$67,911	\$79,796	\$91,680
NF30	E	Financial Analyst - Senior	\$6,753	\$7,935	\$9,117	\$81,040	\$95,222	\$109,404
NF40	E	Financial Planning Manager	\$8,452	\$9,932	\$11,411	\$101,430	\$119,180	\$136,930
NF60	E	Financial Services Manager	\$8,383	\$9,850	\$11,317	\$100,593	\$118,197	\$135,801
NH10	NE	Human Resources Analyst	\$5,733	\$6,737	\$7,740	\$68,800	\$80,840	\$92,880
NH15	E	Human Resources Program Manager	\$8,161	\$9,589	\$11,017	\$97,927	\$115,064	\$132,201
NH25	E	Human Resources Program & Policy Advisor	\$8,931	\$10,494	\$12,057	\$107,176	\$125,932	\$144,687
NI01	E	Inspection Supervisor	\$6,795	\$7,984	\$9,173	\$81,540	\$95,808	\$110,076



2019 Pay Plan "N" - Non-Represented Employees

Ordinance No.

Amended November 5, 2019

Grade	FLSA	Position Title	Monthly			Annually		
			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
NI10	E	IS Manager	\$9,475	\$11,133	\$12,791	\$113,699	\$133,597	\$153,494
NI20	E	IS Supervisor	\$8,493	\$9,980	\$11,466	\$101,919	\$119,755	\$137,591
NM15	E	Maintenance and Operations Supervisor	\$7,239	\$8,506	\$9,773	\$86,869	\$102,072	\$117,274
NM01	E	Maintenance Manager	\$8,811	\$10,353	\$11,894	\$105,732	\$124,236	\$142,728
NP02	E	Park Maintenance and Operations Manager	\$7,338	\$8,623	\$9,907	\$88,056	\$103,476	\$118,884
NP05	E	Parks Maintenance Supervisor	\$6,161	\$7,239	\$8,317	\$73,928	\$86,866	\$99,803
NP10	E	Parks Operations Supervisor	\$6,293	\$7,393	\$8,493	\$75,516	\$88,716	\$101,916
NP25	E	Parks Planning and Cultural Arts Manager	\$7,875	\$9,254	\$10,632	\$94,500	\$111,048	\$127,584
NP30	E	Payroll Supervisor	\$6,123	\$7,194	\$8,265	\$73,476	\$86,328	\$99,180
NP50	E	Planning Manager	\$8,489	\$9,975	\$11,461	\$101,872	\$119,700	\$137,528
NA80	E	Police Captain	\$12,028	\$12,631	\$13,233	\$144,336	\$151,572	\$158,796
NP67	NE	Police Crime Analyst (limited duration)	\$5,557	\$6,391	\$7,224	\$66,684	\$76,692	\$86,688
NP69	NE	Police Program Coordinator (limited duration)	\$4,459	\$5,659	\$6,860	\$53,506	\$67,908	\$82,314
NP71	E	Police Support Services Manager	\$7,391	\$8,684	\$9,977	\$88,692	\$104,208	\$119,724
NP68	E	Police Support Services Supervisor	\$6,193	\$7,276	\$8,359	\$74,316	\$87,312	\$100,308
NP95	E	Project Management Office Manager	\$10,402	\$12,223	\$14,043	\$124,828	\$146,672	\$168,517
NP90	E	Purchasing/Contracting Manager	\$8,194	\$9,628	\$11,062	\$98,332	\$115,540	\$132,748
NR01	E	Real Property Manager	\$7,180	\$8,437	\$9,693	\$86,160	\$101,238	\$116,316
NR10	E	Recreation Division Manager	\$7,812	\$9,179	\$10,545	\$93,744	\$110,148	\$126,540
NR15	E	Recreation Program Administrator	\$6,150	\$7,226	\$8,302	\$73,797	\$86,712	\$99,626
NR20	E	Recreation Program Manager	\$6,657	\$7,822	\$8,986	\$79,884	\$93,864	\$107,832
NR60	NE	Risk & Safety Program Coordinator	\$5,821	\$6,840	\$7,859	\$69,855	\$82,080	\$94,305
NS40	E	Safety Program Manager	\$6,664	\$7,830	\$8,996	\$79,968	\$93,960	\$107,952
NS50	E	Security Compliance Manager	\$9,734	\$11,437	\$13,140	\$116,802	\$137,242	\$157,683
NS03	E	Senior Human Resources Analyst	\$6,678	\$7,846	\$9,015	\$80,131	\$94,154	\$108,177
NS06	E	Strategic Funds Advisor	\$6,753	\$7,935	\$9,117	\$81,040	\$95,222	\$109,404
NS10	E	Supervising Attorney	\$9,407	\$11,053	\$12,699	\$112,880	\$132,634	\$152,388
NU10	E	Utility Supervisor	\$7,754	\$9,111	\$10,468	\$93,046	\$109,329	\$125,612



2019 Pay Plan "N-S" - Non-Represented Employees Supplemental

Ordinance No.

Effective November 5, 2019

Hourly

Grade	FLSA	Position Title	Minimum	Midpoint	Maximum
SNE68	NE	Accounting Associate - Senior	\$22.16	\$26.31	\$30.47
SNA10	NE	Administrative Assistant	\$18.61	\$22.10	\$25.59
SNA20	NE	Administrative Specialist	\$20.16	\$23.95	\$27.73
SNA45	NE*	Assistant Director - Community Planning	\$43.29	\$51.41	\$59.53
SNA46	NE*	Assistant Director - Development Services	\$43.95	\$52.19	\$60.43
SNA50	NE*	Assistant Director Public Works, Maint. & Ops.	\$43.50	\$51.66	\$59.82
SNA85	NE*	Assistant Director/City Engineer	\$44.70	\$53.08	\$61.46
SNA70	NE*	Assistant Maintenance Manager	\$36.45	\$43.29	\$50.12
SNM80	NE*	Chief Policy Advisor	\$43.93	\$52.17	\$60.41
SNC01	NE*	City Clerk	\$35.04	\$41.61	\$48.18
SNC15	NE*	Communications and Marketing Manager	\$37.95	\$45.07	\$52.18
SNC60	NE*	Communications and Marketing Supervisor	\$32.07	\$38.09	\$44.10
SNC05	NE*	Communications Dispatch Supervisor	\$29.83	\$35.43	\$41.02
SNC25	NE*	Compensation Analyst	\$27.52	\$32.68	\$37.84
SNC50	NE*	Customer Experience Manager	\$33.71	\$40.03	\$46.35
SND01	NE	Department Administrative Coordinator	\$23.62	\$28.05	\$32.48
SND15	NE*	Deputy Finance Director	\$42.82	\$50.85	\$58.87
SND02	NE*	Deputy Human Resources Director	\$42.82	\$50.85	\$58.87
SNA60	NE*	Deputy Fire Chief	\$49.11	\$58.32	\$67.53
SND05	NE*	Deputy Parks Director	\$41.04	\$48.74	\$56.43
SND20	NE*	Deputy Prosecuting Attorney	\$32.98	\$39.16	\$45.34
SND35	NE*	Deputy Dir. Planning & Community Developer	\$45.08	\$53.53	\$61.98
SND25	NE*	Development Services Center Supervisor	\$33.58	\$39.88	\$46.17
SND30	NE*	Digital Forensic Investigator - Senior	\$29.76	\$35.34	\$40.92
SNE05	NE*	Economic Development Manager	\$36.62	\$43.49	\$50.36
SNE01	NE*	Emergency Preparedness Manager	\$37.92	\$45.02	\$52.13
SNE20	NE*	Engineer - Senior	\$36.95	\$43.87	\$50.80
SNE30	NE*	Engineering Manager	\$42.64	\$50.63	\$58.63
SNE50	NE*	Engineering Supervisor	\$39.04	\$46.36	\$53.68
SNE62	NE	EPSCA 800 Megahertz Console Technician	\$27.41	\$32.54	\$37.68
SNE64	NE*	EPSCA Executive Director	\$41.94	\$49.80	\$57.67
SNE68	NE	EPSCA Senior Accounting Associate	\$22.16	\$26.31	\$30.47



2019 Pay Plan "N-S" - Non-Represented Employees Supplemental

Ordinance No.

Effective November 5, 2019

Hourly

Grade	FLSA	Position Title	Minimum	Midpoint	Maximum
SNE40	NE*	Executive Assistant	\$26.64	\$31.64	\$36.63
SNF70	NE*	Facilities Manager	\$36.18	\$42.96	\$49.75
SNF05	NE*	Finance Officer	\$36.40	\$43.23	\$50.05
SNF20	NE*	Financial Analyst	\$26.12	\$31.02	\$35.91
SNF30	NE*	Financial Analyst - Senior	\$31.17	\$37.01	\$42.86
SNF40	NE*	Financial Planning Manager	\$39.01	\$46.32	\$53.64
SNF60	NE*	Financial Services Manager	\$38.69	\$45.95	\$53.20
SNH10	NE	Human Resources Analyst	\$26.46	\$31.42	\$36.38
SNH15	NE*	Human Resources Program Manager	\$37.67	\$44.73	\$51.79
SNH25	NE*	Human Resources Program & Policy Advisor	\$41.22	\$48.95	\$56.68
SNI01	NE*	Inspection Supervisor	\$31.36	\$37.24	\$43.12
SNI10	NE*	IS Manager	\$43.73	\$51.93	\$60.13
SNI20	NE*	IS Supervisor	\$39.20	\$46.55	\$53.90
SNM15	NE*	Maintenance and Operations Supervisor	\$33.41	\$39.68	\$45.94
SNM01	NE*	Maintenance Manager	\$40.67	\$48.29	\$55.92
SNP02	NE*	Park Maintenance and Operations Manager	\$33.87	\$40.22	\$46.57
SNP05	NE*	Parks Maintenance Supervisor	\$28.44	\$33.77	\$39.10
SNP10	NE*	Parks Operations Supervisor	\$29.04	\$34.49	\$39.94
SNP25	NE*	Parks Planning and Cultural Arts Manager	\$36.35	\$43.16	\$49.98
SNP30	NE*	Payroll Supervisor	\$28.26	\$33.56	\$38.86
SNP50	NE*	Planning Manager	\$39.18	\$46.53	\$53.87
SNA80	NE*	Police Captain	\$55.51	\$65.92	\$76.33
SNP67	NE	Police Crime Analyst (limited duration)	\$25.65	\$30.46	\$35.27
SNP69	NE	Police Program Coordinator (limited duration)	\$20.58	\$24.44	\$28.30
SNP71	NE*	Police Support Services Manager	\$34.11	\$40.51	\$46.90
SNP68	NE*	Police Support Services Supervisor	\$28.58	\$33.94	\$39.30
SNP95	NE*	Project Management Office Manager	\$48.01	\$57.01	\$66.01
SNP90	NE*	Purchasing/Contracting Manager	\$37.82	\$44.91	\$52.00
SNR01	NE*	Real Property Manager	\$33.14	\$39.35	\$45.57
SNR10	NE*	Recreation Division Manager	\$36.06	\$42.82	\$49.58
SNR15	NE*	Recreation Program Administrator	\$28.38	\$33.71	\$39.03
SNR20	NE*	Recreation Program Manager	\$30.72	\$36.49	\$42.25



2019 Pay Plan "N-S" - Non-Represented Employees Supplemental

Ordinance No.

Effective November 5, 2019

Hourly

Grade	FLSA	Position Title	Minimum	Midpoint	Maximum
SNR60	NE	Risk & Safety Program Coordinator	\$26.87	\$31.90	\$36.94
SNS40	NE*	Safety Program Manager	\$30.76	\$36.52	\$42.29
SNS50	NE*	Security Compliance Manager	\$44.93	\$53.35	\$61.77
SNS03	NE*	Senior Human Resources Analyst	\$30.82	\$36.60	\$42.38
SNS06	NE*	Strategic Funds Advisor	\$31.17	\$37.01	\$42.86
SNS10	NE*	Supervising Attorney	\$43.42	\$51.56	\$59.70
SNU10	NE*	Utility Supervisor	\$35.79	\$42.50	\$49.21

*All supplemental employees are marked as non-exempt because they are paid on an hourly basis. This does not impact the FLSA status of the positions on the regular employee pay plan.