

NON-CODE

**CITY OF REDMOND
ORDINANCE NO. 2988**

AN ORDINANCE OF THE CITY OF REDMOND, WASHINGTON, AMENDING PAY PLANS "PS" AND "S-PS" IN ORDER TO SET SALARIES FOR EMPLOYEES COVERED BY THE POLICE SUPPORT BARGAINING UNIT, FOR THE YEAR 2020; PROVIDING FOR SEVERABILITY AND ESTABLISHING AN EFFECTIVE DATE

WHEREAS, Pay Plan "PS" and the Supplemental Pay Plan "S-PS" were established and put into effect as agreed to through the collective bargaining process; and

WHEREAS, the latest salary ranges will now be adjusted and salaries increased in accordance with the Police Support collective bargaining agreement.

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

Section 1. Pay Plan "PS" Amended. Effective January 1, 2020, Pay Plan "PS" covering employees represented by the Redmond Police Association, Representing the Police Support Employees, is hereby amended and the salary ranges adjusted 2 percent above the ranges in effect on January 1, 2019, as adopted by Ordinance No. 2934 on November 20, 2018. In conjunction with the adjustment

of the salary ranges, the salaries of all employees covered by the "PS" will be increased across-the-board 2 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" Amended. Effective January 1, 2020, the ranges in Pay Plan "S-PS," the Police Support Supplemental Pay Plan, are adjusted to increase the salary ranges 2 percent, to within eighty percent (80%) and one-hundred ten percent (110%) of the salary range minimum for the comparable classifications in Pay Plan "PS," above the ranges in effect on January 1, 2019, as adopted by Ordinance No. 2934 on November 20, 2018. In conjunction with the adjustment of the salary ranges, the salaries of all employees covered by the "S-PS" pay plans will be increased across-the-board 2 percent. The amended Pay Plans are 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 3rd day of December,
2019.

CITY OF REDMOND



JOHN MARCHIONE, MAYOR

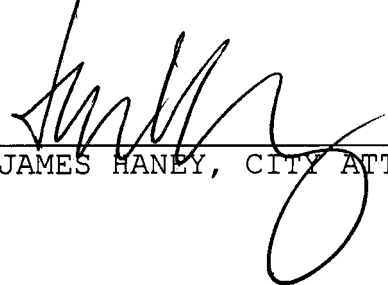
ATTEST:



CHERYL XANTHOS, MMC, CITY CLERK

(SEAL)

APPROVED AS TO FORM:



JAMES HANEY, CITY ATTORNEY

FILED WITH THE CITY CLERK:	November 19, 2019
PASSED BY THE CITY COUNCIL:	December 3, 2019
SIGNED BY THE MAYOR:	December 6, 2019
PUBLISHED:	December 9, 2019
EFFECTIVE DATE:	December 14, 2019
ORDINANCE NO. 2988	

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


2020 PAY PLAN PS* - POLICE SUPPORT
Ordinance No.
Redmond Police Association - Representing the Police Support Bargaining Unit
Effective Jan. 1, 2020

Grade	FLSA	Position Title	Monthly			Annually		
			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
C113	NE	Crime Analyst	\$5,727	\$6,587	\$7,446	\$68,724	\$79,044	\$89,352
C116	NE	Police Program Coordinator	\$4,548	\$5,772	\$6,996	\$54,576	\$69,264	\$83,952
C13	NE	Communications Dispatcher	\$4,861	\$5,591	\$6,320	\$58,332	\$67,092	\$75,840
C15	NE	Lead Communications Dispatcher	\$4,936	\$5,993	\$7,049	\$59,232	\$71,916	\$84,588
C14	NE	Lead Police Support Services Specialist	\$4,755	\$5,468	\$6,180	\$57,060	\$65,616	\$74,160
C115	NE	Legal Advocate	\$4,481	\$5,442	\$6,403	\$53,772	\$65,304	\$76,836
C19	NE	Property Evidence Technician	\$4,491	\$5,164	\$5,836	\$53,892	\$61,968	\$70,032
C11	NE	Police Support Services Specialist	\$4,193	\$4,823	\$5,452	\$50,316	\$57,876	\$65,424
C20	NE	Police Support Administrative Assistant	\$4,147	\$4,770	\$5,392	\$49,764	\$57,240	\$64,704
C21	NE	Police Support Administrative Specialist	\$4,408	\$5,070	\$5,732	\$52,896	\$60,840	\$68,784

*All pay rates include the 1.25% accreditation pay. Should the Police Department lose its accreditation, the rates will be reduced by 1.25%.



2020 PAY PLAN "S-PS" - SUPPLEMENTAL POLICE SUPPORT

Ordinance No.

Redmond Police Association - Representing the Police Support Bargaining Unit

Effective Jan. 1, 2020

Grade	FLSA	Position Title	Minimum	Maximum
SP10	NE	Supplemental Crime Analyst	\$26.43	\$36.34
SP16	NE	Supplemental Police Program Coordinator	\$20.99	\$28.86
SP3	NE	Supplemental Communications Dispatcher	\$22.44	\$30.85
SP8	NE	Supplemental Lead Communications Dispatcher	\$22.78	\$31.32
SP4	NE	Supplemental Lead Police Support Services Specialist	\$21.95	\$30.18
SP5	NE	Supplemental Legal Advocate	\$20.68	\$28.44
SP1	NE	Supplemental Property Evidence Technician	\$20.73	\$28.50
SP2	NE	Supplemental Police Support Services Specialist	\$19.35	\$26.61
SP14	NE	Supplemental Police Support Administrative Assistant	\$19.14	\$26.32
SP15	NE	Supplemental Police Support Administrative Specialist	\$20.34	\$27.97