

NON-CODE

**CITY OF REDMOND
ORDINANCE NO. 2989**

AN ORDINANCE OF THE CITY OF REDMOND, WASHINGTON, AMENDING ORDINANCE NO. 2975, PASSED BY THE CITY COUNCIL ON OCTOBER 15, 2019, TO CORRECT NOMINAL ROUNDING ERRORS IN EXHIBIT 1, AND AMENDING PAY PLANS "R" AND "R-S," IN ORDER TO SET SALARIES FOR EMPLOYEES COVERED BY THE RCHEA BARGAINING UNITS, FOR THE YEAR 2020; PROVIDING FOR SEVERABILITY AND ESTABLISHING AN EFFECTIVE DATE

WHEREAS, Pay Plan "R" and the Supplemental Pay Plan "RS" 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 RCHEA collective bargaining agreement.

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

Section 1. Pay Plan "R" Amended. Effective January 1, 2020, Pay Plan "R" covering employees represented by the Redmond City Hall Employees Association (RCHEA) is hereby amended and the salary ranges adjusted 2 percent above the ranges in effect on October 15, 2019, as adopted by Ordinance No. 2975. The salary

range adjustments to Pay Plan "R" also include a housekeeping adjustment from nominal calculation rounding errors. In conjunction with the adjustment of the salary ranges, the salaries of all employees covered by the "R" pay plans 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 "R-S" Amended. Effective January 1, 2020, the salary ranges in Pay Plan "R-S," the RCHEA Supplemental Pay Plan, are adjusted 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 "R," above the ranges in effect on above the ranges in effect on April 2, 2019 as adopted by Ordinance No. 2955 and subsequently amended on October 19, 2019, as adopted by Ordinance No. 2975. In conjunction with the adjustment of the salary ranges, the salaries of all employees covered "R-S" pay plans will be increased across-the-board 2 percent. 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 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. 2989	

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



2020 Pay Plan "R-S" - RCHEA Supplemental

Ordinance No.
Effective January 1, 2020

Hourly

Grade	FLSA	Position	Minimum	Midpoint	Maximum
SRA10	NE*	Accountant	\$23.32	\$27.69	\$32.06
SRA20	NE*	Accountant - Senior	\$26.50	\$31.47	\$36.44
SRA25	NE	Accounting Specialist - Associate	\$17.81	\$21.15	\$24.49
SRA26	NE	Accounting Specialist	\$19.99	\$23.74	\$27.49
SRA27	NE	Accounting Specialist - Senior	\$22.79	\$27.06	\$31.33
SRA30	NE	Administrative Assistant	\$18.98	\$22.54	\$26.10
SRA50	NE	Administrative Specialist	\$20.57	\$24.42	\$28.28
SRB01	NE	Building Inspector Technician	\$22.43	\$26.63	\$30.84
SRB20	NE	Building Inspector	\$26.97	\$32.02	\$37.08
SRB30	NE	Building Inspector - Senior	\$29.66	\$35.22	\$40.79
SRB70	NE	Business Application Specialist	\$29.02	\$34.46	\$39.90
SRB75	NE*	Business Analyst	\$29.02	\$34.46	\$39.90
SRB80	NE*	Business Systems Analyst - ERP	\$32.72	\$38.86	\$44.99
SRB80	NE*	Business Systems Analyst - HRIS	\$32.72	\$38.86	\$44.99
SRB85	NE*	Business Systems Analyst Sr - ERP	\$35.76	\$42.47	\$49.18
SRB85	NE*	Business Systems Analyst Sr - HRIS	\$35.76	\$42.47	\$49.18
SRC05	NE	Capital & Grant Analyst	\$25.36	\$30.12	\$34.87
SRC20	NE	Code Enforcement Officer	\$26.39	\$31.34	\$36.29
SRC25	NE*	Communications & Marketing Project Administrator	\$29.03	\$34.47	\$39.92
SRC35	NE	Communications & Marketing Specialist	\$26.03	\$30.91	\$35.79
SRC40	NE	Construction Inspector	\$26.40	\$31.36	\$36.31
SRC50	NE	Construction Inspector - Lead	\$29.24	\$34.73	\$40.21
SRC60	NE*	Cultural Arts Administrator	\$29.21	\$34.68	\$40.16
SRD20	NE	Department Administrative Coordinator	\$24.09	\$28.61	\$33.13
SRD40	NE	Deputy City Clerk	\$25.39	\$30.15	\$34.91
SRE10	NE*	Engineer	\$32.09	\$38.11	\$44.12
SRE01	NE	Engineer - Associate	\$26.58	\$31.56	\$36.54
SRE20	NE*	Engineer - Senior	\$37.68	\$44.75	\$51.82
SRE40	NE	Engineering Technician	\$24.38	\$28.95	\$33.52
SRE30	NE	Engineering Technician - Associate	\$19.62	\$23.30	\$26.98
SRE50	NE	Engineering Technician - Senior	\$26.95	\$32.01	\$37.06
SRE60	NE	Environmental Scientist - Associate	\$25.09	\$29.80	\$34.50
SRE65	NE*	Environmental Scientist	\$30.97	\$36.78	\$42.59
SRE70	NE*	Environmental Scientist - Senior	\$33.51	\$39.79	\$46.07
SRE75	NE*	Environmental Sustainability Program Manager	\$27.06	\$32.14	\$37.21
SRF10	NE*	Financial Analyst	\$26.64	\$31.64	\$36.63
SRF20	NE*	Financial Analyst - Senior	\$31.79	\$37.75	\$43.71
SRG10	NE	GIS Data Technician	\$22.42	\$26.62	\$30.82
SRG15	NE	GIS Analyst	\$26.22	\$31.14	\$36.05
SRG20	NE	GIS Analyst - Senior	\$29.15	\$34.62	\$40.08
SRG01	NE	Graphics Designer	\$23.41	\$27.80	\$32.19
SRI10	NE*	Infrastructure Systems Engineer	\$35.95	\$42.69	\$49.43
SRL01	NE	Legal Assistant	\$22.14	\$26.29	\$30.44
SRM10	NE*	Management Analyst	\$26.50	\$31.47	\$36.44
SRN01	NE*	Network Analyst	\$31.18	\$37.03	\$42.87
SRN10	NE*	Network Systems Engineer	\$34.14	\$40.55	\$46.95
SRP01	NE	Paralegal	\$25.14	\$29.86	\$34.57



Grade	FLSA	Position	Minimum	Midpoint	Maximum
SRP10	NE	Payroll Analyst	\$22.32	\$26.51	\$30.69
SRP15	NE	Permit Technician	\$21.85	\$25.95	\$30.04
SRP20	NE	Planner - Assistant	\$23.86	\$28.33	\$32.80
SRP25	NE*	Planner	\$27.73	\$32.93	\$38.13
SRP35	NE*	Planner - Principal	\$34.87	\$41.41	\$47.95
SRP30	NE*	Planner - Senior	\$31.56	\$37.48	\$43.40
SRP45	NE	Plans Examiner	\$29.15	\$34.62	\$40.08
SRP65	NE*	Program Administrator	\$29.46	\$34.98	\$40.50
SRP66	NE	Program Aide	\$14.82	\$17.59	\$20.37
SRP67	NE	Program Assistant	\$19.90	\$23.63	\$27.36
SRP70	NE	Program Coordinator	\$25.11	\$29.82	\$34.52
SRP75	NE*	Programmer Analyst	\$29.48	\$35.01	\$40.53
SRP80	NE*	Programmer Analyst - Senior	\$37.13	\$44.09	\$51.05
SRP85	NE	Purchasing Agent	\$23.67	\$28.11	\$32.54
SRP90	NE*	Purchasing Agent - Senior	\$29.01	\$34.45	\$39.89
SRR05	NE	Records Management Specialist	\$25.20	\$29.92	\$34.64
SRR01	NE*	Recreation Program Administrator	\$28.04	\$33.30	\$38.55
SRS30	NE*	Security and Compliance Analyst	\$32.19	\$38.22	\$44.26
SRS10	NE*	Senior Systems Analyst	\$34.98	\$41.54	\$48.10
SRS15	NE	Stormwater Inspector	\$25.76	\$30.59	\$35.42
SRS20	NE	Systems Support Specialist	\$29.63	\$35.19	\$40.74
SRT10	NE*	Technical Systems Coordinator	\$28.02	\$33.28	\$38.53
SRT30	NE*	Technology Project Manager	\$36.87	\$43.79	\$50.70
SRT20	NE*	Transportation Strategic Advisor	\$38.94	\$46.24	\$53.54

*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.

2020 Pay Plan "R" - RCHEA Employees

Ordinance No.
Effective January 1, 2020

Grade	FLSA	Position	Monthly			Annual		
			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
RA10	E	Accountant	\$5,052	\$5,937	\$6,821	\$60,624	\$71,244	\$81,852
RA20	E	Accountant - Senior	\$5,742	\$6,748	\$7,753	\$68,904	\$80,976	\$93,036
RA25	NE	Accounting Specialist - Associate	\$3,859	\$4,438	\$5,017	\$46,308	\$53,256	\$60,204
RA26	NE	Accounting Specialist	\$4,332	\$4,981	\$5,630	\$51,984	\$59,772	\$67,560
RA27	NE	Accounting Specialist - Senior	\$4,937	\$5,679	\$6,421	\$59,244	\$68,148	\$77,052
RA30	NE	Administrative Assistant	\$4,113	\$4,833	\$5,553	\$49,356	\$57,996	\$66,636
RA50	NE	Administrative Specialist	\$4,456	\$5,237	\$6,017	\$53,472	\$62,844	\$72,204
RB01	NE	Building Inspector Technician	\$4,859	\$5,588	\$6,316	\$58,308	\$67,056	\$75,792
RB20	NE	Building Inspector	\$5,843	\$6,719	\$7,595	\$70,116	\$80,628	\$91,140
RB30	NE	Building Inspector - Senior	\$6,427	\$7,391	\$8,355	\$77,124	\$88,692	\$100,260
RB70	NE	Business Application Specialist	\$6,287	\$6,742	\$7,197	\$75,444	\$80,904	\$86,364
RB75	E	Business Analyst	\$6,287	\$7,387	\$8,487	\$75,444	\$88,644	\$101,844
RB80	E	Business Systems Analyst - ERP	\$7,090	\$8,331	\$9,572	\$85,080	\$99,972	\$114,864
RB80	E	Business Systems Analyst - HRIS	\$7,090	\$8,331	\$9,572	\$85,080	\$99,972	\$114,864
RB85	E	Business Systems Analyst Sr - ERP	\$7,749	\$9,105	\$10,461	\$92,988	\$109,260	\$125,532
RB85	E	Business Systems Analyst Sr - HRIS	\$7,749	\$9,105	\$10,461	\$92,988	\$109,260	\$125,532
RC05	NE	Capital & Grant Analyst	\$5,495	\$6,456	\$7,417	\$65,940	\$77,472	\$89,004
RC20	NE	Code Enforcement Officer	\$5,718	\$6,575	\$7,432	\$68,616	\$78,900	\$89,184
RC25	E	Communications & Marketing Project Administrator	\$6,290	\$7,392	\$8,494	\$75,480	\$88,704	\$101,928
RC35	NE	Communications & Marketing Specialist	\$5,639	\$6,626	\$7,612	\$67,668	\$79,512	\$91,344
RC40	NE	Construction Inspector	\$5,721	\$6,579	\$7,436	\$68,652	\$78,948	\$89,232
RC50	NE	Construction Inspector - Lead	\$6,336	\$7,445	\$8,553	\$76,032	\$89,340	\$102,636
RC60	E	Cultural Arts Administrator	\$6,328	\$7,436	\$8,543	\$75,936	\$89,232	\$102,516
RD20	NE	Department Administrative Coordinator	\$5,220	\$6,134	\$7,047	\$62,640	\$73,608	\$84,564
RD40	NE	Deputy City Clerk	\$5,501	\$6,464	\$7,427	\$66,012	\$77,568	\$89,124
RE10	E	Engineer	\$6,953	\$8,170	\$9,387	\$83,436	\$98,040	\$112,644
RE01	NE	Engineer - Associate	\$5,758	\$6,766	\$7,773	\$69,096	\$81,192	\$93,276
RE20	E	Engineer - Senior	\$8,165	\$9,594	\$11,023	\$97,980	\$115,128	\$132,276
RE40	NE	Engineering Technician	\$5,282	\$6,075	\$6,867	\$63,384	\$72,900	\$82,404
RE30	NE	Engineering Technician - Associate	\$4,252	\$4,997	\$5,741	\$51,024	\$59,964	\$68,892
RE50	NE	Engineering Technician - Senior	\$5,840	\$6,862	\$7,884	\$70,080	\$82,344	\$94,608
RE60	NE	Environmental Scientist - Associate	\$5,437	\$6,252	\$7,067	\$65,244	\$75,024	\$84,804
RE65	E	Environmental Scientist	\$6,711	\$7,885	\$9,059	\$80,532	\$94,620	\$108,708
RE70	E	Environmental Scientist - Senior	\$7,260	\$8,531	\$9,802	\$87,120	\$102,372	\$117,624
RE75	E	Environmental Sustainability Program Manager	\$5,864	\$6,890	\$7,916	\$70,368	\$82,680	\$94,992
RF10	E	Financial Analyst	\$5,772	\$6,783	\$7,793	\$69,264	\$81,396	\$93,516
RF20	E	Financial Analyst - Senior	\$6,888	\$8,094	\$9,299	\$82,656	\$97,128	\$111,588
RG10	NE	GIS Data Technician	\$4,857	\$5,707	\$6,557	\$58,284	\$68,484	\$78,684
RG15	NE	GIS Analyst	\$5,681	\$6,676	\$7,670	\$68,172	\$80,112	\$92,040
RG20	NE	GIS Analyst - Senior	\$6,316	\$7,422	\$8,527	\$75,792	\$89,064	\$102,324
RG01	NE	Graphics Designer	\$5,072	\$5,960	\$6,848	\$60,864	\$71,520	\$82,176
RI10	E	Infrastructure Systems Engineer	\$7,789	\$9,152	\$10,515	\$93,468	\$109,824	\$126,180
RL01	NE	Legal Assistant	\$4,797	\$5,637	\$6,477	\$57,564	\$67,644	\$77,724
RM10	E	Management Analyst	\$5,742	\$6,747	\$7,751	\$68,904	\$80,964	\$93,012
RN01	E	Network Analyst	\$6,756	\$7,939	\$9,121	\$81,072	\$95,268	\$109,452
RN10	E	Network Systems Engineer	\$7,398	\$8,693	\$9,987	\$88,776	\$104,316	\$119,844
RP01	NE	Paralegal	\$5,448	\$6,402	\$7,355	\$65,376	\$76,824	\$88,260
RP10	NE	Payroll Analyst	\$4,836	\$5,683	\$6,529	\$58,032	\$68,196	\$78,348



Grade	FLSA	Position	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
RP15	NE	Permit Technician	\$4,734	\$5,562	\$6,390	\$56,808	\$66,744	\$76,680
RP20	NE	Planner - Assistant	\$5,169	\$6,074	\$6,979	\$62,028	\$72,888	\$83,748
RP25	E	Planner	\$6,008	\$7,059	\$8,110	\$72,096	\$84,708	\$97,320
RP35	E	Planner - Principal	\$7,555	\$8,877	\$10,199	\$90,660	\$106,524	\$122,388
RP30	E	Planner - Senior	\$6,838	\$8,035	\$9,231	\$82,056	\$96,420	\$110,772
RP45	NE	Plans Examiner	\$6,316	\$7,422	\$8,527	\$75,792	\$89,064	\$102,324
RP65	E	Program Administrator	\$6,382	\$7,500	\$8,617	\$76,584	\$90,000	\$103,404
RP66	NE	Program Aide	\$3,210	\$3,772	\$4,334	\$38,520	\$45,264	\$52,008
RP67	NE	Program Assistant	\$4,312	\$5,067	\$5,821	\$51,744	\$60,804	\$69,852
RP70	NE	Program Coordinator	\$5,440	\$6,391	\$7,342	\$65,280	\$76,692	\$88,104
RP75	E	Programmer Analyst	\$6,387	\$7,505	\$8,623	\$76,644	\$90,060	\$103,476
RP80	E	Programmer Analyst - Senior	\$8,045	\$9,453	\$10,860	\$96,540	\$113,436	\$130,320
RP85	NE	Purchasing Agent	\$5,128	\$6,025	\$6,922	\$61,536	\$72,300	\$83,064
RP90	E	Purchasing Agent - Senior	\$6,285	\$7,385	\$8,484	\$75,420	\$88,620	\$101,808
RR05	NE	Records Management Specialist	\$5,459	\$6,415	\$7,370	\$65,508	\$76,980	\$88,440
RR01	E	Recreation Program Administrator	\$6,075	\$7,139	\$8,202	\$72,900	\$85,668	\$98,424
RS30	E	Security and Compliance Analyst	\$6,974	\$8,195	\$9,415	\$83,688	\$98,340	\$112,980
RS10	E	Senior Systems Analyst	\$7,579	\$8,905	\$10,231	\$90,948	\$106,860	\$122,772
RS15	NE	Stormwater Inspector	\$5,582	\$6,560	\$7,537	\$66,984	\$78,720	\$90,444
RS20	NE	Systems Support Specialist	\$6,420	\$6,855	\$7,290	\$77,040	\$82,260	\$87,480
RT10	E	Technical Systems Coordinator	\$6,072	\$7,135	\$8,198	\$72,864	\$85,620	\$98,376
RT30	E	Technology Project Manager	\$7,989	\$9,387	\$10,784	\$95,868	\$112,644	\$129,408
RT20	E	Transportation Strategic Advisor	\$8,437	\$9,914	\$11,390	\$101,244	\$118,968	\$136,680