

NON-CODE

**CITY OF REDMOND  
ORDINANCE NO. 2990**

AN ORDINANCE OF THE CITY OF REDMOND, WASHINGTON, AMENDING ORDINANCE NO. 2977, PASSED BY THE CITY COUNCIL ON NOVEMBER 4, 2019, TO CORRECT NOMINAL ROUNDING ERRORS ON EXHIBIT 1, AND AMENDING PAY PLANS "N" AND "N-S," IN ORDER TO SET SALARIES FOR THE NON-REPRESENTED EMPLOYEES FOR THE YEAR 2020; 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 pay plans for non-represented employees.

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

Section 1.      Pay Plan "N" Amended.      Effective January 1, 2020, Pay Plan "N" covering Non-Represented 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. 2944 and subsequently amended on July 2, 2019 by Ordinance No. 2970 and subsequently amended on November 4, 2019 as adopted by Ordinance

No. 2977. The salary range adjustments to Pay Plan "N" also includes 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 "N" pay plan 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 "N-S" Amended. Effective January 1, 2020, the salary ranges in Pay Plan "N-S," the Non-Represented Supplemental Pay Plan, are also 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 "N," above the ranges in effect on April 2, 2019 as adopted by Ordinance No. 2955 and subsequently amended on November 4, 2019, as adopted by Ordinance No. 2977. In conjunction with the adjustment of the salary ranges, the salaries of all employees covered by "N-S" pay plan 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. Changes to Classifications. Changes made to the classifications on the "N" and "N-S" Pay Plans include:

(A) Positions Retitled: Human Resources Program Manager changed to Human Resources Manager; Parks Operations Supervisor changed to Parks Maintenance and Operations Supervisor;

(B) Position Added: Financial Services Supervisor;

(C) Positions Eliminated: Compensation Analyst, Economic Development Manager, EPSCA 800 Megahertz Console Technician, EPSCA Executive Director, Finance Officer, Human Resources Program and Policy Advisor, Strategic Funds Advisor, and Parks Maintenance Supervisor.

Section 4. 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 5. 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 3<sup>rd</sup> day of December,  
2019.

CITY OF REDMOND

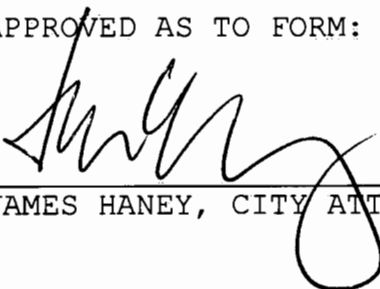
  
\_\_\_\_\_  
JOHN MARCHIONE, MAYOR

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. 2990

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

**2020 Pay Plan "N" - Non-Represented Employees**

Ordinance No.

Effective January 1, 2020

Grade	FLSA	Position Title	Monthly			Annually		
			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
NE68	NE	Accounting Associate - Senior	\$4,897	\$5,754	\$6,611	\$58,764	\$69,048	\$79,332
NA10	NE	Administrative Assistant	\$4,113	\$4,833	\$5,553	\$49,356	\$57,996	\$66,636
NA20	NE	Administrative Specialist	\$4,456	\$5,237	\$6,017	\$53,472	\$62,844	\$72,204
NA45	E	Assistant Director - Community Planning	\$9,568	\$11,242	\$12,916	\$114,816	\$134,904	\$154,992
NA46	E	Assistant Director - Development Services	\$9,713	\$11,414	\$13,114	\$116,556	\$136,968	\$157,368
NA50	E	Assistant Director Public Works, Maint. & Ops.	\$9,615	\$11,298	\$12,980	\$115,380	\$135,576	\$155,760
NA85	E	Assistant Director/City Engineer	\$9,878	\$11,607	\$13,335	\$118,536	\$139,284	\$160,020
NA70	E	Assistant Maintenance Manager	\$8,056	\$9,466	\$10,875	\$96,672	\$113,592	\$130,500
NM80	E	Chief Policy Advisor	\$9,709	\$11,409	\$13,109	\$116,508	\$136,908	\$157,308
NC01	E	City Clerk	\$7,744	\$9,098	\$10,452	\$92,928	\$109,176	\$125,424
NC15	E	Communications and Marketing Manager	\$8,387	\$9,855	\$11,323	\$100,644	\$118,260	\$135,876
NC60	E	Communications and Marketing Supervisor	\$7,088	\$8,329	\$9,569	\$85,056	\$99,948	\$114,828
NC05	E	Communications Dispatch Supervisor	\$6,593	\$7,748	\$8,902	\$79,116	\$92,976	\$106,824
<del>NC25</del>	<del>E</del>	<del>Compensation Analyst</del>	<del>\$6,081</del>	<del>\$7,147</del>	<del>\$8,212</del>	<del>\$72,972</del>	<del>\$85,764</del>	<del>\$98,544</del>
NC50	E	Customer Experience Manager	\$7,450	\$8,754	\$10,058	\$89,400	\$105,048	\$120,696
ND01	NE	Department Administrative Coordinator	\$5,220	\$6,134	\$7,047	\$62,640	\$73,608	\$84,564
ND40	E	Deputy Director Public Works/City Engineer	\$10,475	\$12,308	\$14,141	\$125,700	\$147,696	\$169,692
ND15	E	Deputy Finance Director	\$9,463	\$11,118	\$12,773	\$113,556	\$133,416	\$153,276
ND02	E	Deputy Human Resources Director	\$9,463	\$11,118	\$12,773	\$113,556	\$133,416	\$153,276
NA60	E	Deputy Fire Chief	\$10,854	\$12,754	\$14,653	\$130,248	\$153,048	\$175,836
ND05	E	Deputy Parks Director	\$9,070	\$10,657	\$12,244	\$108,840	\$127,884	\$146,928
ND20	E	Deputy Prosecuting Attorney	\$7,288	\$8,563	\$9,838	\$87,456	\$102,756	\$118,056
ND35	E	Deputy Dir. Planning & Community Development	\$9,962	\$11,706	\$13,449	\$119,544	\$140,472	\$161,388
ND25	E	Development Services Center Supervisor	\$7,422	\$8,721	\$10,019	\$89,064	\$104,652	\$120,228
ND30	E	Digital Forensic Investigator - Senior	\$6,577	\$7,728	\$8,879	\$78,924	\$92,736	\$106,548
<del>NE05</del>	<del>E</del>	<del>Economic Development Manager</del>	<del>\$8,004</del>	<del>\$9,510</del>	<del>\$10,926</del>	<del>\$97,128</del>	<del>\$114,120</del>	<del>\$131,112</del>
NE01	E	Emergency Preparedness Manager	\$8,379	\$9,846	\$11,312	\$100,548	\$118,152	\$135,744
NE20	E	Engineer - Senior	\$8,165	\$9,594	\$11,023	\$97,980	\$115,128	\$132,276
NE30	E	Engineering Manager	\$9,423	\$11,072	\$12,720	\$113,076	\$132,864	\$152,640
NE50	E	Engineering Supervisor	\$8,628	\$10,138	\$11,647	\$103,536	\$121,656	\$139,764
NE62	NE	EPSCA 900 Megahertz Console Technician	\$6,057	\$6,501	\$6,944	\$72,684	\$78,012	\$83,328
NE64	E	EPSCA Executive Director	\$9,269	\$10,890	\$12,511	\$111,228	\$130,680	\$150,132
NE68	NE	EPSCA Senior Accounting Associate	\$4,897	\$5,754	\$6,611	\$58,764	\$69,048	\$79,332
NE40	E	Executive Assistant	\$5,887	\$6,918	\$7,949	\$70,644	\$83,016	\$95,388
NF70	E	Facilities Manager	\$7,996	\$9,396	\$10,795	\$95,952	\$112,752	\$129,540
<del>NF05</del>	<del>E</del>	<del>Finance Officer</del>	<del>\$8,045</del>	<del>\$9,654</del>	<del>\$11,263</del>	<del>\$96,540</del>	<del>\$115,848</del>	<del>\$135,156</del>
NF20	E	Financial Analyst	\$5,772	\$6,783	\$7,793	\$69,264	\$81,396	\$93,516
NF30	E	Financial Analyst - Senior	\$6,888	\$8,094	\$9,299	\$82,656	\$97,128	\$111,588
NF40	E	Financial Planning Manager	\$8,621	\$10,130	\$11,639	\$103,452	\$121,560	\$139,668
NF60	E	Financial Services Manager	\$8,551	\$10,047	\$11,543	\$102,612	\$120,564	\$138,516
TBD	E	Financial Services Supervisor (NEW in 2020)	\$6,250	\$7,344	\$8,437	\$75,000	\$88,128	\$101,244
NH10	NE	Human Resources Analyst	\$5,848	\$6,872	\$7,895	\$70,176	\$82,464	\$94,740
NH15	E	Human Resources Program Manager	\$8,324	\$9,781	\$11,237	\$99,888	\$117,372	\$134,844
<del>NH25</del>	<del>E</del>	<del>Human Resources Program &amp; Policy Advisor</del>	<del>\$9,110</del>	<del>\$10,704</del>	<del>\$12,298</del>	<del>\$109,320</del>	<del>\$128,448</del>	<del>\$147,576</del>
NI01	E	Inspection Supervisor	\$6,931	\$8,144	\$9,356	\$83,172	\$97,728	\$112,272
NI10	E	IS Manager	\$9,665	\$11,356	\$13,047	\$115,980	\$136,272	\$156,564
NI20	E	IS Supervisor	\$8,663	\$10,179	\$11,695	\$103,956	\$122,148	\$140,340

**2020 Pay Plan "N" - Non-Represented Employees**

Ordinance No.

Effective January 1, 2020

Grade	FLSA	Position Title	Monthly			Annually		
			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
NM15	E	Maintenance and Operations Supervisor	\$7,384	\$8,676	\$9,968	\$88,608	\$104,112	\$119,616
NM01	E	Maintenance Manager	\$8,987	\$10,560	\$12,132	\$107,844	\$126,720	\$145,584
NP02	E	Park Maintenance and Operations Manager	\$7,485	\$8,795	\$10,105	\$89,820	\$105,540	\$121,260
NP05	E	<del>Parks Maintenance Supervisor</del>	<del>\$6,284</del>	<del>\$7,384</del>	<del>\$8,482</del>	<del>\$75,408</del>	<del>\$88,608</del>	<del>\$101,796</del>
NP10	E	Parks Maintenance and Operations Supervisor	\$6,419	\$7,541	\$8,663	\$77,028	\$90,492	\$103,956
NP25	E	Parks Planning and Cultural Arts Manager	\$8,033	\$9,439	\$10,845	\$96,396	\$113,268	\$130,140
NP30	E	Payroll Supervisor	\$6,245	\$7,338	\$8,430	\$74,940	\$88,056	\$101,160
NP50	E	Planning Manager	\$8,659	\$10,175	\$11,690	\$103,908	\$122,100	\$140,280
NA80	E	Police Captain	\$12,269	\$12,884	\$13,498	\$147,228	\$154,608	\$161,976
NP67	NE	Police Crime Analyst (limited duration)	\$5,668	\$6,518	\$7,368	\$68,016	\$78,216	\$88,416
NP69	NE	Police Program Coordinator (limited duration)	\$4,548	\$5,773	\$6,997	\$54,576	\$69,276	\$83,964
NP71	E	Police Support Services Manager	\$7,539	\$8,858	\$10,177	\$90,468	\$106,296	\$122,124
NP68	E	Police Support Services Supervisor	\$6,317	\$7,422	\$8,526	\$75,804	\$89,064	\$102,312
NP95	E	Project Management Office Manager	\$10,610	\$12,467	\$14,324	\$127,320	\$149,604	\$171,888
NP90	E	Purchasing/Contracting Manager	\$8,358	\$9,821	\$11,283	\$100,296	\$117,852	\$135,396
NR01	E	Real Property Manager	\$7,324	\$8,606	\$9,887	\$87,888	\$103,272	\$118,644
NR10	E	Recreation Division Manager	\$7,968	\$9,362	\$10,756	\$95,616	\$112,344	\$129,072
NR15	E	Recreation Program Administrator	\$6,273	\$7,371	\$8,468	\$75,276	\$88,452	\$101,616
NR20	E	Recreation Program Manager	\$6,790	\$7,978	\$9,166	\$81,480	\$95,736	\$109,992
NR60	NE	Risk & Safety Program Coordinator	\$5,937	\$6,977	\$8,016	\$71,244	\$83,724	\$96,192
NS40	E	Safety Program Manager	\$6,797	\$7,987	\$9,176	\$81,564	\$95,844	\$110,112
NS50	E	Security Compliance Manager	\$9,929	\$11,666	\$13,403	\$119,148	\$139,992	\$160,836
NS03	E	Senior Human Resources Analyst	\$6,812	\$8,004	\$9,195	\$81,744	\$96,048	\$110,340
NS06	E	<del>Strategic Funds Advisor</del>	<del>\$6,888</del>	<del>\$8,094</del>	<del>\$9,299</del>	<del>\$82,656</del>	<del>\$97,128</del>	<del>\$111,588</del>
NS10	E	Supervising Attorney	\$9,595	\$11,274	\$12,953	\$115,140	\$135,288	\$155,436
NU10	E	Utility Supervisor	\$7,909	\$9,293	\$10,677	\$94,908	\$111,516	\$128,124


**2020 Pay Plan "N-S" - Non-Represented Employees Supplemental**
**Ordinance No.**
**Effective January 1, 2020**
**Hourly**

Grade	FLSA	Position Title	Minimum	Midpoint	Maximum
SNE68	NE	Accounting Associate - Senior	\$22.60	\$26.84	\$31.08
SNA10	NE	Administrative Assistant	\$18.98	\$22.54	\$26.10
SNA20	NE	Administrative Specialist	\$20.57	\$24.42	\$28.28
SNA45	NE*	Assistant Director - Community Planning	\$44.16	\$52.44	\$60.72
SNA46	NE*	Assistant Director - Development Services	\$44.83	\$53.23	\$61.64
SNA50	NE*	Assistant Director Public Works, Maint. & Ops.	\$44.38	\$52.70	\$61.02
SNA85	NE*	Assistant Director/City Engineer	\$45.59	\$54.14	\$62.69
SNA70	NE*	Assistant Maintenance Manager	\$37.18	\$44.15	\$51.12
SNM80	NE*	Chief Policy Advisor	\$44.81	\$53.21	\$61.61
SNC01	NE*	City Clerk	\$35.74	\$42.44	\$49.14
SNC15	NE*	Communications and Marketing Manager	\$38.71	\$45.97	\$53.23
SNC60	NE*	Communications and Marketing Supervisor	\$32.71	\$38.85	\$44.98
SNC05	NE*	Communications Dispatch Supervisor	\$30.43	\$36.13	\$41.84
<del>SNC25</del>	<del>NE*</del>	<del>Compensation Analyst</del>	<del>\$28.07</del>	<del>\$33.33</del>	<del>\$38.59</del>
SNC50	NE*	Customer Experience Manager	\$34.38	\$40.83	\$47.28
SND01	NE	Department Administrative Coordinator	\$24.09	\$28.61	\$33.13
SND10	NE*	Deputy Director Public Works/City Engineer	\$48.35	\$57.41	\$66.48
SND15	NE*	Deputy Finance Director	\$43.68	\$51.86	\$60.05
SND02	NE*	Deputy Human Resources Director	\$43.68	\$51.86	\$60.05
SNA60	NE*	Deputy Fire Chief	\$50.10	\$59.49	\$68.88
SND05	NE*	Deputy Parks Director	\$41.86	\$49.71	\$57.56
SND20	NE*	Deputy Prosecuting Attorney	\$33.64	\$39.94	\$46.25
SND35	NE*	Deputy Dir. Planning & Community Development	\$45.98	\$54.60	\$63.22
SND25	NE*	Development Services Center Supervisor	\$34.26	\$40.68	\$47.10
SND30	NE*	Digital Forensic Investigator - Senior	\$30.36	\$36.05	\$41.74
<del>SNE05</del>	<del>NE*</del>	<del>Economic Development Manager</del>	<del>\$37.36</del>	<del>\$44.36</del>	<del>\$51.37</del>
SNE01	NE*	Emergency Preparedness Manager	\$38.67	\$45.92	\$53.17
SNE20	NE*	Engineer - Senior	\$37.68	\$44.75	\$51.82
SNE30	NE*	Engineering Manager	\$43.49	\$51.65	\$59.80
SNE50	NE*	Engineering Supervisor	\$39.82	\$47.29	\$54.75
SNE62	NE	EPSCA-800 Megahertz Console Technician	\$27.96	\$33.20	\$38.44
SNE64	NE*	EPSCA Executive Director	\$42.78	\$50.80	\$58.82



## 2020 Pay Plan "N-S" - Non-Represented Employees Supplemental

**Ordinance No.**

**Effective January 1, 2020**

### Hourly

Grade	FLSA	Position Title	Minimum	Midpoint	Maximum
SNE68	NE	EPSCA Senior Accounting Associate	\$22.60	\$26.84	\$31.08
SNE40	NE*	Executive Assistant	\$27.17	\$32.27	\$37.36
SNF70	NE*	Facilities Manager	\$36.90	\$43.82	\$50.74
<del>SNF05</del>	<del>NE*</del>	<del>Finance Officer</del>	<del>\$37.13</del>	<del>\$44.09</del>	<del>\$51.05</del>
SNF20	NE*	Financial Analyst	\$26.64	\$31.64	\$36.63
SNF30	NE*	Financial Analyst - Senior	\$31.79	\$37.75	\$43.71
SNF40	NE*	Financial Planning Manager	\$39.79	\$47.25	\$54.71
SNF60	NE*	Financial Services Manager	\$39.47	\$46.87	\$54.27
TBD	NE*	Financial Services Supervisor	\$28.85	\$34.25	\$39.66
SNH10	NE	Human Resources Analyst	\$26.99	\$32.05	\$37.11
SNH15	NE*	Human Resources Program Manager	\$38.42	\$45.62	\$52.83
<del>SNH25</del>	<del>NE*</del>	<del>Human Resources Program &amp; Policy Advisor</del>	<del>\$42.05</del>	<del>\$49.93</del>	<del>\$57.81</del>
SNI01	NE*	Inspection Supervisor	\$31.99	\$37.99	\$43.99
SNI10	NE*	IS Manager	\$44.61	\$52.97	\$61.34
SNI20	NE*	IS Supervisor	\$39.98	\$47.48	\$54.98
SNM15	NE*	Maintenance and Operations Supervisor	\$34.08	\$40.47	\$46.86
SNM01	NE*	Maintenance Manager	\$41.48	\$49.26	\$57.03
SNP02	NE*	Park Maintenance and Operations Manager	\$34.55	\$41.02	\$47.50
<del>SNP05</del>	<del>NE*</del>	<del>Parks Maintenance Supervisor</del>	<del>\$29.00</del>	<del>\$34.44</del>	<del>\$39.88</del>
SNP10	NE*	Parks <u>Maintenance and</u> Operations Supervisor	\$29.63	\$35.18	\$40.74
SNP25	NE*	Parks Planning and Cultural Arts Manager	\$37.08	\$44.03	\$50.98
SNP30	NE*	Payroll Supervisor	\$28.82	\$34.23	\$39.63
SNP50	NE*	Planning Manager	\$39.96	\$47.46	\$54.95
SNA80	NE*	Police Captain	\$56.63	\$67.24	\$77.86
SNP67	NE	Police Crime Analyst (limited duration)	\$26.16	\$31.07	\$35.97
SNP69	NE	Police Program Coordinator (limited duration)	\$20.99	\$24.93	\$28.86
SNP71	NE*	Police Support Services Manager	\$34.80	\$41.32	\$47.84
SNP68	NE*	Police Support Services Supervisor	\$29.16	\$34.62	\$40.09
SNP95	NE*	Project Management Office Manager	\$48.97	\$58.15	\$67.33
SNP90	NE*	Purchasing/Contracting Manager	\$38.58	\$45.81	\$53.04
SNR01	NE*	Real Property Manager	\$33.80	\$40.14	\$46.48
SNR10	NE*	Recreation Division Manager	\$36.78	\$43.67	\$50.57





### 2020 Pay Plan "N-S" - Non-Represented Employees Supplemental

**Ordinance No.**

**Effective January 1, 2020**

#### Hourly

Grade	FLSA	Position Title	Minimum	Midpoint	Maximum
SNR15	NE*	Recreation Program Administrator	\$28.95	\$34.38	\$39.81
SNR20	NE*	Recreation Program Manager	\$31.34	\$37.21	\$43.09
SNR60	NE	Risk & Safety Program Coordinator	\$27.40	\$32.54	\$37.68
SNS40	NE*	Safety Program Manager	\$31.37	\$37.25	\$43.13
SNS50	NE*	Security Compliance Manager	\$45.83	\$54.42	\$63.01
SNS03	NE*	Senior Human Resources Analyst	\$31.44	\$37.34	\$43.23
SNS06	NE*	<del>Strategic Funds Advisor</del>	<del>\$31.79</del>	<del>\$37.75</del>	<del>\$43.71</del>
SNS10	NE*	Supervising Attorney	\$44.28	\$52.59	\$60.89
SNU10	NE*	Utility Supervisor	\$36.50	\$43.35	\$50.19

\*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.