

NON-CODE

**CITY OF REDMOND
ORDINANCE NO. 2992**

AN ORDINANCE OF THE CITY OF REDMOND, WASHINGTON ESTABLISHING AMENDED 2019 PAY PLAN, ESTABLISHING 2020 PAY PLAN, AND ESTABLISHING 2021 PAY PLAN FOR EMPLOYEES REPRESENTED BY THE TEAMSTERS LOCAL NO. 117 REPRESENTING POLICE LIEUTENANTS

WHEREAS, the City of Redmond recently completed labor contract negotiations with the Teamsters Local No. 117 representing police lieutenants; and

WHEREAS, the negotiations resulted in amendment of the T Pay Plan salary range adopted by Ordinance No. 2946.

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

Section 1. Amended 2019 T Pay Plan Adopted. Effective September 1, 2019, the salary range in the T Pay Plan adopted by Ordinance No. 2946 shall be amended and replaced by Amended 2019 T Pay Plan. The salary range in the Amended 2019 T Pay Plan, attached to this ordinance as Exhibit 1, was market priced and will be increased to reflect current market conditions as compared to the current 2019 T Pay Plan adopted by Ordinance

No. 2946. The Amended 2019 T Pay Plan is attached as Exhibit 1 and is incorporated herein as if set forth in full.

Section 2. 2020 T Pay Plan Adopted. Effective January 1, 2020, the salary range in the T Pay Plan referenced in Section 1 shall be replaced by the 2020 T Pay Plan. The 2020 T Pay Plan will have five steps instead of a salary range. New employees shall enter at the first step and move up the steps every twelve months in the Lieutenant position until reaching the top step. The highest step on the 2020 T Pay Plan represents a 4 percent increase from the top of the Amended 2019 Pay Plan salary range. The lowest step on the 2020 T Pay Plan represents a 4 percent increase from the bottom of the Amended 2019 Pay Plan salary range. The 2020 T Pay Plan is attached as Exhibit 2 and is incorporated herein as if set forth in full.

Section 3. 2021 T Pay Plan Adopted. Effective January 1, 2021, the 2020 T Pay Plan referenced in Section 2 shall be replaced by the 2021 T Pay Plan. Each step on the Pay Plan has been increased by 3 percent from the salary steps in the 2020 T Pay Plan. The 2021 T Pay Plan is attached as Exhibit 3 and is incorporated herein as if set forth in full.

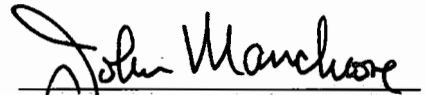
Section 4. Severability. If any section, sentence, clause or phrase of this ordinance should be held to be invalid or unconstitutional by a court of competent jurisdiction, such invalidity or unconstitutionality shall not affect the validity or

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.

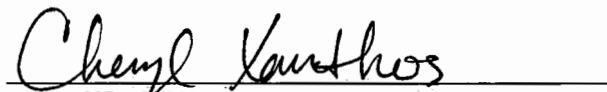
ADOPTED by the Redmond City Council this 3rd day of December,
2019.

CITY OF REDMOND



JOHN MARCHIONE, MAYOR

ATTEST:



CHERYL KANTHOS, 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. 2992	

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



2019 PAY PLAN "T" - TEAMSTERS

Ordinance No. XXXX

Amended effective September 1, 2019

Grade	Position Title	<u>Monthly</u>			<u>Annually</u>		
		Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
T01	Police Lieutenant	\$10,701	\$11,753	\$12,312	\$128,412	\$141,036	\$147,744



2020 PAY PLAN LIEUTENANTS

Ordinance No. XXXX
 Police Lieutenants
 Effective January 1, 2020

Grade	FLSA	Position Title	Step	Duration	Monthly	Annually
T01	E	Lieutenant	A	0-12m	\$11,129	\$133,548
			B	13-24m	\$11,546	\$138,552
			C	25-36m	\$11,964	\$143,568
			D	37-48m	\$12,383	\$148,596
			E	49m+	\$12,805	\$153,660



2021 PAY PLAN LIEUTENANTS

Ordinance No. XXXX
Police Lieutenants
Effective January 1, 2021

Grade	FLSA	Position Title	Step	Duration	Monthly	Annually
T01	E	Lieutenant	A	0-12m	\$11,463	\$137,556
			B	13-24m	\$11,892	\$142,704
			C	25-36m	\$12,323	\$147,876
			D	37-48m	\$12,754	\$153,048
			E	49m+	\$13,189	\$158,268