

NON-CODE

**CITY OF REDMOND  
ORDINANCE NO. 2994**

AN ORDINANCE OF THE CITY OF REDMOND, WASHINGTON, AMENDING PAY PLANS "N" AND "N-S" IN ORDER TO ADD A JOB CLASSIFICATION TO THE NON-REPRESENTED AND NON-REPRESENTED SUPPLEMENTAL PAY PLANS AND REMOVE A JOB CLASSIFICATION FROM THOSE PAY PLANS; PROVIDING FOR SEVERABILITY AND ESTABLISHING AN EFFECTIVE DATE

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WHEREAS, the "N" and "N-S" Pay Plans were updated and amended effective January 1, 2020; and

WHEREAS, the Pay Plans adopted by Ordinance No. 2990 are hereby amended based upon needs in the Executive Department to cover the department's workload at an analyst level and to be able to hire and/or transfer individuals with the necessary skills; and

WHEREAS, collaborative efforts between the Executive Department and Human Resources Department, who conducted classification research, have resulted in the recommendation to include a new classification in the "N" and "N-S" Pay Plans and remove an existing classification.

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

Section 1.      Pay Plans "N" and "N-S" Amended.      The 2020 Non-Represented "N" Pay Plan and 2020 Non-Represented Supplemental

"N-S" Pay Plan adopted by Ordinance No. 2990 are hereby amended to reflect the additional classification and salary range of Executive Analyst and the removal of the Executive Assistant classification. The amended Pay Plans are attached as Exhibit 1 and Exhibit 2 and incorporated herein as if set forth in full.

Section 2. Pay Plan Effective Date. The effective date of the amended pay plan will be February 5, 2020.

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 4<sup>th</sup> day of February,  
2020.

CITY OF REDMOND

  
ANGELA BIRNEY, MAYOR

ATTEST:

  
CHERYL XANTHOS, MMC, CITY CLERK

(SEAL)

APPROVED AS TO FORM:

  
JAMES E. HANEY, CITY ATTORNEY

FILED WITH THE CITY CLERK: January 21, 2020  
PASSED BY THE CITY COUNCIL: February 4, 2020  
SIGNED BY THE MAYOR: February 7, 2020  
PUBLISHED: February 10, 2020  
EFFECTIVE DATE: February 15, 2020  
ORDINANCE NO.: 2994

YES: ANDERSON, CARSON, FORSYTHE, KHAN, KRITZER, PADHYE

NO: FIELDS

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

**Ordinance No.**  
**Effective**

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
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
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
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	\$82,016	\$93,388
TBD E	Executive Analyst	\$6,110	\$7,179	\$8,248	\$73,320	\$86,148	\$98,976
NF70 E	Facilities Manager	\$7,996	\$9,396	\$10,795	\$95,952	\$112,752	\$129,540
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	\$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 Manager	\$8,324	\$9,781	\$11,237	\$99,888	\$117,372	\$134,844
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
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
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

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

**Ordinance No.**  
**Effective**

Grade	FLSA	Position Title	Monthly			Annually		
			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
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
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**

### 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
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 Developmen	\$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
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
SNE68	NE	EPSCA Senior Accounting Associate	\$22.60	\$26.84	\$31.08
<del>SNE40</del>	<del>NE*</del>	<del>Executive Assistant</del>	<del>\$27.17</del>	<del>\$32.27</del>	<del>\$37.36</del>
TBD	NE*	Executive Analyst	\$28.20	\$33.49	\$38.78
SNF70	NE*	Facilities Manager	\$36.90	\$43.82	\$50.74



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

**Ordinance No.**

**Effective**

### Hourly

Grade	FLSA	Position Title	Minimum	Midpoint	Maximum
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 Manager	\$38.42	\$45.62	\$52.83
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
SNP10	NE*	Parks Maintenance and 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
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



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

**Ordinance No.**

**Effective**

Hourly

Grade	FLSA	Position Title	Minimum	Midpoint	Maximum
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.