

NON-CODE

**CITY OF REDMOND
ORDINANCE NO. 2986**

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

WHEREAS, Pay Plan "A" and the Supplemental Pay Plan "AF-S" 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 AFSCME collective bargaining agreement.

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

Section 1. Pay Plan "A" Amended. Effective January 1, 2020, Pay Plan "A" covering employees represented by Washington State Council of County and City Employees Local 21-RD (AFSCME) is hereby amended and the salary ranges increased 1.7 percent above the ranges in effect on April 2, 2019, as adopted by Ordinance No. 2956. In conjunction with the adjustment of the salary ranges,

the salaries of employees covered by the "A" pay plan will be increased across-the-board 1.7 percent. The amended Pay Plan is attached as Exhibit 1 and incorporated herein as if set forth in full.


Section 2. Pay Plan "AF-S" Amended. Effective January 1, 2020, the salary ranges in Pay Plan "AF-S," the AFSCME Supplemental Pay Plan, are adjusted to increase the salary ranges 1.7 percent, to within eighty percent (80%) and one-hundred twenty percent (120%) of the salary range minimum for the comparable classifications in Pay Plan "A," above the ranges in effect on April 2, 2019, as adopted by Ordinance No. 2956. In conjunction with the adjustment of the salary ranges, the salaries of employees "AF-S" pay plan will be increased across-the-board 1.7 percent. The amended Pay Plan 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

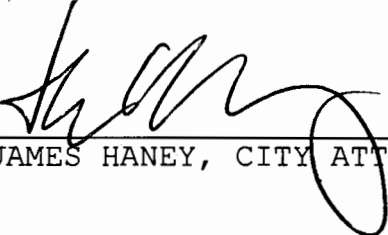
ATTEST:



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. 2986

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



2020 PAY PLAN "A" - AFSCME

Ordinance No.

Washington State Council of County and City Employees - Local 21-RD Bargaining Unit

Effective Jan. 1, 2020

Grade	FLSA	Position Title	Monthly			Annually		
			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
A5	NE	Maintenance Aide	\$3,651	\$4,199	\$4,746	\$43,812	\$50,388	\$56,952
A9A	NE	Meter Reader	\$4,235	\$4,870	\$5,505	\$50,820	\$58,440	\$66,060
A8/11	NE	Maintenance Technician	\$4,541	\$5,676	\$6,811	\$54,492	\$68,112	\$81,732
A10	NE	Small Equipment Auto Service Worker	\$4,731	\$5,441	\$6,150	\$56,772	\$65,292	\$73,800
A17	NE	Inventory Control Specialist	\$4,903	\$5,639	\$6,375	\$58,836	\$67,668	\$76,500
A18	NE	Water Quality Cross Connection Specialist	\$5,503	\$6,329	\$7,154	\$66,036	\$75,948	\$85,848
A19	NE	HVAC Technician	\$5,536	\$6,366	\$7,196	\$66,432	\$76,392	\$86,352
A13	NE	Utility Systems Technician	\$5,684	\$6,537	\$7,389	\$68,208	\$78,444	\$88,668
A20	NE	Water Quality Analyst	\$5,726	\$6,585	\$7,443	\$68,712	\$79,020	\$89,316
A21	NE	Traffic Signal Technician	\$5,738	\$6,599	\$7,460	\$68,856	\$79,188	\$89,520
A16	E	Source Control Administrator	\$5,782	\$6,649	\$7,516	\$69,384	\$79,788	\$90,192
A14	NE	Lead Maintenance Worker	\$5,797	\$6,812	\$7,826	\$69,564	\$81,744	\$93,912
A12	NE	Mechanic	\$5,816	\$6,689	\$7,561	\$69,792	\$80,268	\$90,732
A22	NE	Fleet Ops Lead	\$6,046	\$6,953	\$7,859	\$72,552	\$83,436	\$94,308
A15	NE	Lead Traffic Signal Technician	\$6,083	\$6,995	\$7,907	\$72,996	\$83,940	\$94,884
A15	NE	ITS Network Technician	\$6,083	\$6,995	\$7,907	\$72,996	\$83,940	\$94,884



2020 Pay Plan "AF-S" AFSCME Supplemental

Ordinance No.
Washington State Council of County and City Employees - Local 21-RD Bargaining Unit
Effective Jan. 1, 2020

Hourly

Grade	FLSA	Position Title	Minimum	Midpoint	Maximum
SA5	NE	Maintenance Aide	\$16.85	\$21.07	\$25.28
SA9A	NE	Meter Reader	\$19.55	\$24.44	\$29.32
SA8/11	NE	Maintenance Technician	\$20.96	\$26.20	\$31.44
SA10	NE	Small Equipment Auto Service Worker	\$21.84	\$27.30	\$32.75
SA17	NE	Inventory Control Specialist	\$22.63	\$28.29	\$33.94
SA18	NE	Water Quality Cross Connection Specialist	\$25.40	\$31.75	\$38.10
SA19	NE	HVAC Technician	\$25.55	\$31.94	\$38.33
SA13	NE	Utility Systems Technician	\$26.23	\$32.79	\$39.35
SA20	NE	Water Quality Analyst	\$26.43	\$33.04	\$39.64
SA21	NE	Traffic Signal Technician	\$26.48	\$33.10	\$39.72
SA16	NE*	Source Control Administrator	\$26.69	\$33.36	\$40.03
SA14	NE	Lead Maintenance Worker	\$26.76	\$33.45	\$40.13
SA12	NE	Mechanic	\$26.84	\$33.55	\$40.26
SA22	NE	Fleet Ops Lead	\$27.90	\$34.88	\$41.86
SA15	NE	Lead Traffic Signal Technician	\$28.08	\$35.10	\$42.11
SA15	NE	ITS Network Technician	\$28.08	\$35.10	\$42.11

*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.