

NON-CODE

**CITY OF REDMOND
ORDINANCE NO. 2944**

AN ORDINANCE OF THE CITY OF REDMOND,
WASHINGTON, AMENDING PAY PLANS "N" AND "E" IN
ORDER TO SET SALARIES FOR NON-UNION AND
EXECUTIVE EMPLOYEES FOR THE YEAR 2019;
PROVIDING FOR SEVERABILITY AND ESTABLISHING AN
EFFECTIVE DATE

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 respective pay plans for non-union and executive employees.

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

Section 1. Pay Plans Amended.

(A) Effective January 1, 2019, Pay Plan "N" covering non-union employees is hereby amended and the salary ranges increased 3.6 percent above the ranges in effect on January 1, 2018, as adopted by Ordinance No. 2904 and subsequently amended on April 3, 2018, with Council approval of Ordinance No. 2918 and on October 16, 2018, with Council approval of Ordinance No. 2933. Changes to the classifications include: jobs retitled: Customer Service Manager changed to Customer Experience Manager; Parks and Facilities Maintenance and Operations Manager changed to Parks

Maintenance and Operations Manager; job classification eliminated:
Police Lieutenant; job classifications added: Safety Program
Manager, Facilities Manager, Security Compliance Manager, Project
Management Office Manager, Deputy Director Planning and Community
Development, Assistant Director Public Works/City Engineer, and
Communications and Marketing Supervisor.

In conjunction with the adjustment of the salary ranges, the
salaries of all non-union, non-executive employees covered by the
"N" pay plan will be increased across-the-board 3.6 percent. The
amended Pay Plan is attached as Exhibit 1 and incorporated herein
as if set forth in full.

(B) Effective January 1, 2018, Pay Plan "E" covering executive
employees is hereby amended and the salary ranges adjusted
approximately 4-13 percent per a competitive market analysis,
changing the ranges in effect on January 1, 2018, as adopted by
Ordinance No. 2904 and subsequently amended on July 3, 2018, with
Council approval of Ordinance No. 2927. Pay Plan "E" will be
changed to include four salary grades instead of two. In
conjunction with the adjustment of the salary ranges, the salaries
of all executive employees covered by the "E" pay plan will be
increased across-the-board 3.6 percent. The amended Pay Plan is
attached as Exhibit 2 and incorporated herein as if set forth in
full.

Section 2. 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 3. 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 4th day of December,
2018.

CITY OF REDMOND

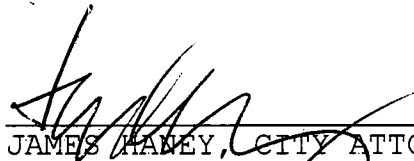

JOHN MARCHIONE, MAYOR

ATTEST:


MICHELLE M. HART, MMC, CITY CLERK

(SEAL)

APPROVED AS TO FORM:


JAMES HANEY, CITY ATTORNEY

| | |
|-----------------------------|-------------------|
| FILED WITH THE CITY CLERK: | November 20, 2018 |
| PASSED BY THE CITY COUNCIL: | December 4, 2018 |
| SIGNED BY THE MAYOR: | December 7, 2018 |
| PUBLISHED: | December 10, 2018 |
| EFFECTIVE DATE: | December 15, 2018 |
| ORDINANCE NO. 2944 | |

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

City of Redmond
Non-Represented Employee Pay Plan
Effective January 1, 2019

| Grade | Title | Minimum | Midpoint | Maximum |
|--------------|---|----------------|-----------------|----------------|
| NA10 | Administrative Assistant | \$4,024 | \$4,628 | \$5,232 |
| NA20 | Administrative Specialist | \$4,278 | \$4,920 | \$5,562 |
| NA45 | Assistant Director - Community Planning | \$7,903 | \$9,485 | \$11,066 |
| NA46 | Assistant Director - Development Services | \$8,421 | \$10,105 | \$11,789 |
| NA50 | Assistant Director Public Works, Maintenance & Operations | \$9,426 | \$11,076 | \$12,725 |
| NA85 | Assistant Director/City Engineer | \$9,426 | \$11,076 | \$12,725 |
| NA70 | Assistant Maintenance Manager | \$7,621 | \$8,954 | \$10,286 |
| NM80 | Chief Policy Advisor | \$9,519 | \$11,186 | \$12,852 |
| NC01 | City Clerk | \$7,592 | \$8,920 | \$10,247 |
| NC15 | Communications and Marketing Manager | \$7,819 | \$9,187 | \$10,554 |
| NC60 | Communications and Marketing Supervisor | \$6,769 | \$7,953 | \$9,138 |
| NC05 | Communications Dispatch Supervisor | \$6,333 | \$7,442 | \$8,550 |
| NC25 | Compensation Analyst | \$5,962 | \$7,007 | \$8,051 |
| NC50 | Customer Experience Manager | \$7,003 | \$8,229 | \$9,455 |
| ND01 | Department Administrative Coordinator | \$4,854 | \$5,583 | \$6,311 |
| ND15 | Deputy Finance Director | \$9,277 | \$10,900 | \$12,523 |
| ND02 | Deputy Human Resources Director | \$9,277 | \$10,900 | \$12,523 |
| NA60 | Deputy Fire Chief | \$9,813 | \$11,530 | \$13,246 |
| ND05 | Deputy Parks Director | \$8,328 | \$9,786 | \$11,244 |
| ND20 | Deputy Prosecuting Attorney | \$7,026 | \$8,256 | \$9,485 |
| ND35 | Deputy Director Planning and Community Development | \$9,198 | \$10,808 | \$12,418 |
| ND25 | Development Services Center Supervisor | \$6,966 | \$8,185 | \$9,404 |
| ND30 | Digital Forensic Investigator - Senior | \$5,988 | \$7,036 | \$8,083 |
| NE05 | Economic Development Manager | \$7,575 | \$8,901 | \$10,227 |
| NE01 | Emergency Preparedness Manager | \$7,915 | \$9,301 | \$10,687 |
| NE20 | Engineer - Senior | \$7,560 | \$8,884 | \$10,207 |
| NE30 | Engineering Manager | \$8,742 | \$10,271 | \$11,800 |
| NE50 | Engineering Supervisor | \$8,102 | \$9,520 | \$10,938 |
| NE62 | EPSCA 800 Magahertz Console Technician | \$5,938 | \$6,373 | \$6,808 |
| NE64 | EPSCA Executive Director | \$9,087 | \$10,677 | \$12,266 |
| NE68 | EPSCA Senior Accounting Associate | \$4,801 | \$5,641 | \$6,481 |
| NE40 | Executive Assistant | \$5,465 | \$6,283 | \$7,101 |

| | | | | |
|------|---|----------|----------|----------|
| NF70 | Facilities Manager | \$7,518 | \$8,833 | \$10,149 |
| NF05 | Finance Officer | \$7,426 | \$8,910 | \$10,394 |
| NF20 | Financial Analyst | \$5,474 | \$6,432 | \$7,389 |
| NF30 | Financial Analyst - Senior | \$6,305 | \$7,410 | \$8,514 |
| NF40 | Financial Planning Manager | \$8,013 | \$9,415 | \$10,817 |
| NF60 | Financial Services Manager | \$7,896 | \$9,278 | \$10,659 |
| NH10 | Human Resources Analyst | \$5,461 | \$6,416 | \$7,371 |
| NH15 | Human Resources Program Manager | \$7,958 | \$9,351 | \$10,743 |
| NH25 | Human Resources Program & Policy Advisor | \$8,678 | \$10,197 | \$11,715 |
| NI01 | Inspection Supervisor | \$6,795 | \$7,984 | \$9,173 |
| NI10 | IS Manager | \$9,168 | \$10,772 | \$12,376 |
| NI20 | IS Supervisor | \$7,911 | \$9,295 | \$10,679 |
| NM15 | Maintenance and Operations Supervisor | \$6,927 | \$8,140 | \$9,352 |
| NM01 | Maintenance Manager | \$8,811 | \$10,353 | \$11,894 |
| NP02 | Parks Maintenance and Operations Manager | \$7,338 | \$8,623 | \$9,907 |
| NP05 | Parks Maintenance Supervisor | \$5,720 | \$6,722 | \$7,723 |
| NP10 | Parks Operations Supervisor | \$6,293 | \$7,393 | \$8,493 |
| NP25 | Parks Planning and Cultural Arts Manager | \$7,875 | \$9,254 | \$10,632 |
| NP30 | Payroll Supervisor | \$6,123 | \$7,194 | \$8,265 |
| NP50 | Planning Manager | \$8,029 | \$9,435 | \$10,841 |
| NA80 | Police Captain | \$12,028 | \$12,631 | \$13,233 |
| NP67 | Police Crime Analyst (limited duration) | \$5,557 | \$6,391 | \$7,224 |
| NP69 | Police Program Coordinator (limited duration) | \$4,343 | \$5,512 | \$6,681 |
| NP71 | Police Support Services Manager | \$7,391 | \$8,684 | \$9,977 |
| NP68 | Police Support Services Supervisor | \$6,193 | \$7,276 | \$8,359 |
| NP95 | Project Management Office Manager | \$10,208 | \$11,994 | \$13,781 |
| NP90 | Purchasing/Contracting Manager | \$7,762 | \$9,120 | \$10,478 |
| NR01 | Real Property Manager | \$6,411 | \$7,534 | \$8,656 |
| NR10 | Recreation Division Manager | \$7,812 | \$9,179 | \$10,545 |
| NR15 | Recreation Program Administrator | \$5,923 | \$6,960 | \$7,996 |
| NR60 | Risk & Safety Program Coordinator | \$5,686 | \$6,681 | \$7,676 |
| NS40 | Safety Program Manager | \$6,664 | \$7,830 | \$8,996 |
| NS50 | Security Compliance Manager | \$9,493 | \$11,155 | \$12,816 |
| NS03 | Senior Human Resources Analyst | \$6,311 | \$7,416 | \$8,520 |
| NS06 | Strategic Funds Advisor | \$6,255 | \$7,349 | \$8,443 |
| NS10 | Supervising Attorney | \$8,684 | \$10,204 | \$11,723 |
| NU10 | Utility Supervisor | \$7,425 | \$8,725 | \$10,024 |

**CITY OF REDMOND
PAY PLAN "E" - EXECUTIVE PAY PLAN
Effective January 1, 2019**

| Grade | Title | Monthly | | |
|-------|--|----------|----------|----------|
| | | Minimum | Midpoint | Maximum |
| 7 | Chief Operating Officer | \$12,083 | \$14,499 | \$16,916 |
| 8 | Parks Director | \$10,694 | \$12,833 | \$14,972 |
| | Planning Director | \$10,694 | \$12,833 | \$14,972 |
| 9 | Human Resources Director | \$11,181 | \$13,417 | \$15,653 |
| | Finance Director | \$11,181 | \$13,417 | \$15,653 |
| | Technology & Information Services Director | \$11,181 | \$13,417 | \$15,653 |
| 10 | Fire Chief | \$11,597 | \$13,916 | \$16,235 |
| | Police Chief | \$11,597 | \$13,916 | \$16,235 |
| | Public Works Director | \$11,597 | \$13,916 | \$16,235 |