

NON-CODE

**CITY OF REDMOND
ORDINANCE NO. 2945**

AN ORDINANCE OF THE CITY OF REDMOND,
WASHINGTON ESTABLISHING THE 2019 PAY PLAN FOR
EMPLOYEES COVERED BY THE REDMOND CITY HALL
EMPLOYEES ASSOCIATION REPRESENTING EMPLOYEES
IN PROFESSIONAL, TECHNICAL, AND
ADMINISTRATIVE POSITIONS

WHEREAS, the City of Redmond completed labor contract negotiations with the RCHEA bargaining unit, representing a range of clerical, professional and technical employees, to establish a collective bargaining agreement covering October 1, 2016-September 30, 2019; and

WHEREAS, agreed upon terms of compensation include:

Cost of Living Adjustments: Effective January 1, 2019, employees shall receive a cost of living adjustment equal to the percentage rate of the June 2017 to June 2018 CPI-W for the Seattle area. This percentage rate is 3.6 percent.

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

Section 1. Pay Plan Amended. Effective January 1, 2019, Pay Plan R covering all employees in the RCHEA bargaining unit is hereby amended and the salary ranges increased 3.6 percent above the ranges in effect on December 31, 2018. Changes to job

classifications include: job classification eliminated: Preschool Teacher; job classifications added: Technology Project Manager, Security and Compliance Analyst, Infrastructure Systems Engineer, and Environmental Sustainability Program Manager. In conjunction with the adjustment of the salary ranges, there will also be a 3.6 percent across-the-board increase to employees' salaries over those salaries in effect on December 31, 2018. The amended pay plan is attached as Exhibit 1 and is 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.


ADOPTED by the Redmond City Council this 4th day of December,
2018.

CITY OF REDMOND



JOHN MARCHIONE, MAYOR

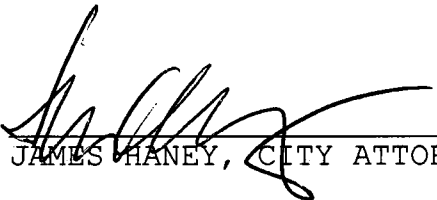
ATTEST:



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. 2945	

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

City of Redmond
2019 RCHEA Employees "R" Pay Plan

Ordinance No. XXXX

Grade	Position	Minimum	Midpoint	Maximum
RA10	Accountant	\$4,953	\$5,820	\$6,687
RA20	Accountant - Senior	\$5,629	\$6,615	\$7,601
RA25	Accounting Specialist - Associate	\$3,783	\$4,351	\$4,919
RA26	Accounting Specialist	\$4,247	\$4,884	\$5,520
RA27	Accounting Specialist - Senior	\$4,840	\$5,568	\$6,295
RA30	Administrative Assistant	\$4,047	\$4,655	\$5,262
RA50	Administrative Specialist	\$4,301	\$4,947	\$5,593
RB01	Building Inspector Technician	\$4,764	\$5,478	\$6,192
RB20	Building Inspector	\$5,728	\$6,587	\$7,446
RB30	Building Inspector - Senior	\$6,301	\$7,246	\$8,191
RB70	Business Application Specialist	\$5,098	\$5,863	\$6,628
RB75	Business Analyst	\$6,036	\$7,092	\$8,148
RC05	Capital & Grant Analyst	\$5,312	\$6,109	\$6,906
RC20	Code Enforcement Officer	\$5,606	\$6,446	\$7,286
RC25	Communications & Marketing Project Administrator	\$6,167	\$7,247	\$8,327
RC35	Communications & Marketing Specialist	\$5,528	\$6,496	\$7,463
RC40	Construction Inspector	\$5,609	\$6,450	\$7,290
RC50	Construction Inspector - Lead	\$6,212	\$7,299	\$8,385
RC60	Cultural Arts Administrator	\$6,204	\$7,290	\$8,375
RD20	Department Administrative Coordinator	\$4,882	\$5,615	\$6,347
RD40	Deputy City Clerk	\$4,842	\$5,569	\$6,296
RE10	Engineer	\$6,465	\$7,596	\$8,726
RE01	Engineer - Associate	\$5,595	\$6,435	\$7,275
RE20	Engineer - Senior	\$7,603	\$8,935	\$10,266
RE40	Engineering Technician	\$5,178	\$5,955	\$6,732
RE30	Engineering Technician - Associate	\$4,181	\$4,809	\$5,437
RE50	Engineering Technician - Senior	\$5,675	\$6,527	\$7,378
RE60	Environmental Scientist - Associate	\$5,330	\$6,129	\$6,928
RE65	Environmental Scientist	\$6,472	\$7,605	\$8,737
RE70	Environmental Scientist - Senior	\$7,118	\$8,364	\$9,610
RE75	Environmental Sustainability Program Manager	\$5,749	\$6,755	\$7,761
RF10	Financial Analyst	\$5,505	\$6,468	\$7,431
RF20	Financial Analyst - Senior	\$6,341	\$7,452	\$8,563
RG10	GIS Data Technician	\$4,793	\$5,511	\$6,229
RG15	GIS Analyst	\$5,445	\$6,397	\$7,349
RG20	GIS Analyst - Senior	\$6,009	\$7,060	\$8,111

**City of Redmond
2019 RCHEA Employees "R" Pay Plan**

Ordinance No. XXXX

Grade	Position	Minimum	Midpoint	Maximum
RG01	Graphics Designer	\$4,992	\$5,743	\$6,493
RI10	Infrastructure Systems Engineer	\$7,636	\$8,972	\$10,309
RL01	Legal Assistant	\$4,703	\$5,527	\$6,350
RM10	Management Analyst	\$4,933	\$6,323	\$7,712
RN01	Network Analyst	\$6,466	\$7,597	\$8,727
RN10	Network Systems Engineer	\$7,253	\$8,522	\$9,791
RP01	Paralegal	\$5,226	\$6,140	\$7,054
RP10	Payroll Analyst	\$4,609	\$5,300	\$5,990
RP15	Permit Technician	\$4,521	\$5,198	\$5,875
RP20	Planner - Assistant	\$5,001	\$5,751	\$6,501
RP25	Planner	\$5,500	\$6,462	\$7,424
RP35	Planner - Principal	\$6,890	\$8,095	\$9,299
RP30	Planner - Senior	\$6,263	\$7,359	\$8,455
RP45	Plans Examiner	\$6,198	\$7,128	\$8,058
RP65	Program Administrator	\$5,956	\$6,999	\$8,041
RP66	Program Aide	\$3,127	\$3,596	\$4,065
RP67	Program Assistant	\$4,176	\$4,803	\$5,429
RP70	Program Coordinator	\$5,333	\$6,266	\$7,198
RP75	Programmer Analyst	\$5,929	\$6,967	\$8,004
RP80	Programmer Analyst - Senior	\$7,207	\$8,469	\$9,731
RP85	Purchasing Agent	\$4,966	\$5,709	\$6,452
RP90	Purchasing Agent - Senior	\$5,912	\$6,947	\$7,982
RR05	Records Management Specialist	\$4,792	\$5,510	\$6,228
RR01	Recreation Program Administrator	\$5,956	\$6,999	\$8,041
RS30	Security and Compliance Analyst	\$6,494	\$7,631	\$8,768
RS10	Senior Systems Analyst	\$7,430	\$8,730	\$10,030
RS15	Stormwater Inspector	\$5,112	\$5,879	\$6,646
RS20	Systems Support Specialist	\$5,151	\$5,924	\$6,696
RT10	Technical Systems Coordinator	\$5,953	\$6,995	\$8,037
RT30	Technology Project Manager	\$7,832	\$9,202	\$10,573
RT20	Transportation Strategic Advisor	\$7,908	\$9,293	\$10,677