

**CITY OF REDMOND
ORDINANCE NO. 2918**

AN ORDINANCE OF THE CITY OF REDMOND,
WASHINGTON, AMENDING THE NON-UNION PAY PLAN
FOR THE YEAR 2018; PROVIDING FOR SEVERABILITY
AND ESTABLISHING AN EFFECTIVE DATE

WHEREAS, Resolution No. 1142 subsequently amended by Resolution No. 1358 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 are reflected in the 2018 Non-Union Pay Plan established by Council approval of Ordinance No. 2904 in December 2017; and

WHEREAS, the classification research in the Human Resources Department has resulted in the recommendation to add or rename classifications in order to cover existing work and/or to be able to hire individuals with the necessary skills and adopt the necessary corresponding pay ranges; and

WHEREAS, implementation of the recommendations will require an amendment of the 2018 Non-Union Pay Plan.

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

Section 1. Pay Plan Adopted. The 2018 Non-Union Pay Plan adopted by Ordinance No. 2904, will be amended by adding the classifications and salary ranges for Accounting Associate-Senior

and Recreation Program Manager, and renaming the classification title of Parks Maintenance and Operations Manager to Parks and Facilities Maintenance and Operations Manager. The amended Pay Plan is attached as Exhibit 1 and incorporated herein as if set forth in full.

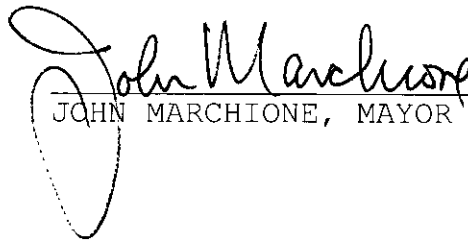
Section 2. Pay Plan Effective Date. The effective date of the amended pay plan will be April 16, 2018. The amended pay plan does not result in any retroactive adjustment to the salary of any employee covered by the plan.

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 April,
2018.

CITY OF REDMOND

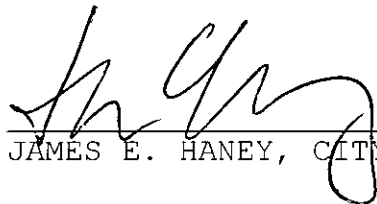

JOHN MARCHIONE, MAYOR

ATTEST:


CITY CLERK, MICHELLE M. HART, MMC

(SEAL)

APPROVED AS TO FORM:


JAMES E. HANEY, CITY ATTORNEY

FILED WITH THE CITY CLERK: March 20, 2018
PASSED BY THE CITY COUNCIL: April 3, 2018
SIGNED BY THE MAYOR: April 6, 2018
PUBLISHED: April 9, 2018
EFFECTIVE DATE: April 14, 2018
ORDINANCE NO.: 2918

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

City of Redmond
Non-Represented Employee Pay Plan
Effective January 1, 2018

Exhibit 1

Grade	Title	Minimum	Midpoint	Maximum
NE68	Accounting Associate - Senior	\$4,634	\$5,445	\$6,256
NA10	Administrative Assistant	\$3,884	\$4,467	\$5,050
NA20	Administrative Specialist	\$4,129	\$4,749	\$5,369
NA45	Assistant Director - Community Planning	\$7,628	\$9,155	\$10,681
NA46	Assistant Director - Development Services	\$8,128	\$9,754	\$11,379
NA50	Assistant Director Public Works	\$9,098	\$10,691	\$12,283
NA70	Assistant Maintenance Manager	\$7,356	\$8,643	\$9,929
NM80	Chief Policy Advisor	\$9,188	\$10,797	\$12,405
NC01	City Clerk	\$7,328	\$8,610	\$9,891
NC15	Communications and Marketing Manager	\$7,547	\$8,867	\$10,187
NC05	Communications Dispatch Supervisor	\$6,113	\$7,183	\$8,253
NC25	Compensation Analyst	\$5,755	\$6,763	\$7,771
NC50	Customer Service Manager	\$6,624	\$7,783	\$8,942
ND01	Department Administrative Coordinator	\$4,685	\$5,389	\$6,092
ND15	Deputy Finance Director	\$8,955	\$10,522	\$12,088
ND02	Deputy Human Resources Director	\$8,955	\$10,522	\$12,088
NA60	Deputy Fire Chief	\$9,472	\$11,129	\$12,786
ND05	Deputy Parks Director	\$8,039	\$9,446	\$10,853
ND20	Deputy Prosecuting Attorney	\$6,782	\$7,969	\$9,155
ND25	Development Services Center Supervisor	\$6,724	\$7,901	\$9,077
ND30	Digital Forensic Investigator - Senior	\$5,780	\$6,791	\$7,802
NE05	Economic Development Manager	\$7,312	\$8,592	\$9,872
NE01	Emergency Preparedness Manager	\$7,640	\$8,978	\$10,316
NE20	Engineer - Senior	\$7,297	\$8,575	\$9,852
NE30	Engineering Manager	\$8,438	\$9,914	\$11,390
NE50	Engineering Supervisor	\$7,820	\$9,189	\$10,558
NE62	EPSCA 800 Magahertz Console Technician	\$5,732	\$6,152	\$6,571
NE64	EPSCA Executive Director	\$8,771	\$10,306	\$11,840
NE68	EPSCA Senior Accounting Associate	\$4,634	\$5,445	\$6,256
NE40	Executive Assistant	\$5,275	\$6,065	\$6,854
NF05	Finance Officer	\$7,168	\$8,601	\$10,033
NF20	Financial Analyst	\$5,284	\$6,208	\$7,132
NF30	Financial Analyst - Senior	\$6,086	\$7,152	\$8,218
NF40	Financial Planning Manager	\$7,735	\$9,088	\$10,441
NF60	Financial Services Manager	\$7,622	\$8,956	\$10,289
NH10	Human Resources Analyst	\$5,271	\$6,193	\$7,115
NH15	Human Resources Program Manager	\$7,681	\$9,026	\$10,370
NH25	Human Resources Program & Policy Advisor	\$8,376	\$9,842	\$11,308

City of Redmond
Non-Represented Employee Pay Plan
Effective January 1, 2018

Exhibit 1

NI01	Inspection Supervisor	\$6,559	\$7,707	\$8,854
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Grade	Title	Minimum	Midpoint	Maximum
NI10	IS Manager	\$8,849	\$10,398	\$11,946
NI20	IS Supervisor	\$7,636	\$8,972	\$10,308
NM15	Maintenance and Operations Supervisor	\$6,686	\$7,857	\$9,027
NM01	Maintenance Manager	\$8,505	\$9,993	\$11,481
NP02	Parks and Facilities Maintenance and Operations Manager	\$7,083	\$8,323	\$9,563
NP05	Parks Maintenance Supervisor	\$5,521	\$6,488	\$7,455
NP10	Parks Operations Supervisor	\$6,074	\$7,136	\$8,198
NP25	Parks Planning and Cultural Arts Manager	\$7,601	\$8,932	\$10,263
NP30	Payroll Supervisor	\$5,910	\$6,944	\$7,978
NP50	Planning Manager	\$7,750	\$9,107	\$10,464
NA80	Police Captain	\$11,610	\$12,192	\$12,773
NP67	Police Crime Analyst (limited duration)	\$5,364	\$6,169	\$6,973
NP65	Police Lieutenant	\$10,329	\$10,846	\$11,362
NP69	Police Program Coordinator (limited duration)	\$4,192	\$5,321	\$6,449
NP71	Police Support Services Manager	\$7,134	\$8,382	\$9,630
NP68	Police Support Services Supervisor	\$5,978	\$7,024	\$8,069
NP90	Purchasing/Contracting Manager	\$7,492	\$8,803	\$10,114
NR01	Real Property Manager	\$6,188	\$7,272	\$8,355
NR10	Recreation Division Manager	\$7,541	\$8,860	\$10,179
NR15	Recreation Program Administrator	\$5,717	\$6,718	\$7,718
NR20	Recreation Program Manager	\$6,426	\$7,550	\$8,674
NR60	Risk & Safety Program Coordinator	\$5,488	\$6,449	\$7,409
NS03	Senior Human Resources Analyst	\$6,092	\$7,158	\$8,224
NS06	Strategic Funds Advisor	\$6,038	\$7,094	\$8,150
NS10	Supervising Attorney	\$8,382	\$9,849	\$11,316
NU10	Utility Supervisor	\$7,167	\$8,422	\$9,676