

NON-CODE

**CITY OF REDMOND
ORDINANCE NO. 2932**

AN ORDINANCE OF THE CITY OF REDMOND,
WASHINGTON AMENDING THE 2019, 2020 AND 2021 P
PAY PLAN FOR EMPLOYEES COVERED BY THE REDMOND
POLICE ASSOCIATION, REPRESENTING POLICE
OFFICERS, SERGEANTS AND CORPORALS

WHEREAS, the City of Redmond recently completed labor contract negotiations with the Redmond Police Association representing Police Officers, Sergeants and Corporals; and

WHEREAS, Pay Plan P will establish and put into effect the negotiated salary ranges agreed to through the collective bargaining process.

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

Section 1. Pay Plans Adopted. Effective January 1, 2019, Pay Plan P covering all employees in the RPA bargaining unit, representing police officers and sergeants, is hereby amended and the salary ranges increased a total of 4.0 percent plus an additional approximate 1.9 percent to move the ranges to the 60th percentile of the market, above the salary ranges in effect on December 31, 2018, as adopted by Ordinance No. 2870. In conjunction with the adjustment of the salary ranges, the salaries for all employees covered by Pay Plan P will be increased by the same

percentages. The amended Pay Plan is attached as Exhibit 1 and incorporated herein as if set forth in full.

Effective January 1, 2020, Pay Plan P covering all employees in the RPA bargaining unit, representing police officers and sergeants, is hereby amended and the salary ranges increased 4.0 percent above the salary ranges in effect on December 31, 2019. In conjunction with the adjustment of the salary ranges, the salaries for all employees covered by Pay Plan P will be increased across-the-board by 4.0 percent. The amended pay plan is attached as Exhibit 2 and incorporated herein as if set forth in full.

Effective January 1, 2021, Pay Plan P covering all employees in the RPA bargaining unit, representing police officers and sergeants, is hereby amended and the salary ranges increased 3.0 percent above the salary ranges in effect on December 31, 2020. In conjunction with the adjustment of the salary ranges, the salaries for all employees covered by Pay Plan P will be increased across-the-board by 3.0 percent. The amended pay plan is attached as Exhibit 3 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 16th day of October, 2018.

CITY OF REDMOND


JOHN MARCHIONE, MAYOR

ATTEST:


MICHELLE M. HART, MMC, CITY CLERK

(SEAL)

APPROVED AS TO FORM


JAMES E. HANEY, CITY ATTORNEY

FILED WITH THE CITY CLERK: October 2, 2018
PASSED BY THE CITY COUNCIL: October 16, 2018
SIGNED BY THE MAYOR: October 19, 2018
PUBLISHED: October 22, 2018
EFFECTIVE DATE: October 27, 2018
ORDINANCE NO. 2932

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

CITY OF REDMOND

PAY PLAN P - RPA

(Redmond Police Association)

POLICE OFFICER & SERGEANT

Effective January 1, 2019

	<u>STEP A</u> <u>0-12m</u>	<u>STEP B</u> <u>13-24m</u>	<u>STEP C</u> <u>25-36m</u>	<u>STEP D</u> <u>37-48m</u>	<u>STEP E</u> <u>49m+</u>
(1) Police Officer	\$6,634	\$6,813	\$7,159	\$7,338	\$7,683
Corporal	\$8,452				
(5) Sergeant	<u>STEP A</u> <u>0-12m</u>	<u>STEP B</u> <u>13-24m</u>			
	\$9,043	\$9,314			

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	<u>STEP A</u> <u>0-12m</u>	<u>STEP B</u> <u>13-24m</u>	<u>STEP C</u> <u>25-36m</u>	<u>STEP D</u> <u>37-48m</u>	<u>STEP E</u> <u>49m+</u>
(1) Police Officer	\$6,899	\$7,086	\$7,445	\$7,632	\$7,991
Corporal	\$8,790				
	<u>STEP A</u> <u>0-12m</u>	<u>STEP B</u> <u>13-24m</u>			
(5) Sergeant	\$9,404	\$9,687			

CITY OF REDMOND

PAY PLAN P - RPA

(Redmond Police Association)

POLICE OFFICER & SERGEANT

Effective January 1, 2021

	<u>STEP A</u> <u>0-12m</u>	<u>STEP B</u> <u>13-24m</u>	<u>STEP C</u> <u>25-36m</u>	<u>STEP D</u> <u>37-48m</u>	<u>STEP E</u> <u>49m+</u>
(1) Police Officer	\$7,106	\$7,298	\$7,668	\$7,861	\$8,230
Corporal	\$9,053				
	<u>STEP A</u> <u>0-12m</u>	<u>STEP B</u> <u>13-24m</u>			
(5) Sergeant	\$9,687	\$9,977			