

NON-CODE

**CITY OF REDMOND
ORDINANCE NO. 2934**

AN ORDINANCE OF THE CITY OF REDMOND, WASHINGTON, ESTABLISHING THE 2019 PAY PLAN FOR EMPLOYEES COVERED BY THE REDMOND POLICE ASSOCIATION, REPRESENTING POLICE SUPPORT EMPLOYEES AND ESTABLISHING THE 2019 PAY PLAN FOR SUPPLEMENTAL EMPLOYEES WORKING IN POSITIONS COVERED BY THE POLICE SUPPORT BARGAINING UNIT

WHEREAS, the City of Redmond completed labor contract negotiations with the Redmond Police Association (RPA), representing Police Support Employees; and

WHEREAS, Pay Plan "PS" was established and put into effect the negotiated salary ranges agreed to through the collective bargaining process and adopted; and

WHEREAS, the salary ranges will now be adjusted in accordance with the negotiated agreement with the RPA bargaining unit, representing police support employees.

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

Section 1. Pay Plan Adopted. Effective January 1, 2019, Pay Plan "PS" covering all employees in the Police Support bargaining unit is hereby amended and the salary range adjusted by approximately 1.02 percent, plus a one-time competitive market adjustment averaging 3.55 percent, plus a one-time additional 2 percent adjustment for Communications Dispatchers and Lead

Communications Dispatchers, above the ranges in effect on December 31, 2018, as adopted by Ordinance No. 2906. In conjunction with the adjustment of the salary ranges, the salaries for all employees covered by the Police Support bargaining unit will increase across-the-board by 3.6 percent, plus an additional 2 percent for Communication Dispatchers and Lead Communications Dispatchers. The amended Pay Plan is attached as Exhibit 1 and incorporated herein as if set forth in full.

Section 2. Pay Plan "S-PS". Effective January 1, 2019, Supplemental Pay Plan "S-PS" covering supplemental police support employees is hereby adjusted to reflect pay ranges that represent 80 percent to 110 percent of the lowest pay for a comparable Regular position, as adopted by Ordinance No. 2906. The amended Pay Plan is 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 20th day of November, 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 6, 2018
PASSED BY THE CITY COUNCIL:	November 20, 2018
SIGNED BY THE MAYOR:	November 26, 2018
PUBLISHED:	November 26, 2018
EFFECTIVE DATE:	December 1, 2018
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YES: ANDERSON, BIRNEY, CARSON, MARGESON, MYERS, PADHYE

CITY OF REDMOND**Pay Plan PS*****Redmond Police Association - Police Support Bargaining Unit
Effective January 1, 2019**

Grade		Minimum	Midpoint	Maximum
C113	Crime Analyst	\$5,615	\$6,458	\$7,300
C116	Police Program Coordinator	\$4,459	\$5,659	\$6,859
C13	Communications Dispatcher	\$4,766	\$5,481	\$6,196
C15	Lead Communications Dispatcher	\$4,839	\$5,875	\$6,911
C14	Lead Police Support Services Specialist	\$4,662	\$5,360	\$6,059
C115	Legal Advocate	\$4,393	\$5,335	\$6,277
C19	Property Evidence Technician	\$4,403	\$5,062	\$5,722
C11	Police Support Services Specialist	\$4,111	\$4,728	\$5,345
C20	Police Support Administrative Assistant	\$4,066	\$4,676	\$5,286
C21	Police Support Administrative Specialist	\$4,322	\$4,971	\$5,620

*All pay rates include the 1.25% accreditation pay. Should the Police Department lose its accreditation, the rates will be reduced by 1.25%.

CITY OF REDMOND**Pay Plan S-PS****Redmond Police Association - Police Support Bargaining Unit
Effective January 1, 2019**

Grade		Minimum	Midpoint	Maximum
SP10	Crime Analyst	25.917	30.776	35.635
SP16	Police Program Coordinator	20.579	24.438	28.296
SP3	Communications Dispatcher	21.997	26.121	30.246
SP8	Lead Communications Dispatcher	22.334	26.521	30.709
SP4	Lead Police Support Services Specialist	21.515	25.549	29.583
SP5	Legal Advocate	20.277	24.079	27.881
SP1	Property Evidence Technician	20.320	24.130	27.940
SP2	Police Support Services Specialist	18.975	22.533	26.090
SP14	Police Support Administrative Assistant	18.766	22.284	25.803
SP15	Police Support Administrative Specialist	19.950	23.690	27.431