

NON-CODE

**CITY OF REDMOND  
ORDINANCE NO. 2904**

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 2018;  
PROVIDING FOR SEVERABILITY AND ESTABLISHING AN  
EFFECTIVE DATE

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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 should now be reflected by amending  
the respective pay plans for non-union and executive employees;  
and

WHEREAS, the classification research in the Human Resources  
Department has resulted in the recommendation to add and delete  
existing 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 recommendation 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 Plans Adopted.

(A) Effective January 1, 2018, Pay Plan "N" covering non-union employees is hereby amended and the salary ranges increased 2.5 percent above the ranges in effect on December 31, 2017, as adopted by Ordinance No. 2854 and subsequently amended on March 21, 2017, with Council approval of Ordinance No. 2854. 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 2.5 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 "N" covering non-union employees will be further amended by: revising the pay ranges for the IS Manager, Police Crime Analyst (limited duration) and Police Program Coordinator (limited duration) classifications; adding the classifications and salary ranges for Financial Services Manager, IS Supervisor, Risk and Safety Program Coordinator, and Utility Supervisor; and removing the classifications and salary ranges for the positions of Accounting Manager, Applications Services Manager, Infrastructure and Operations Manager, Revenue and Treasury Manager and Support Services Manager. The amended pay plan is attached as Exhibit 1 and incorporated herein as if set forth in full.

(C) Effective January 1, 2018, Pay Plan "E" covering executive employees is hereby amended and the salary ranges increased 2.5 percent over the ranges in effect on December 31, 2017, as adopted by Ordinance No. 2854, and subsequently amended on March 21, 2017, with Council approval of Ordinance No. 2875. 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 5<sup>th</sup> day of December,  
2017.

CITY OF REDMOND

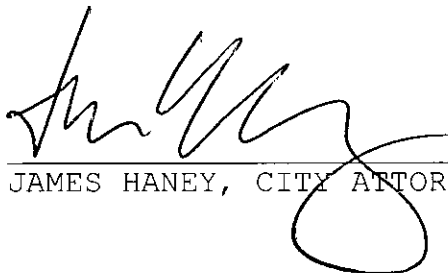
  
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JOHN MARCHIONE, MAYOR

ATTEST:

  
\_\_\_\_\_  
MICHELLE M. HART, MMC, CITY CLERK

(SEAL)

APPROVED AS TO FORM

  
\_\_\_\_\_  
JAMES HANEY, CITY ATTORNEY

FILED WITH THE CITY CLERK:	November 21, 2017
PASSED BY THE CITY COUNCIL:	December 5, 2017
SIGNED BY THE MAYOR:	December 8, 2017
PUBLISHED:	December 11, 2017
EFFECTIVE DATE:	December 16, 2017
ORDINANCE NO. 2904	

YES: BIRNEY, CARSON, MARGESON, MYERS, PADHYE, SHUTZ, STILIN

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

<b>Grade</b>	<b>Title</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
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

NI01	Inspection Supervisor	\$6,559	\$7,707	\$8,854
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 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
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

**CITY OF REDMOND**  
**PAY PLAN "E" - EXECUTIVE PAY PLAN**

**Effective January 1, 2018**

<u>Grade</u>	<u>Title</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
6	Deputy City Administrator Finance Director Fire Chief Human Resources Director Parks Director Planning Director Police Chief Public Works Director Technology & Information Services Director	\$10,233	\$12,317	\$14,401