

**CITY OF REDMOND
RESOLUTION NO. 1499**

A RESOLUTION OF THE CITY COUNCIL OF THE CITY
OF REDMOND, WASHINGTON, AMENDING SECTIONS 4.5
AND 14.4 OF THE REDMOND PERSONNEL MANUAL TO
REVISE THE PERCENTAGE INCREASES FOR
PROMOTIONS AND RECLASSIFICATIONS

WHEREAS, Section 4.5 of the Redmond Personnel Manual provides that employees whose positions are reclassified to a higher classification receive a salary calculated at 3 percent, and Section 14.4 of the Redmond Personnel Manual provides that employees who are promoted receive a salary increase calculated at 6 percent; and

WHEREAS, the City would like to have consistency in pay increases for reclassifications or promotions since either way the employee is performing a higher level body of work.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF REDMOND, WASHINGTON, HEREBY RESOLVES AS FOLLOWS:

Section 1. Change the percentage rate at which salary increases for promotions and reclassifications are calculated to 7 percent. The Redmond City Council finds that the facts set forth in the recital paragraphs of this resolution are true and justify adjusting the percentage rate at which salary increases for promotions and reclassifications are calculated to 7 percent to

achieve salary increase consistency. Accordingly, Section 4.5 of the Redmond Personnel Manual is hereby amended to read as follows:


Higher Classification - If a position is reclassified to a classification with a higher pay range, the employee occupying the position shall receive an increase in pay of 7 percent or to the minimum of the new pay range, whichever is greater. The employee's pay anniversary date will be adjusted to the date of reclassification, and will receive a prorated evaluation (see section 10.10); and Section 14.4 of the Redmond Personnel Manual is hereby amended to read as follows:

The City encourages current employees to apply for promotions. If the Human Resources Director determines that there are a sufficient number of individuals currently employed by the City qualified to compete for a position, an internal-only recruitment may be held. An employee who is promoted receives a pay increase on the effective date of the promotion in the amount of seven percent (7 percent) or to the minimum step of the new pay range, whichever is greater. The promoted employee's pay anniversary date will be adjusted to the date of promotion, and the employee will receive a prorated evaluation (see Chapter 10.10).

Section 2. Effective date. This Resolution shall become effective immediately upon passage and shall apply to all promotions and reclassifications approved after the effective date.


ADOPTED by the Redmond City Council this 1st day of May, 2018.

APPROVED:



JOHN MARCHIONE, MAYOR

ATTEST:



MICHELLE M. HART, MMC, CITY CLERK

(SEAL)

FILED WITH THE CITY CLERK: April 17, 2018
PASSED BY THE CITY COUNCIL: May 1, 2018
RESOLUTION NO: 1499

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