

NON-CODE

**CITY OF REDMOND
ORDINANCE NO. 2711**

AN ORDINANCE OF THE CITY OF REDMOND,
WASHINGTON, AMENDING THE 2013 PAY PLAN FOR
EMPLOYEES COVERED BY THE REDMOND CITY HALL
EMPLOYEES ASSOCIATION REPRESENTING EMPLOYEES
IN PROFESSIONAL, TECHNICAL, AND
ADMINISTRATIVE POSITIONS

WHEREAS, the City of Redmond completed labor contract negotiations in 2011 with the City Hall Employees Association; and

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

WHEREAS, the salary ranges adopted by Ordinance No. 2677 and then amended by Ordinance No. 2706 in accordance with Article 8, Section 1 of the RCHEA collective bargaining agreement implementing the results of a comprehensive compensation study with the RCHEA bargaining unit; and

WHEREAS, the salary ranges adopted for the Environmental Scientist and Environmental Scientist Senior are in error and should be amended to reflect the results of the comprehensive compensation study.

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

Section 1. Pay Plan R. The 2013 RCHEA Pay Plan (Pay Plan R) adopted by Ordinance No. 2677 and amended by Ordinance No. 2706, and attached to this ordinance as Exhibit 1, is hereby amended to reflect the correct market pay range as negotiated for the Environmental Scientist and Environmental Scientist Senior. The amended RCHEA Pay Plan is incorporated herein, as if set forth in full.

Section 2. Pay Plan Effective Date. The effective date of the adjusted pay plan will continue to be January 1, 2013, as established by Ordinance No. 2677 and amended by Ordinance No. 2706. The adjusted 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 5 day of November, 2013.

CITY OF REDMOND



JOHN MARCHIONE, MAYOR

ATTEST:



MICHELLE M. HART, MMC, CITY CLERK

(SEAL)

APPROVED AS TO FORM
OFFICE OF THE CITY ATTORNEY:

By: _____

FILED WITH THE CITY CLERK:	October 15, 2013
PASSED BY THE CITY COUNCIL:	November 5, 2013
SIGNED BY THE MAYOR:	November 15, 2013
PUBLISHED:	November 11, 2013
EFFECTIVE DATE:	November 16, 2013
ORDINANCE NO.:	2711

YES: Allen, Carson, Flynn, Margeson, Myers, Stilin, Vache

Grade	Position	Minimum	Midpoint	Maximum
RA10	Accountant	\$4,270	\$5,017	\$5,764
RA20	Accountant - Senior	\$4,853	\$5,703	\$6,552
RA25	Accounting Specialist - Associate	\$3,261	\$3,751	\$4,240
RA26	Accounting Specialist	\$3,661	\$4,210	\$4,759
RA27	Accounting Specialist - Senior	\$4,173	\$4,799	\$5,425
RA30	Administrative Assistant	\$3,488	\$4,012	\$4,535
RA50	Administrative Specialist	\$3,708	\$4,295	\$4,821
RA60	Audio/Visual Operations Manager	\$4,911	\$5,971	\$7,031
RA70	Audio/Visual Specialist	\$3,711	\$4,507	\$5,302
RB01	Building Inspector Technician	\$4,105	\$4,721	\$5,337
RB20	Building Inspector	\$4,938	\$5,678	\$6,419
RB30	Building Inspector - Senior	\$5,431	\$6,245	\$7,060
RC20	Code Enforcement Officer	\$4,831	\$5,555	\$6,280
RC40	Construction Inspector	\$4,834	\$5,559	\$6,284
RC50	Construction Inspector - Lead	\$5,354	\$6,291	\$7,228
RD01	Database Analyst	\$5,145	\$5,965	\$6,785
RD20	Department Administrative Coordinator	\$4,208	\$4,840	\$5,471
RD30	Department Systems Support Coordinator	\$3,608	\$4,206	\$4,804
RD40	Deputy City Clerk	\$4,362	\$4,894	\$5,426
RE10	Engineer	\$5,573	\$6,548	\$7,523
RE01	Engineer - Associate	\$4,823	\$5,547	\$6,270
RE20	Engineer - Senior	\$6,554	\$7,701	\$8,848
RE40	Engineering Technician	\$4,463	\$5,133	\$5,802
RE30	Engineering Technician - Associate	\$3,604	\$4,145	\$4,686
RE50	Engineering Technician - Senior	\$4,892	\$5,626	\$6,360
RE60	Environmental Scientist - Associate	\$4,594	\$5,283	\$5,972
RE65	Environmental Scientist	\$5,578	\$6,554	\$7,530
RE70	Environmental Scientist - Senior	\$6,135	\$7,209	\$8,283
RF10	Financial Analyst	\$4,745	\$5,575	\$6,405
RF01	Financial Analyst - Associate	\$3,746	\$4,776	\$5,806
RF20	Financial Analyst - Senior	\$5,466	\$6,423	\$7,380
RF30	Financial Technician	\$3,152	\$3,624	\$4,097
RF40	Financial Technician - Senior	\$3,566	\$4,101	\$4,636
RG10	GIS Data Technician	\$4,131	\$4,751	\$5,370
RG15	Gis Analyst	\$4,693	\$5,514	\$6,335

Grade	Position	Minimum	Midpoint	Maximum
RG20	GIS Analyst - Senior	\$5,179	\$6,085	\$6,991
RG01	Graphics Designer	\$3,382	\$4,147	\$4,911
RL01	Legal Assistant	\$3,518	\$4,327	\$5,135
RM10	Management Analyst	\$4,252	\$5,450	\$6,647
RM01	Management Analyst - Associate	\$3,699	\$4,741	\$5,782
RM20	Management Analyst - Senior	\$4,890	\$6,268	\$7,646
RN01	Network Analyst	\$5,196	\$6,487	\$7,778
RN10	Network Systems Engineer	\$5,498	\$6,874	\$8,249
RP01	Paralegal	\$3,880	\$4,794	\$5,708
RP10	Payroll Analyst	\$3,972	\$4,568	\$5,164
RP15	Permit Technician	\$3,897	\$4,481	\$5,065
RP20	Planner - Assistant	\$4,310	\$4,957	\$5,604
RP25	Planner	\$4,740	\$5,570	\$6,399
RP35	Planner - Principal	\$5,938	\$6,977	\$8,016
RP30	Planner - Senior	\$5,398	\$6,342	\$7,287
RP45	Plans Examiner	\$5,343	\$6,144	\$6,945
RP55	Preschool Teacher	\$2,944	\$3,418	\$3,892
RP60	Print Shop Specialist	\$3,117	\$3,742	\$4,366
RP65	Program Administrator	\$5,115	\$5,821	\$6,526
RP70	Program Coordinator	\$4,450	\$5,062	\$5,674
RP75	Programmer Analyst	\$4,448	\$5,587	\$6,725
RP80	Programmer Analyst - Senior	\$5,275	\$6,639	\$8,003
RP85	Purchasing Agent	\$4,279	\$4,920	\$5,562
RP90	Purchasing Agent - Senior	\$5,096	\$5,988	\$6,880
RR01	Recreation Program Administrator	\$5,080	\$5,741	\$6,401
RR10	Recreation Program Assistant	\$3,687	\$4,183	\$4,679
RR20	Recreation Program Coordinator	\$4,442	\$4,985	\$5,527
RS10	Senior Systems Analyst	\$5,776	\$7,211	\$8,645
RS15	Stormwater Inspector	\$4,406	\$5,067	\$5,728
RS20	Systems Support Specialist	\$3,875	\$4,766	\$5,657
RT10	Technical Systems Coordinator	\$5,333	\$6,053	\$6,772
RV01	Van Driver	\$2,623	\$3,064	\$3,504
RW01	Webmaster	\$4,620	\$5,738	\$6,855