

ORDINANCE NO: 2397

AN ORDINANCE OF THE CITY OF REDMOND,
WASHINGTON AMENDING THE 2008 NON-UNION
PAY PLAN FOR THE YEAR 2008; AND AFFIRMING
SEVERABILITY AND AN EFFECTIVE DATE.

WHEREAS, Resolution No. 1142 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 are reflected in the 2008 amendment of the Non-Union Pay Plan established with Council approval of Ordinance No. 2389, December 2007; and

WHEREAS, subsequent agreement with the Redmond City Hall Employees Association has resulted in an agreement to remove several classifications from the bargaining unit; and

WHEREAS, the Risk Management Division has been reorganized and research regarding staffing and salaries has resulted in a recommendation to reclassify the Risk Manager position and to Senior Risk Analyst and to create a new classification of Risk Analyst; and

WHEREAS, implementation of the agreement with Redmond City Hall Employees Association (RCHEA) and of the recommendations regarding the reorganization of Risk Management will require an amendment of the 2008 Non-Union Pay Plan.

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

Section 1. The 2008 Non-Union Pay Plan adopted by Ordinance No. 2389 and attached to this ordinance as Exhibit 1 is hereby amended and the following positions and salary ranges added:

Communication Program Manager	\$4,676 - \$5,968
Engineering Supervisor	\$5,741 - \$8,090
GIS Manager	\$5,615 - \$8,683
Reprographics Supervisor	\$4,224 - \$5,846
Risk Analyst	\$4,127 - \$5,972
Risk Analyst - Senior	\$4,746 - \$6,868
Supervisor Permit Technicians/Plans Examiners	\$5,705 - \$6,918
TDM Program Manager	\$5,643 - \$6,662

The amended 2008 Non-Union Pay Plan is incorporated herein as if set forth in full.

Section 2. 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. This Ordinance shall take effect five days after its publication, or publication of a summary thereof, in the City's official newspaper.

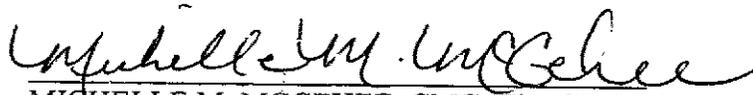
ADOPTED this 6th day of May 2008.

CITY OF REDMOND



JOHN MARCHIONE, Mayor

ATTEST:



MICHELLE M. MCGEHEE, CMC, City Clerk

APPROVED AS TO FORM
OFFICE OF THE CITY ATTORNEY:

By: _____

FILED WITH THE CITY CLERK:
PASSED BY THE CITY COUNCIL:
SIGNED BY THE MAYOR:
PUBLISHED:
EFFECTIVE DATE:
ORDINANCE NO.: 2397

May 2, 2008
May 6, 2008
May 6, 2008
May 12, 2008
May 17, 2008

**City of Redmond
Non-Union Employees
2008 Pay Plan**

Exhibit 1

Grade	Title	Minimum	Midpoint	Maximum
NA01	Accounting Manager	\$5,683	\$7,125	\$8,566
NA10	Administrative Assistant	\$2,789	\$3,468	\$4,146
NA20	Administrative Specialist	\$2,911	\$3,660	\$4,409
NA30	Administrative Supervisor	\$4,486	\$5,213	\$5,939
NA40	Applications Services Manager	\$6,251	\$7,944	\$9,636
NA50	Assistant Director Public Works	\$6,811	\$8,449	\$10,086
NA70	Assistant Maintenance Manager	\$5,996	\$6,822	\$7,647
NA80	Assistant Police Chief	\$8,234	\$9,156	\$10,078
NB01	Benefits Administrator	\$3,522	\$4,469	\$5,415
NB10	Building Official	\$6,287	\$7,151	\$8,014
NB20	Business Operations Manager	\$5,158	\$5,992	\$6,826
NP50	Chief Communications Manager	\$6,389	\$7,753	\$9,116
NM80	Chief Policy Advisor	\$6,887	\$8,087	\$9,286
NC01	City Clerk	\$6,209	\$7,165	\$8,121
NC40	Communications Program Manager	\$4,676	\$5,322	\$5,968
NC25	Compensation Analyst	\$3,725	\$4,674	\$5,622
NC10	Compensation and Benefits Manager	\$5,148	\$6,481	\$7,814
NC30	Computer Forensic Investigator - Senior	\$3,990	\$5,107	\$6,224
ND01	Department Administrative Coordinator	\$3,463	\$4,233	\$5,002
NA60	Deputy Fire Chief	\$8,032	\$8,823	\$9,613
ND05	Deputy Parks Director	\$6,832	\$7,872	\$8,911
ND10	Deputy Planning Director	\$7,027	\$8,040	\$9,053
NE01	Emergency Preparedness Manager	\$5,416	\$6,194	\$6,971
NE10	Employment and Training Manager	\$5,183	\$6,184	\$7,185
NE20	Engineer - Senior	\$5,741	\$6,916	\$8,090
NE30	Engineering Manager	\$5,905	\$7,349	\$8,792
NE50	Engineering Supervisor	\$5,741	\$6,916	\$8,090
NE40	Executive Assistant	\$3,686	\$4,537	\$5,388
NF01	Facilities Maintenance Supervisor	\$5,084	\$5,929	\$6,773
NF20	Financial Analyst	\$4,154	\$5,223	\$6,292
NF10	Financial Analyst - Associate	\$3,426	\$4,367	\$5,308
NF30	Financial Analyst - Senior	\$4,619	\$5,962	\$7,304
NF40	Financial Planning Manager	\$6,774	\$8,350	\$9,926
NF50	Fleet Manager	\$5,731	\$6,430	\$7,128
NG01	GIS Manager	\$5,615	\$7,149	\$8,683
NH01	Human Resources Assistant	\$2,923	\$3,590	\$4,257

**City of Redmond
Non-Union Employees
2008 Pay Plan**

Exhibit 1

Grade	Title	Minimum	Midpoint	Maximum
NH10	Human Resources Generalist	\$3,831	\$4,743	\$5,655
NH20	Human Services Manager	\$6,211	\$6,819	\$7,426
NI01	Inspection Supervisor	\$5,358	\$6,083	\$6,807
NI10	IS Manager	\$6,802	\$8,500	\$10,198
NM01	Maintenance Manager	\$6,731	\$7,630	\$8,528
NM10	Maintenance Operations Supervisor - Storm Water	\$5,307	\$6,043	\$6,779
NM20	Maintenance Operations Supervisor - Streets	\$5,343	\$6,097	\$6,851
NM30	Maintenance Operations Supervisor - Wastewater	\$5,307	\$6,043	\$6,779
NM40	Maintenance Operations Supervisor - Water Operations	\$5,307	\$6,043	\$6,779
NM60	Management Analyst	\$3,887	\$4,983	\$6,078
NM50	Management Analyst - Associate	\$3,383	\$4,335	\$5,287
NM70	Management Analyst - Senior	\$4,471	\$5,731	\$6,991
NN01	Network Communications Manager	\$6,016	\$7,589	\$9,162
NP05	Parks Maintenance Supervisor	\$4,686	\$5,289	\$5,892
NP10	Parks Operations Supervisor	\$5,087	\$5,819	\$6,550
NP20	Parks Planning Manager	\$6,386	\$7,022	\$7,658
NP30	Payroll Supervisor	\$4,463	\$5,507	\$6,550
NP40	Planning Manager - Development Review	\$6,363	\$7,410	\$8,457
NP60	Planning Manager - Policy and Comprehensive Planning	\$6,683	\$7,791	\$8,898
NP65	Police Commander	\$8,123	\$8,533	\$8,942
NP70	Program Manager	\$5,379	\$6,121	\$6,862
NP80	Prosecuting Attorney	\$5,341	\$6,207	\$7,073
NP90	Purchasing/Accounts Payable Manager	\$5,548	\$6,927	\$8,305
NR01	Real Property Manager	\$5,237	\$5,937	\$6,636
NR10	Recreation Division Manager	\$6,339	\$7,349	\$8,359
NR20	Recreation Program Manager	\$5,341	\$6,034	\$6,727
NR50	Reprographics Supervisor	\$4,224	\$5,035	\$5,846
NU01	Revenue Manager	\$5,663	\$6,767	\$7,871
NR40	Risk Analyst	\$4,127	\$5,050	\$5,972
NR30	Risk Analyst - Senior	\$4,746	\$5,807	\$6,868
NS02	Senior Labor Analyst	\$5,273	\$6,160	\$7,047
NS10	Supervising Attorney	\$7,013	\$8,153	\$9,293
NS30	Supervisor - Permit Technicians/Plans Examiners	\$5,705	\$6,312	\$6,918
NS20	Support Services Manager	\$5,541	\$6,966	\$8,391
NT10	TDM Program Manager	\$5,643	\$6,152	\$6,662