

MEMO TO: City Council

FROM: John Marchione, Mayor

DATE: September 17, 2013

SUBJECT: **Amendment of the 2013 Redmond City Hall Employees Association “R” Pay Plan to Accommodate the Results of a Comprehensive Compensation Study; and Amendment of the 2013 Non-Union Pay Plan to Accommodate a New Classification as a Result of a Merger of Two Functional Areas in the Finance Department.**

I. RECOMMENDED ACTION:

Adopt the proposed salary ordinance amending the 2013 Redmond City Hall Employees Association (RCHEA) Pay Plan in accordance with the Memorandum of Understanding (Attachment B) to implement the results of a comprehensive compensation study as it applies to the RCHEA classifications (Attachment A); Amend the 2013 Non-Union salary ordinance No.2688 by replacing the existing Revenue Manager classification with the new classification of Revenue and Treasury Manager (Attachment C); and Adopt the amended 2013 Non-Union Pay Plan to accommodate the new classification and pay range (Attachment C. Exhibit 1).

II. DEPARTMENT CONTACTS:

Julie Howe, Compensation Programs Manager (425) 556-2127

III. DESCRIPTION:

In December 2012 the Council approved Ordinance No. 2677 adopting the 2013 RCHEA Pay Plan. Subsequent to Council adoption of the salary ordinance, a comprehensive compensation study covering about one-half of the RCHEA classifications as part of the ongoing Position Maintenance Program was completed. The results of this study identified the need to add, delete, and modify existing classifications and corresponding pay ranges.

In accordance with City policy and a Memorandum of Understanding between the parties implementing the results of the current phase of the Position Maintenance Program, the job duties of employees in Engineering, Planning (including Inspection and Code Enforcement), Finance, Administrative, and MOC Parks and Public Works were evaluated and an extensive market analysis completed. As a result of the work, it is recommended that a number of classifications be added, deleted and/or modified; and corresponding pay ranges be amended.

In addition, in May 2013, the Council approved Ordinance No. 2688 amending the 2013 Non-Union Pay Plan. Subsequent to Council action the Finance Department experienced a retirement in the Accounts Receivable (Revenue) group at the manager level. In its analysis on how to best fill the vacant position, the department felt that the department and the organization would be best served by merging two functional areas (Revenue and Treasury). As a result of this merger, a new classification was written to reflect the new requirements of the position. The new classification of Revenue and Treasury Manager shall replace the existing Revenue Manager classification on the Non-Union Pay Plan and the Treasury Manager shall be deleted from the RCHEA Pay Plan.

The market review for this position continues to support the current salary range.

In accordance with City policy, this job was evaluated and an extensive market analysis was completed. As a result of the work, it is recommended that the Revenue and Treasury Manager classification and pay range replace the existing Revenue Manager on the Non-Union Pay Plan.

Position	Min	Mid	Max
Revenue and Treasury Manager	\$6,556	\$7,540	\$8,523

In accordance with Chapter 4, Section 4.50 and Chapter 14, Section 14.40 of the city of Redmond Personnel Manual, the Mayor has approved the reorganization and new classifications. Implementation of any new classifications have been held pending approval by the Council of the amended salary ordinances.

The matter of position maintenance and the comprehensive compensation study came before the Public Administration and Finance Committee on May 10, 2011, July 23, 2012, and August 20, 2013, and to Executive Session on May 17, 2011, March 19, 2013, and August 20, 2013.

IV. IMPACT:

The City will see an approximate increased cost of \$1,200 over the remainder of the 2013/2014 biennial budget. Due to unfilled vacancies, funds are available in the existing department budgets to cover the cost.

V. TIME CONSTRAINTS:

Approving this amendment now would allow the City of Redmond to remain competitive in the market place.

VI. LIST OF ATTACHMENTS:

- Attachment A: Proposed Ordinance amending the 2013 RCHEA Pay Plan
Exhibit 1: 2013 R Pay Plan as amended
- Attachment B: Memorandum of Understanding between the City of Redmond and
the Redmond City Hall Employees Association
- Attachment C: Proposed Ordinance amending the 2013 Non-Union Pay Plan
Exhibit 1: 2013 Non-Union Pay Plan as amended

Approved for Council Agenda _____
John Marchione, Mayor

Date

NON-CODE

**CITY OF REDMOND
ORDINANCE NO: 2706**

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 have now been amended 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.

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 attached to this ordinance as Exhibit 1, is hereby amended to reflect the negotiated

changes as a result of the comprehensive compensation study. 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. 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 ____ day of _____, 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:
PASSED BY THE CITY COUNCIL:
SIGNED BY THE MAYOR:
PUBLISHED:
EFFECTIVE DATE:
ORDINANCE NO.: _____

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	\$5,133	\$6,031	\$6,929
RE70	Environmental Scientist - Senior	\$5,809	\$6,825	\$7,841
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

MEMORANDUM OF UNDERSTANDING
Regarding Implementation of the Compensation Study as part of the Position Maintenance Program
By and Between City of Redmond
And
THE REDMOND CITY HALL EMPLOYEES ASSOCIATION (RCHEA)

THIS MEMORANDUM OF UNDERSTANDING (“Memorandum”) memorializes the agreement between the City of Redmond (City) and RCHEA regarding the subjects set forth below, which shall be binding on the parties:

1. **Purpose.** This Memorandum records the understanding between the parties relating to Article 8, Section 1 and Appendix B of the 2010 – 2013 Labor Agreement implementing the results of the current phase of the Position Maintenance Program and amending the 2013 RCHEA pay plan.

2. **Amendment of Appendix A.** The parties are in agreement with the results of a comprehensive compensation study conducted as part of the Position Maintenance Program and agree to amend the 2013 RCHEA pay plan accordingly. The 2013 RCHEA pay plan Appendix A shall be amended as follows as of the Effective Date:

Appendix A
City of Redmond
2013 RCHEA Employees “R” pay plan

Grade	Position	Minimum	Midpoint	Maximum
RA10	Accountant	3710 4270	4737 5017	\$5,764
RA01	Accountant - Associate	\$3,344	\$4,209	\$5,074
RA20	Accountant - Senior	4411 4853	5624 5703	6837 6552
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	3050 3488	3793 4012	\$4,535
RA40	Administrative Services Supervisor	\$4,914	\$5,708	\$6,502
RA50	Administrative Specialist	3184 3708	4002.5 4295	\$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 I Building Inspector Technician	4366 4105	4851.5 4721	\$5,337
RB10	Building Inspector II	\$5,020	\$5,581	\$6,141
RB20	Building Inspector III Building Inspector	6141 4938	6280 5678	\$6,419

RB30	Building Inspector IV Building Inspector - Senior	5774 5431	6417 6245	\$7,060
RB50	Buyer	\$3,746	\$4,724	\$5,701
RB40 RP85	Buyer - Associate Purchasing Agent	3168 4279	3961 4920	4754 5562
RB60 PR90	Buyer - Senior Purchasing Agent - Senior	4303 5096	5398.5 5988	6494 6880
RC10	Claims Administrator - Worker's Compensation	\$4,144	\$4,964	\$5,783
RC20	Code Enforcement Officer	4746 4831	5513 5555	\$6,280
RC40	Construction Inspector	4942 4834	5613 5559	\$6,284
RC30 RS15	Construction Inspector - Entry Stormwater Inspector	4298 4406	4873 5067	5448 5728
RC50	Construction Inspector - Lead	5684 5354	6456 6291	\$7,228
RD01	Database Analyst	\$5,145	\$5,965	\$6,785
RD10	Database/GIS Manager	\$6,142	\$7,819	\$9,496
RD20	Department Administrative Coordinator	3787 4208	4629 4840	\$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	5290 5573	6279 6548	7268 7523
RE01	Engineer - Associate	4929 4823	5599.5 5547	\$6,270
RE20	Engineer - Senior	6279 6554	7563.5 7701	\$8,848
RE40	Engineering Technician	4373 4463	4908.5 5133	5444 5802
RE30	Engineering Technician - Associate	3935 3604	4428 4145	4921 4686
RE50	Engineering Technician - Senior	5033 4892	5696.5 5626	\$6,360
RE60	Environmental Scientist - Associate	\$4,594	\$5,283	\$5,972
RE65	Environmental Scientist	\$5,133	\$6,031	\$6,929
RE70	Environmental Scientist - Senior	\$5,809	\$6,825	\$7,841
RF10	Financial Analyst	4543 4745	5712.5 5575	6882 6405
RF01	Financial Analyst - Associate	3746	4776	5806
RF20	Financial Analyst - Senior	5052 5466	6519.5 6423	7987 7380
RF30	Financial Technician	3122 3152	3609.5 3624	\$4,097

RF40	Financial Technician - Senior	3520 3566	4078 4101	\$4,636
RG10	GIS Data Technician	\$4,131	\$4,751	\$5,370
RG15	GIS Analyst	\$4,693	\$5,514	\$6,335
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	3617 3972	4390.5 4568	\$5,164
RP15	Permit Technician	3994 3897	4456.5 4481	4919 5065
RP20	Planner - Assistant	4697 4310	5093.5 4957	5490 5604
RP25	Planner - Associate Planner	5486 4740	5942.5 5570	\$6,399
RP35	Planner - Principal	7108 5938	7874 6977	8634 8016
RP30	Planner - Senior	6172 5398	6729.5 6342	\$7,287
RP45	Plans Examiner	5426 5343	6003.5 6144	6581 6945
RP40	Plans Examiner - Entry	\$4,718	\$5,222	\$5,726
RP50	Plans Examiner - Senior	\$6,240	\$6,903	\$7,566
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
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
RR30	Reprographics Supervisor	\$4,619	\$5,507	\$6,395
RR40	Revenue & Consumer Affairs Technician	\$3,319	\$3,996	\$4,673
RS10	Senior Systems Analyst	\$5,776	\$7,211	\$8,645
RS20	Systems Support Specialist	\$3,875	\$4,766	\$5,657
RT10	Technical Systems Coordinator	\$5,333	\$6,053	\$6,772
RT04	Telecommunications Coordinator	\$4,476	\$5,698	\$6,920

RI04	Treasury Manager	\$5,666	\$7,095	\$8,523
RV01	Van Driver	\$2,623	\$3,064	\$3,504
RW01	Webmaster	\$4,620	\$5,738	\$6,855

3. **Appendix B – Guidelines for Compensation Study Implementation.** The parties acknowledge that the adjustment will be implemented in accordance with the existing agreement, which provides: When market data is used to make adjustments to salary ranges, individual employee pay will be adjusted in accordance with the following rules:

- a. When the base pay of individual employees is found to be below the bottom of the new salary range, the individuals’ pay will be raised to the bottom of the new range and performance incentive rules will apply.
- b. When the base pay of an individual employee is found to be above the top of the new salary range, the individual’s pay will be frozen until such time as their base pay is within the assigned salary range for their position. Employees who are at the top of their range, or beyond the top of their range, will continue to be eligible for performance incentives, in instances where performance incentives are applicable.
- c. When the base pay of an individual employee is within the new salary range, no adjustment will be made to an individual’s pay. Performance incentive rules will apply when applicable.

4. **Severability.** If any term or condition of this MOU is held invalid by operation of law or by any tribunal of competent jurisdiction, or should compliance with or enforcement of any provision be restrained by such tribunal, the remaining terms and conditions of this MOU and addendums thereto shall remain in full force and effect.

5. **Integration.** This MOU is an integrated document. This document is the only agreement between the parties hereto with respect to its subject matter, and replaces and/or supersedes any and all prior agreements or understandings between the parties regarding the subject matter of this MOU. The parties hereto agree that all previous agreements and representations regarding the subject matter of this MOU, whether oral or in writing, are hereby null and void and of no further force or effect. Any modifications to this MOU must be made in writing, signed by the parties hereto in order to be valid and binding.

6. **Acknowledgement.** The undersigned agree that they have read and understand and do hereby approve and agree to the terms of this Memorandum of Understanding between the City of Redmond and the Redmond City Hall Employees Association (RCHEA).

7. **Effective Date.** This MOU shall be effective the day Council adopts the ordinance adopting the amended RCHEA pay plan reflecting the adjustments as provided in Section 2 above (the “Effective Date”).

Agreed to this _____ day of _____, 2013.

FOR THE CITY:

FOR THE UNION

John Marchione
Mayor

Jairid Hoehn
Chair

ATTEST:

Michelle McGehee
City Clerk

NON-CODE

**CITY OF REDMOND
ORDINANCE NO. 2707**

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF REDMOND, WASHINGTON, AMENDING THE 2013 NON-UNION PAY PLAN FOR THE YEAR 2013; AND AFFIRMING SEVERABILITY AND AN EFFECTIVE DATE

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 are reflected in the 2013 Non-Union Pay Plan established by Council approval of Ordinance No. 2670 in December 2012 and subsequently amended on May 21, 2013, with Council approval of Ordinance No. 2688; and

WHEREAS, the needs of the Finance Department has resulted in the recommendation to consolidate two functional areas resulting in the merger of the Revenue and Treasury Manager classifications into one classification and to adopt the necessary corresponding pay range; and

WHEREAS, implementation of the recommendations will require an amendment of the 2013 Non-Union Pay Plan.

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

Section 1. The 2013 Non-Union Pay Plan adopted by Ordinance No. 2670 and amended by Ordinance No. 2688, and attached to this ordinance as Exhibit 1, is hereby amended and the classification and salary range for the position of Revenue and Treasury Manager shall replace the classification of Revenue Manager. The amended 2013 Non-Union Pay Plan is incorporated herein as if set forth in full.

Section 2. The effective date of the adjusted pay plan will continue to be January 1, 2013, as established by Ordinance No. 2670. The adjusted pay plan does not result in any retroactive adjustment to the salary of any employee covered by the plan.

Section 3. 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. This ordinance shall take effect five days after its publication, or publication of a summary thereof, in the City's official newspaper.

ADOPTED by the Redmond City Council this ____ day of _____, 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:
PASSED BY THE CITY COUNCIL:
SIGNED BY THE MAYOR:
PUBLISHED:
EFFECTIVE DATE:
ORDINANCE NO.: _____

City of Redmond
Non-Union Employees
2013 Pay Plan

Grade	Title	Minimum	Midpoint	Maximum
NA01	Accounting Manager	\$6,598	\$7,752	\$8,907
NA10	Administrative Assistant	\$3,488	\$4,012	\$4,535
NA20	Administrative Specialist	\$3,708	\$4,295	\$4,821
NA30	Administrative Supervisor	\$4,907	\$5,701	\$6,495
NA40	Applications Services Manager	\$6,836	\$8,688	\$10,540
NA45	Assistant Director - Community Planning	\$6,851	\$8,222	\$9,592
NA46	Assistant Director - Development Services	\$7,300	\$8,760	\$10,219
NA50	Assistant Director Public Works	\$7,449	\$9,240	\$11,030
NA70	Assistant Maintenance Manager	\$6,606	\$7,762	\$8,918
NA80	Assistant Police Chief	\$9,006	\$10,014	\$11,022
NB01	Benefits Administrator	\$3,851	\$4,887	\$5,922
NB20	Business Operations Manager	\$5,641	\$6,553	\$7,465
NM80	Chief Policy Advisor	\$7,532	\$8,844	\$10,155
NC01	City Clerk	\$6,790	\$7,837	\$8,883
NC10	Communications and Marketing Administrator	\$6,305	\$7,566	\$8,827
NC05	Communications Dispatch Supervisor	\$5,034	\$5,715	\$6,395
NC40	Communications Program Manager	\$5,115	\$5,821	\$6,526
NC25	Compensation Analyst	\$4,074	\$5,112	\$6,149
NC28	Compensation Programs Manager	\$6,366	\$7,640	\$8,913
NC30	Computer Forensic Investigator - Senior	\$4,363	\$5,586	\$6,808
ND01	Department Administrative Coordinator	\$4,208	\$4,840	\$5,471
ND15	Deputy Finance Director	\$7,408	\$9,132	\$10,856
NA60	Deputy Fire Chief	\$8,973	\$10,024	\$11,075
ND05	Deputy Parks Director	\$7,471	\$8,609	\$9,746
NE05	Economic Development Manager	\$6,700	\$8,040	\$9,380
NE01	Emergency Preparedness Manager	\$5,923	\$6,774	\$7,624
NE10	Employment and Training Manager	\$5,669	\$6,764	\$7,858
NE20	Engineer - Senior	\$6,554	\$7,701	\$8,848
NE30	Engineering Manager	\$7,577	\$8,903	\$10,229
NE50	Engineering Supervisor	\$7,023	\$8,252	\$9,481
NE60	EPSCA 800 Megahertz Technician	\$5,364	\$6,382	\$7,400
NE62	EPSCA 800 Magahertz Console Technician	\$5,148	\$5,525	\$5,901
NE64	EPSCA Operations Manager	\$6,539	\$7,782	\$9,024
NE68	EPSCA Senior Accounting Associate	\$3,788	\$4,508	\$5,228
NE40	Executive Assistant	\$4,736	\$5,446	\$6,156
NF05	Finance Officer	\$6,436	\$7,724	\$9,011
NF20	Financial Analyst	\$4,745	\$5,575	\$6,405
NF10	Financial Analyst - Associate	\$4,017	\$4,619	\$5,221
NF30	Financial Analyst - Senior	\$5,466	\$6,423	\$7,380
NF40	Financial Planning Manager	\$6,946	\$8,161	\$9,376

City of Redmond
Non-Union Employees
2013 Pay Plan

Grade	Title	Minimum	Midpoint	Maximum
NG01	GIS Manager	\$6,142	\$7,819	\$9,496
NH10	Human Resources Generalist	\$4,190	\$5,187	\$6,184
NH15	Human Resources Program Manager	\$6,461	\$7,887	\$9,313
NI01	Inspection Supervisor	\$5,889	\$6,920	\$7,951
NI10	IS Manager	\$7,439	\$9,296	\$11,153
NM01	Maintenance Manager	\$7,129	\$8,377	\$9,625
NM15	Maintenance and Operations Supervisor	\$6,005	\$7,056	\$8,107
NM60	Management Analyst	\$4,252	\$5,450	\$6,647
NM50	Management Analyst - Associate	\$3,699	\$4,741	\$5,782
NM70	Management Analyst - Senior	\$4,890	\$6,268	\$7,646
NN01	Network Communications Manager	\$6,579	\$8,300	\$10,021
NP02	Parks Maintenance and Operations Manager	\$6,013	\$7,216	\$8,418
NP05	Parks Maintenance Supervisor	\$4,958	\$5,826	\$6,694
NP10	Parks Operations Supervisor	\$5,454	\$6,409	\$7,363
NP25	Parks Planning and Cultural Arts Manager	\$6,584	\$7,901	\$9,217
NP30	Payroll Supervisor	\$5,307	\$6,235	\$7,164
NP50	Planning Manager	\$6,961	\$8,179	\$9,398
NP65	Police Commander	\$8,885	\$9,333	\$9,781
NP67	Police Crime Analyst (limited duration)	\$4,771	\$5,416	\$6,060
NP69	Police Program Coordinator (limited duration)	\$4,562	\$5,177	\$5,792
NP68	Police Support Services Supervisor	\$4,598	\$5,219	\$5,839
NP70	Program Manager	\$5,883	\$6,694	\$7,505
NP80	Prosecuting Attorney	\$5,842	\$6,789	\$7,735
NP90	Purchasing/Accounts Payable Manager	\$6,727	\$7,905	\$9,082
NR01	Real Property Manager	\$5,557	\$6,530	\$7,502
NR10	Recreation Division Manager	\$6,933	\$8,038	\$9,142
NR20	Recreation Program Manager	\$5,842	\$6,600	\$7,357
NR50	Reprographics Supervisor	\$4,619	\$5,507	\$6,395
NU01	Revenue and Treasury Manager	\$5,666	\$7,095	\$8,523
NR40	Risk Analyst	\$4,513	\$5,522	\$6,531
NR30	Risk Analyst - Senior	\$5,191	\$6,352	\$7,512
NS04	Safety Coordinator	\$4,513	\$5,522	\$6,531
NS03	Senior Human Resources Analyst	\$5,471	\$6,428	\$7,385
NS02	Senior Labor Analyst	\$5,766	\$6,737	\$7,708
NS05	Senior Recruiter	\$5,669	\$6,764	\$7,858
NS10	Supervising Attorney	\$7,669	\$8,916	\$10,163
NS30	Supervisor - Permit Technicians/Plans Examiners	\$5,604	\$6,585	\$7,566
NS20	Support Services Manager	\$6,061	\$7,619	\$9,177