## CITY OF REDMOND ORDINANCE NO. 2551

AN ORDINANCE OF THE $\mathtt{CITY}$ OF REDMOND, WASHINGTON, AMENDING PAY PLANS "N" AND "E" IN ORDER TO SET SALARIES FOR NON-UNION AND EXECUTIVE EMPLOYEES FOR THE YEAR PROVIDING FOR SEVERABILITY AND ESTABLISHING 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 should now be reflected by amending the respective pay plans for non-union and executive employees.

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

Section 1. Pay Plans Adopted. (A) Effective January 1, 2011, Pay Plan "N" covering non-union employees is hereby amended to grant a 1.00 percent across-the-board increase in salaries over those salaries in effect on December 31, 2010, as adopted by Ordinance No. 2510. The amended Pay Plan is attached as Exhibit 1 and incorporated herein as if set forth in full.

(B) Effective January 1, 2011, Pay Plan "E" covering executive employees is hereby amended to reflect a 1.00 percent increase in salary ranges over those salary ranges in effect on December 31, 2010, as adopted by Ordinance No. 2510.

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.

ADOPTED by the Redmond City Council this 7th day of December, 2010.

CITY OF REDMOND

JOHN MARCHIONE

ATTEST:

MICHELLE M. MCGEHEE, CMC, CITY CLERK

(SEAL)

APPROVED AS TO FORM:

OFFICE OF THE CITY ATTORNEY

FILED WITH THE CITY-CLERK:

PASSED BY THE CITY COUNCIL:

SIGNED BY THE MAYOR:

PUBLISHED:

EFFECTIVE DATE:

ORDINANCE NO.:2551

November 24, 2010

December 7, 2010

December 7, 2010

December 13, 2010

December 18, 2010

ADOPTED 7-0: Allen, Carson, Cole, Margeson, Myers, Stilin and Vache

## City of Redmond Non-Union Employees 2011 Pay Plan

O 1	ZUTT Pay Plan	Minimum	Midpoint	Maximum
Grade	Title			
NA01	Accounting Manager	\$6,003	\$7,527	\$9,050
NA10	Administrative Assistant	\$2,946	\$3,663	\$4,380
NA20	Administrative Specialist	\$3,075	\$3,866	\$4,657
NA30	Administrative Supervisor	\$4,739	\$5,507	\$6,274
NA40	Applications Services Manager	\$6,603	\$8,392	\$10,180
NA50	Assistant Director Public Works	\$7,195	\$8,925	\$10,654
NA70	Assistant Maintenance Manager	\$6,334	\$7,207	\$8,079
NA80	Assistant Police Chief	. \$8,699	\$9,673	\$10,646
NB01	Benefits Administrator	\$3,720	\$4,720	\$5,720
NB10	Building Official	\$6,642	\$7,555	\$8,467
NB20	Business Operations Manager	\$5,449	\$6,330	\$7,211
08MN	Chief Policy Advisor	\$7,275	\$8,542	\$9,809
NC01	City Clerk	\$6,559	\$7,570	\$8 <u>,</u> 580
NC05	Communications Dispatch Supervisor	\$4,863	\$5,520	\$6,176
NC40	Communications Program Manager	\$4,940	\$5,622	\$6,304
NC25	Compensation Analyst	\$3,935	\$4,937	\$5,939
NC30	Computer Forensic Investigator - Senior	\$4,215	\$5,395	\$6,575
ND01	Department Administrative Coordinator	\$3,658	\$4,471	\$5,284
NA60	Deputy Fire Chief	\$8,667	\$9,682	\$10,697
ND05	Deputy Parks Director	\$7,217	\$8,316	\$9,414
ND10	Deputy Planning Director	\$7,424	\$8,494	\$9,564
NE01	Emergency Preparedness Manager	\$5,721	\$6,543	\$7,364
NE10	Employment and Training Manager	\$5,475	\$6,533	\$7,590
NE20	Engineer - Senior	\$6,065	\$7,306	\$8,546
NE30	Engineering Manager	\$6,238	\$7,763	\$9,288
NE50	Engineering Supervisor	\$6,065	\$7,306	\$8,546
NE60	EPSCA 800 Megahertz Technician	\$5,181	\$6,165	\$7,148
NE62	EPSCA 800 Magahertz Console Technician	\$4,973	\$5,337	\$5,700
NE64	EPSCA Operations Manager	\$6,316	\$7,517	\$8,717
NE68	EPSCA Senior Accounting Associate	\$3,659	\$4,355	\$5,050
NE40	Executive Assistant	\$3,894	\$4,793	\$5,691
NF01	Facilities Maintenance Supervisor	\$5,371	\$6,263	\$7,155
NF20	Financial Analyst	\$4,388	\$5,518	\$6,647
NF10	Financial Analyst - Associate	\$3,619	\$4,614	\$5,608
NF30	Financial Analyst - Senior	\$4,879	\$6,297	\$7,715
NF40	Financial Planning Manager	\$7,156	\$8,821	\$10,486
NF50	Fleet Manager	\$6,055	\$6,793	\$7,531
NG01	GIS Manager	\$5,932	\$7,553	\$9,173
NH01	Human Resources Assistant	\$3,088	\$3,793	\$4,498
NH10	Human Resources Generalist	\$4,047	\$5,011	\$5,974
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## City of Redmond Non-Union Employees 2011 Pay Plan

Grade	Title	Minimum	Midpoint	Maximum
NH15	Human Resources Program Manager	\$6,241	\$7,618	\$8,995
NH20	Human Services Manager	\$6,561	\$7,204	\$7,846
NI01	Inspection Supervisor	\$5,660	\$6,425	\$7,190
NI10	IS Manager	\$7,185	\$8,979	\$10,773
NM01	Maintenance Manager	\$7,111	\$8,060	\$9,009
NM10	Maintenance Operations Supervisor - Storm Water	\$5,607	\$6,384	\$7,161
NM20	Maintenance Operations Supervisor - Streets .	\$5,645	\$6,442	\$7,238
NM30	Maintenance Operations Supervisor - Wastewater	\$5,607	\$6,384	\$7,161
NM40	Maintenance Operations Supervisor - Water Operations	\$5,607	\$6,384	\$7,161
NM60	Management Analyst	\$4,107	\$5,264	\$6,421
NM50	Management Analyst - Associate	\$3,573	\$4,579	\$5,585
NM70	Management Analyst - Senior	\$4,724	\$6,055	\$7,385
NN01	Network Communications Manager	\$6,355	\$8,017	\$9,679
NP05	Parks Maintenance Supervisor	\$4,950	\$5,588	\$6,225
NP10	Parks Operations Supervisor	\$5,374	\$6,147	\$6,920
NP20	Parks Planning Manager	\$6,746	\$7,418	\$8,090
NP30	Payroll Supervisor	\$4,715	\$5,818	\$6,920
NP40	Planning Manager - Development Review	\$6,722	\$7,828	\$8,934
NP60	Planning Manager - Policy and Comprehensive Planning	\$7,060	\$8,230	\$9,399
NP65	Police Commander	\$8,582	\$9,015	\$9,447
NP67	Police Crime Analyst (limited duration)	\$4,460	\$5,063	\$5,666
NP68	Police Support Services Supervisor	\$4,441	\$5,041	\$5,640
NP70	Program Manager	\$5,682	\$6,466	\$7,249
NP80	Prosecuting Attorney	\$5,643	\$6,558	\$7,472
NP90	Purchasing/Accounts Payable Manager	\$5,861	\$7,317	\$8,773
NR01	Real Property Manager	\$5,533	\$6,272	\$7,010
NR10	Recreation Division Manager	\$6,697	\$7,764	\$8,830
NR20	Recreation Program Manager	\$5,643	\$6,375	\$7,106
NR50	Reprographics Supervisor	\$4,462	\$5,319	\$6,176
NU01	Revenue Manager	\$5,982	\$7,149	\$8,315
NR40	Risk Analyst	\$4,359	\$5,334	\$6,308
NR30	Risk Analyst - Senior	\$5,014	\$6,135	\$7,256
NS02	Senior Labor Analyst	\$5,570	\$6,508	\$7,445
NS05	Senior Recruiter	\$5,475	\$6,533	\$7,590
NS10	Supervising Attorney	\$7,408	\$8,613	\$9,817
NS30	Supervisor - Permit Technicians/Plans Examiners	\$6,027	\$6,668	\$7,308
NS20	Support Services Manager	\$5,854	\$7,359	\$8,864
NT10	TDM Program Manager	\$6,866	\$7,603	\$8,339

## CITY OF REDMOND PAY PLAN "E" - EXECUTIVE PAY PLAN 2011

Grade	Title	<u>Minimum</u>	Midpoint	Maximum
1	Human Resources Director	\$7,990	\$9,633	\$11,276
2	Planning Director	\$8,574	\$9,963	\$11,352
3	Parks Director	\$8,815	\$10,241	\$11,667
4	Deputy City Administrator	\$8,527	\$10,081	\$11,635
5	Fire Chief Police Chief	\$9,097	\$10,672	\$12,246
6	Finance Director Public Works Director	\$8,876	\$10,684	\$12,491