

**CITY OF REDMOND
ORDINANCE NO. 2701**

AN ORDINANCE OF THE CITY OF REDMOND,
WASHINGTON, ESTABLISHING 2013 SALARIES FOR
REGULAR AND SUPPLEMENTAL EMPLOYEES
REPRESENTED BY THE WASHINGTON STATE COUNCIL
OF COUNTY AND CITY EMPLOYEES, LOCAL 21-RD
(AFSCME)

WHEREAS, the City of Redmond recently completed labor contract negotiations with the AFSCME unit Local 21-RD representing public works and parks maintenance workers; and

WHEREAS, Pay Plan A and the supplemental pay plan will be established and put into effect the negotiated salary ranges agreed to through the collective bargaining process and adopted on August 20, 2013.

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

Section 1. Pay Plan Adopted. Effective January 1, 2013, Pay Plan A covering all employees in the AFSCME bargaining unit is hereby amended to grant a 1.50 percent across-the-board increase to employees' salaries over those salaries in effect on December 31, 2012, as adopted by Ordinance No. 2633. Salary ranges in the A Pay Plan will be increased by the same percentage. The amended pay plans for regular and supplemental employees are attached as Exhibits 1 and 2 and are incorporated herein as if set forth in full.

Section 2. As a result of the Market Analysis, the AFSCME Pay Plan is further adjusted by specific amounts for certain classifications to remain competitive in the market. The adjustments are as follows (total percent adjustment including COLA):

HVAC Technician 2.48%
Mechanic 2.48%


The adjusted Pay Plan is incorporated herein as if set forth in full.

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.

ADOPTED by the Redmond City Council this 20 day of August, 2013.

CITY OF REDMOND

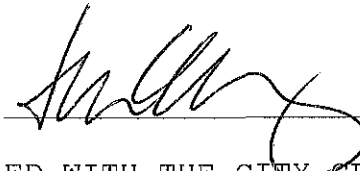

JOHN MARCHIONE, MAYOR

ATTEST:


MICHELLE M. MCGEHEE, MMC, CITY CLERK

(SEAL)

APPROVED AS TO FORM
OFFICE OF THE CITY ATTORNEY:

By: 

FILED WITH THE CITY CLERK:	August 14, 2013
PASSED BY THE CITY COUNCIL:	August 20, 2013
SIGNED BY THE MAYOR:	August 20, 2013
PUBLISHED:	August 26, 2013
EFFECTIVE DATE:	August 31, 2013
ORDINANCE NO. 2701	

ADOPTED 6-0: Allen, Carson, Margeson, Myers, Stilin and Vache

PAY PLAN "A" AFSCME
(For classifications covered by the Washington State Council
of County and City Employees Local 21-RD bargaining unit)
CLASSIFICATION ALIGNMENT/PAY SCHEDULE
Effective: January 1, 2013

Title	Grade	Min	Mid	Max
	0	\$2,279	\$2,507	\$2,735
	1	\$2,399	\$2,640	\$2,881
	2	\$2,525	\$2,777	\$3,028
	3	\$2,659	\$2,926	\$3,194
	4	\$2,816	\$3,097	\$3,378
	5	\$2,972	\$3,269	\$3,567
	6	\$3,140	\$3,454	\$3,767
	7	\$3,319	\$3,654	\$3,989
	8	\$3,507	\$3,857	\$4,207
	9	\$3,708	\$4,079	\$4,450
Meter Reader	9a	\$3,507	\$3,925	\$4,343
Inventory Control Specialist Small Equipment Auto Service Worker	10	\$3,922	\$4,314	\$4,706
Maintenance Technician	8/11	\$3,507	\$4,343	\$5,179
HVAC Technician Mechanic	12	\$4,607	\$5,068	\$5,529
Water Quality Cross Connection Specialist Utility Systems Technician	13	\$4,634	\$5,213	\$5,791
Traffic Signal Technician Lead Maintenance Worker Fleet Ops Lead Water Quality Analyst	14	\$4,901	\$5,513	\$6,125
ITS Network Technician Lead Traffic Signal Technician	15	\$5,197	\$5,844	\$6,490
Source Control Administrator	16	\$5,115	\$5,821	\$6,526

PAY PLAN "A" AFSCME (Supplemental)
(For classifications covered by the Washington State Council
of County and City Employees Local 21-RD bargaining unit)
CLASSIFICATION ALIGNMENT/PAY SCHEDULE
Effective: January 1, 2013

Title	Grade	Min	Mid	Max
	0	\$10.52	\$12.49	\$14.46
	1	\$11.07	\$13.15	\$15.22
	2	\$11.65	\$13.84	\$16.02
	3	\$12.27	\$14.57	\$16.87
	4	\$13.00	\$15.44	\$17.87
Maintenance Aide	5	\$13.72	\$16.29	\$18.86
	6	\$14.49	\$17.21	\$19.93
	7	\$15.32	\$18.19	\$21.06
	8	\$16.18	\$19.22	\$22.25
	9	\$17.11	\$20.32	\$23.53
Meter Reader	9a	\$16.18	\$19.22	\$22.25
Inventory Control Specialist Small Equipment Auto Service Worker	10	\$18.10	\$21.50	\$24.89
Maintenance Technician	8/11	\$16.19	\$19.22	\$22.25
Mechanic HVAC Technician	12	\$21.26	\$25.25	\$29.24
Water Quality Cross Connection Specialist Utility Systems Technician	13	\$21.39	\$25.40	\$29.41
Traffic Signal Technician Lead Maintenance Worker Fleet Ops Lead Water Quality Analyst	14	\$22.62	\$26.86	\$31.10
ITS Network Technician Lead Traffic Signal Technician	15	\$23.99	\$28.49	\$32.98
Source Control Administrator	16	\$23.61	\$28.04	\$32.46