

ORDINANCE NO. 1755

**ORIGINAL**

AN ORDINANCE OF THE CITY OF  
REDMOND, WASHINGTON SETTING 1994  
EMPLOYEE SALARIES

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WHEREAS, the City of Redmond agreed through collective bargaining processes to grant across-the-board increases in pay for 1994 to City employees represented by the Redmond City Hall Employees Association, the Redmond Police Officers Association, and the Redmond Fire Fighters Union; and

WHEREAS, Redmond Fire Battalion Chiefs have been recognized as members of the Redmond Fire Fighters Union; and

WHEREAS, the City wishes to grant its non-union employees an across-the-board adjustment in pay equal to that granted certain bargaining unit employees; and

WHEREAS, Ordinance 1637 provides for an automatic increase in the Mayor's salary equal to that granted department heads; and

WHEREAS, these increases should be reflected by adopting a new pay plan and changing existing ones and by formally setting the Mayor's 1994 salary; NOW, THEREFORE,

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

Section 1. "Pay Plan G - RCHEA", covering general government employees represented by the Redmond City Hall Employees Association is hereby amended, by granting a 2.7% across-the-board increase in 1994 pay rates over rates of pay in

effect 31 December 1993 as adopted by Ordinance 1747, as set forth in Exhibit A attached hereto and incorporated by this reference as if set forth in full.

Section 2. "Pay Plan C - RPOA", covering represented Police Officers and Sergeants is hereby amended to grant a 2.7% across-the-board increase in 1994 pay rates over rates of pay in effect 31 December 1993 as adopted by Ordinance 1712, as set forth in Exhibit B attached hereto and incorporated by this reference as if set forth in full.

Section 3. "Pay Plan D - IAFF", covering represented employees in the Redmond Fire Fighters Union is hereby amended to grant a 3% across-the-board increase in 1994 pay rates over rates of pay in effect 31 December 1993 as adopted by Ordinance 1712, and adding the classification of Battalion Chief to the Pay Plan at its 1993 pay level not subject to the 3% adjustment, as set forth in Exhibit C attached hereto and incorporated by this reference as if set forth in full.

Section 4. "Pay Plan E - Executive", covering department heads and the Mayor's Executive Assistant is hereby amended to grant a 2.7% across-the-board increase in 1994 pay rates over rates of pay in effect 31 December 1993 as adopted by Ordinance 1712, as set forth in Exhibit D attached hereto and incorporated by this reference as if set forth in full.

Section 5. "Pay Plan N - Non-Union", covering Non-Union employees is hereby amended to grant a 2.7% across-the-board increase in 1994 pay rates over rates of pay in effect 31 December 1993 as adopted by Ordinance 1747, as set forth in

Exhibit E attached hereto and incorporated by this reference as if set forth in full.

Section 6. The changes to Pay Plans G, C, D, E, and N set forth shall be effective 1 January 1994.

Section 8. As provided for in Ordinance 1637, the Mayor's annual salary shall be \$70,182, effective 1 January 1994.

Section 9. This ordinance, being an administrative action, is not subject to referendum and shall take effect five days after its publication, or publication of a summary thereof, in the City's official newspaper.

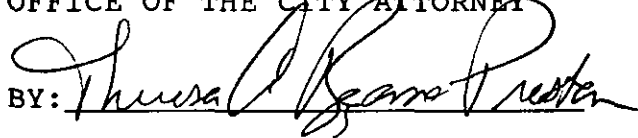
CITY OF REDMOND

  
MAYOR, ROSEMARIE IVES

ATTEST/AUTHENTICATED:

  
CITY CLERK, DORIS A. SCHAIBLE

APPROVED AS TO FORM:  
OFFICE OF THE CITY ATTORNEY

BY: 

FILED WITH THE CITY CLERK:	November 19, 1993
PASSED BY THE CITY COUNCIL:	December 7, 1993
SIGNED BY THE MAYOR:	
PUBLISHED:	December 12, 1993
EFFECTIVE DATE:	January 1, 1994
ORDINANCE NO:	<u>1755</u>

**CITY OF REDMOND****PAY PLAN "G" RCHEA****(For classifications covered by the Redmond City Hall Employees Association bargaining unit)****CLASSIFICATION ALIGNMENT/PAY SCHEDULE**

Effective: 01 January 1994

***Monthly Salaries***

<u>Title</u>	<u>Pay Grade</u>	<u>Range</u>	
		<u>Low</u>	<u>High</u>
	0	1,413	1,696
	1	1,489	1,787
Van Driver	2	1,566	1,878
OFFICE CLERK Data Entry Clerk	3	1,651	1,982
Printer's Assistant Preschool Teacher	4	1,747	2,096
Office Assistant	5	1,844	2,213
ACCOUNTING CLERK	6	1,948	2,337
SENIOR OFFICE ASSISTANT Secretary	7	2,061	2,474
Accounting Assistant Recreation Program Assistant	8	2,176	2,611
ADMINISTRATIVE SECRETARY Printing Technician Senior Recreation Program Assistant	9	2,299	2,760

\* Exempt Positions

ALL CAPS: Benchmark Positions

<u>Title</u>	<u>Pay Grade</u>	<u>Range</u>	
		<u>Low</u>	<u>High</u>
Senior Administrative Secretary Farm Caretaker	10	2,433	2,920
ENGINEERING AIDE Senior Accounting Assistant Planning Technician Office Supervisor Senior Services Specialist System Application Coordinator Deputy City Clerk PC Support Consultant Paralegal Assistant Recycling Program Coordinator Permit Technician	11	2,571	3,213
Engineering Technician Safety Coordinator*	12	2,718	3,398
Building Inspector Systems Technician Senior Engineering Technician Recreation Coordinator* Recycling Program Coordinator* Administrative Coordinator* Water Conservation Coordinator*	13	2,875	3,593
Applications Support Consultant* SENIOR BUILDING INSPECTOR Code Enforcement Officer* Community Information Coordinator* CONSTRUCTION INSPECTOR	14	3,040	3,801
PLANNER* Lead Construction Inspector Senior PC Support Consultant*	15	3,223	4,028
Plans Examiner* Park Planner* Senior Planner* Human Services Planner* CIVIL ENGINEER* Assistant Building Official*	16	3,409	4,261
SENIOR CIVIL ENGINEER*	17	3,613	4,517

\* Exempt Positions  
ALL CAPS: Benchmark Positions

**CITY OF REDMOND**  
**PAY PLAN "C" - RPOA**  
**(Redmond Police Officers Association)**  
**POLICE OFFICER & SERGEANT**  
Effective: 1 January 1994

	<u>STEP A</u> 0-12m	<u>STEP B</u> 13-24m	<u>STEP C</u> 25-36m	<u>STEP D</u> 37-48m	<u>STEP E</u> 49m +
(2) Police Officer	\$3,190	\$3,316	\$3,444	\$3,572	\$3,698
	<u>STEP A</u> 00-12m	<u>STEP B</u> 13-24m	<u>STEP C</u> 25m +		
(5) Sergeant	\$4,010	\$4,133	\$4,255		

Exhibit "B"

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**CITY OF REDMOND  
PAY PLAN "D"**

**REDMOND FIRE FIGHTERS UNION**

**Monthly Rates**

**Effective: 1 January 1994**

*Note: Annual hours for 24-hour shift personnel = 2528*

<u>PAY GRADE</u>	<u>STEP A 0-12m</u>	<u>STEP B 13-24m</u>	<u>STEP C 25-36m</u>	<u>STEP D 37-48m</u>	<u>STEP E 49m +</u>	<u>STEP F E+EMT</u>
Fire Fighter (70)	\$2,681	\$2,849	\$3,014	\$3,353	\$3,689	\$3,739
	<u>STEP A 0-6m</u>	<u>STEP B 7-18m</u>	<u>STEP C 19-30m</u>	<u>STEP D 31m+</u>	<u>STEP E D+EMT</u>	
Driver/ Operator (71)	\$3,620	\$3,705	\$3,792	\$3,874	\$3,924	
Inspector/ Investigator (72)	\$3,838	\$3,927	\$4,020	\$4,106	\$4,156	
Emergency Services Program Coordinator (75)	\$3,838	\$3,927	\$4,020	\$4,106	\$4,156	
	<u>STEP A 0-12m</u>	<u>STEP B 13-24m</u>	<u>STEP C 25m+</u>	<u>STEP D C+EMT</u>		
Lieutenant (73)	\$3,966	\$4,060	\$4,145	\$4,195		
	<u>STEP A 0-12m</u>	<u>STEP B 13m+</u>	<u>STEP C B+EMT</u>			
Captain (74)	\$4,295	\$4,456	\$4,507			
	<u>Range</u>					
Assistant Fire Marshal (77)	\$3,730	-	\$4,849			
Battalion Chief * (76)	\$3,954	-	\$5,140			

\* Merit pay adjustments are subject to rules for exempt employees as designated in the City of Redmond Personnel Manual

Exhibit "C"

**CITY OF REDMOND**  
**PAY PLAN "E"**  
**EXECUTIVE PAY PLAN**

Effective: 1 January 1994

*Monthly Salaries*

<u>EXECUTIVE MANAGEMENT PAY GRADE</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
I EXECUTIVE ASST PUBLIC WORKS POLICE FIRE	4,891	6,847
II FINANCE PLAN/COMM DEV	4,535	6,349
III PARKS & REC HUMAN RESOURCES	4,366	6,112

Exhibit "D"



CITY OF REDMOND

PAY PLAN "N" - NON-UNION

CLASSIFICATION ALIGNMENT/PAY SCHEDULE

Effective: 1 January 1994

*Monthly Salaries*

<u>Title</u>	<u>Pay Grade</u>	<u>Range</u>	
		<u>Low</u>	<u>High</u>
Office Assistant	C2	1,844	2,213
SENIOR OFFICE ASSISTANT Secretary	E2	2,062	2,474
ADMINISTRATIVE SECRETARY Human Resources Technician	G2	2,299	2,760
Senior Administrative Secretary	H2	2,433	2,920
Office Supervisor Assistant Fire Mechanic	A5	2,571	3,213
Budget Analyst* Management Analyst* Executive Secretary*	C5	2,875	3,593
Human Resources Analyst* Employment & Benefits Coordinator*	D5	3,040	3,801
Fire Mechanic Financial Analyst* Utility Accounting Supervisor* Policy Analyst*	E5	3,223	4,028
PUBLIC WORKS SUPERVISOR* Parks Maintenance Supervisor* General Services Supervisor* Recreation Services Supervisor* City Clerk* Special Services Supervisor* General Accounting Supervisor*	A3	3,409	4,432

\* Exempt Positions  
 ALL CAPS: Benchmark Positions

<u>Title</u>	<u>Pay Grade</u>	<u>Range</u>	
		<u>Low</u>	<u>High</u>
Senior Management Analyst* Systems Manager*	B3	3,613	4,697
Planning Supervisor* Accounting Manager* Support Services Manager* Utility Engineering Supervisor* Risk Manager* Prosecuting Attorney* Purchasing Manager* General Services Manager*	D3	3,831	4,980
Assistant City Engineer* Transportation Division Manager* Recreation Division Manager* Parks Division Manager* Construction Division Manager* Utility Manager*	E3	4,061	5,279
Financial Planning Manager* Building Division Manager* Information Services Manager* Storm Water Utility Manager* Police Lieutenant*	F3	4,304	5,595
City Engineer* Assistant Planning Director* Commander* Deputy Fire Chief* Transportation Policy Manager* Deputy Public Works Director*	G3	4,561	5,929

\* Exempt Positions  
ALL CAPS: Benchmark Positions

Ordinance No. 1755

Exhibit "E"