

NON-CODE

**CITY OF REDMOND  
ORDINANCE NO. 2812**

AN ORDINANCE OF THE CITY OF REDMOND,  
WASHINGTON, ESTABLISHING THE 2016 PAY PLAN  
FOR EMPLOYEES COVERED BY THE REDMOND CITY  
HALL EMPLOYEES ASSOCIATION REPRESENTING  
EMPLOYEES IN PROFESSIONAL, TECHNICAL, AND  
ADMINISTRATIVE POSITIONS

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WHEREAS, the City of Redmond completed labor contract negotiations in 2014 with the City Hall Employees Association (RCHEA); and

WHEREAS, Pay Plan R was established and put into effect the negotiated salary ranges agreed to and adopted through the collective bargaining process; and

WHEREAS, the latest salary range will now be adjusted in accordance with the RCHEA Collective Bargaining Agreement.

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

Section 1.      Pay Plan Adopted.      Effective January 1, 2016, Pay Plan R covering all employees in the RCHEA bargaining unit is hereby amended and the salary ranges increased 2.14 percent above the ranges in effect on December 31, 2015, as adopted by Ordinance No. 2759. In conjunction with the adjustment of the salary ranges, the salaries for all employees

covered by the RCHEA collective bargaining agreement will be increased across-the-board 2.14 percent. The amended pay plan is attached as Exhibit 1 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, or as otherwise provided by law.

ADOPTED by the Redmond City Council this 1<sup>st</sup> day of  
December, 2015.

CITY OF REDMOND

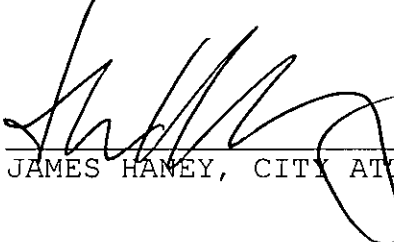
  
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JOHN MARCHIONE, MAYOR

ATTEST:

  
\_\_\_\_\_  
MICHELLE M. HART, MMC, CITY CLERK

(SEAL)

APPROVED AS TO FORM:

  
\_\_\_\_\_  
JAMES HANEY, CITY ATTORNEY

FILED WITH THE CITY CLERK:	November 17, 2015
PASSED BY THE CITY COUNCIL:	December 1, 2015
SIGNED BY THE MAYOR:	December 4, 2015
PUBLISHED:	December 7, 2015
EFFECTIVE DATE:	December 12, 2015
ORDINANCE NO. 2812	

YES: ALLEN, CARSON, FLYNN, MARGESON, MYERS, SHUTZ, STILIN

City of Redmond  
2016 RCHEA Employees "R" Pay Plan

Attachment B, Exhibit 1

<b>Grade</b>	<b>Position</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
RA10	Accountant	\$4,551	\$5,348	\$6,144
RA20	Accountant - Senior	\$5,172	\$6,078	\$6,983
RA25	Accounting Specialist - Associate	\$3,476	\$3,998	\$4,520
RA26	Accounting Specialist	\$3,902	\$4,487	\$5,072
RA27	Accounting Specialist - Senior	\$4,447	\$5,115	\$5,783
RA30	Administrative Assistant	\$3,718	\$4,276	\$4,834
RA50	Administrative Specialist	\$3,952	\$4,546	\$5,139
RB01	Building Inspector Technician	\$4,376	\$5,033	\$5,689
RB20	Building Inspector	\$5,263	\$6,052	\$6,841
RB30	Building Inspector - Senior	\$5,789	\$6,657	\$7,525
RB70	Business Application Specialist	\$4,684	\$5,387	\$6,090
RB75	Business Analyst	\$5,545	\$6,516	\$7,486
RC05	Capital & Grant Analyst	\$4,880	\$5,613	\$6,345
RC20	Code Enforcement Officer	\$5,150	\$5,922	\$6,694
RC40	Construction Inspector	\$5,153	\$5,926	\$6,698
RC50	Construction Inspector - Lead	\$5,707	\$6,706	\$7,704
RC60	Cultural Arts Administrator	\$5,700	\$6,698	\$7,695
RD20	Department Administrative Coordinator	\$4,485	\$5,158	\$5,831
RD40	Deputy City Clerk	\$4,449	\$5,117	\$5,784
RE10	Engineer	\$5,939	\$6,979	\$8,018
RE01	Engineer - Associate	\$5,141	\$5,912	\$6,683
RE20	Engineer - Senior	\$6,985	\$8,208	\$9,431
RE40	Engineering Technician	\$4,757	\$5,471	\$6,185
RE30	Engineering Technician - Associate	\$3,841	\$4,418	\$4,995
RE50	Engineering Technician - Senior	\$5,214	\$5,997	\$6,779
RE60	Environmental Scientist - Associate	\$4,897	\$5,631	\$6,365
RE65	Environmental Scientist	\$5,946	\$6,986	\$8,026
RE70	Environmental Scientist - Senior	\$6,540	\$7,685	\$8,829
RF10	Financial Analyst	\$5,058	\$5,943	\$6,827
RF20	Financial Analyst - Senior	\$5,826	\$6,847	\$7,867
RG10	GIS Data Technician	\$4,403	\$5,064	\$5,724
RG15	GIS Analyst	\$5,003	\$5,878	\$6,752
RG20	GIS Analyst - Senior	\$5,521	\$6,487	\$7,452
RG01	Graphics Designer	\$4,587	\$5,276	\$5,965
RL01	Legal Assistant	\$4,322	\$5,078	\$5,833

City of Redmond  
2016 RCHEA Employees "R" Pay Plan

Attachment B, Exhibit 1

Grade	Position	Minimum	Midpoint	Maximum
RM10	Management Analyst	\$4,532	\$5,809	\$7,085
RN01	Network Analyst	\$5,940	\$6,980	\$8,019
RN10	Network Systems Engineer	\$6,664	\$7,830	\$8,996
RP01	Paralegal	\$4,801	\$5,641	\$6,481
RP10	Payroll Analyst	\$4,234	\$4,869	\$5,504
RP15	Permit Technician	\$4,154	\$4,776	\$5,398
RP20	Planner - Assistant	\$4,594	\$5,284	\$5,973
RP25	Planner	\$5,053	\$5,937	\$6,821
RP35	Planner - Principal	\$6,330	\$7,437	\$8,544
RP30	Planner - Senior	\$5,754	\$6,761	\$7,768
RP45	Plans Examiner	\$5,695	\$6,549	\$7,403
RP55	Preschool Teacher	\$3,138	\$3,644	\$4,149
RP65	Program Administrator	\$5,473	\$6,431	\$7,388
RP66	Program Aide	\$2,873	\$3,304	\$3,735
RP67	Program Assistant	\$3,837	\$4,412	\$4,987
RP70	Program Coordinator	\$4,900	\$5,757	\$6,614
RP75	Programmer Analyst	\$5,447	\$6,401	\$7,354
RP80	Programmer Analyst - Senior	\$6,622	\$7,781	\$8,940
RP85	Purchasing Agent	\$4,562	\$5,245	\$5,928
RP90	Purchasing Agent - Senior	\$5,432	\$6,383	\$7,334
RR01	Recreation Program Administrator	\$5,473	\$6,431	\$7,388
RS10	Senior Systems Analyst	\$6,826	\$8,021	\$9,215
RS15	Stormwater Inspector	\$4,696	\$5,401	\$6,106
RS20	Systems Support Specialist	\$4,732	\$5,442	\$6,152
RT10	Technical Systems Coordinator	\$5,470	\$6,427	\$7,384