ORDINANCE NO: 2315

AN ORDINANCE OF THE CITY OF REDMOND, WASHINGTON, AMENDING PAY PLANS "N" AND "E" IN ORDER TO SET SALARIES FOR NON-UNION AND EXECUTIVE EMPLOYEES FOR THE YEAR 2007; 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. (A) Effective January 1, 2007, Pay Plan "N" covering non-union employees is hereby amended to grant a 3.6 percent across-the-board increase in salaries over those salaries in effect on December 31, 2006, as adopted by Ordinance No. 2274. The amended Pay Plan is attached as Exhibit 1 and incorporated herein as if set forth in full. In addition, effective January 1, 2007, all non-union employees covered by Pay Plan "N" shall receive an increase equal to the difference, if any, between the 3.6 percent granted by the preceding sentence and the amount of the salary or wage increase, if any, ultimately agreed to by the City and the Redmond City Hall Employees Association (RCHEA) for 2007, provided that only non-union employees who are employed by the City on or after the date that an agreement is reached with RCHEA on any such increase shall be entitled to receive such increase. The deferred amount that is

described above is therefore intended to qualify as non-qualified deferred compensation pursuant to the Internal Revenue Code of 1986, as amended, and is subject to a substantial risk of forfeiture.

(B) Effective January 1, 2007, Pay Plan "E" covering executive employees is hereby amended to reflect a 3.6 percent increase in salary ranges over those salary ranges in effect on December 31, 2006, as adopted by Ordinance No. 2274. The amended Pay Plan is attached as Exhibit 2 and incorporated herein as if set forth in full. In addition, effective January 1, 2007, these ranges shall be adjusted equal to the difference, if any, between the 3.6 percent granted by the preceding sentence and the amount of the salary or wage increase, if any, ultimately agreed to by the City and the Redmond City Hall Employees Association (RCHEA) for 2007, provided that only executive employees who are employed by the City on or after the date that an agreement is reached with RCHEA on any such increase shall be entitled to receive any increase that would apply to the employee's position by virtue of the adjustment to the range. The deferred amount that is described above is therefore intended to qualify as non-qualified deferred compensation pursuant to the Internal Revenue Code of 1986, as amended, and is subject to a substantial risk of forfeiture.

Section 2. 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. 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.

Y **OF REDMOND**

MAYOR ROSEMARIE IVES

ATTEST/AUTHENTICATED:

CITY CLERK, MALISA EILES

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.: 2315

December 5, 2006

December 5, 2006

December 5, 2006

December 11, 2006

January 1, 2007

City of Redmond Non-Union Employees 2007 Pay Plan

Grade	Title	Minimum	Midpoint	Maximum
NA01	Accounting Manager	\$5,496	\$6,890	\$8,284
NA10	Administrative Assistant	\$2,697	\$3,353	\$4,009
NA20	Administrative Specialist	\$2,815	\$3,540	\$4,264
NA30	Administrative Supervisor	\$4,338	\$5,041	\$5,743
NA40	Applications Services Manager	\$6,045	\$7,682	\$9,318
NA50	Assistant Director Public Works	\$6,586	\$8,170	\$9,753
NA70	Assistant Maintenance Manager	\$5,798	\$6,597	\$7,395
NA80	Assistant Police Chief	\$7,962	\$8,854	\$9,746
NB01	Benefits Administrator	\$3,406	\$4,321	\$5,236
NB10	Building Official	\$6,080	\$6,915	\$7,750
NB20	Business Operations Manager	\$4,988	\$5,795	\$6,601
NM80	Chief Policy Advisor	\$6,660	\$7,820	\$8,980
NC01	City Clerk	\$6,004	\$6,929	\$7,853
NC25	Compensation Analyst	\$3,602	\$4,520	\$5,437
NC10	Compensation and Benefits Manager	\$4,978	\$6,267	\$7,556
ND01	Department Administrative Coordinator	\$3,349	\$4,093	\$4,837
NA60	Deputy Fire Chief	\$7,767	\$8,532	\$9,296
ND10	Deputy Planning Director	\$6,795	\$7,775	\$8,754
NE01	Emergency Preparedness Manager	\$5,237	\$5,989	\$6,741
NE10	Employment and Training Manager	\$5,012	\$5,980	\$6,948
NE20	Engineer - Senior	\$5,552	\$6,688	\$7,823
NE30	Engineering Manager	\$5,710	\$7,106	\$8,502
NE40	Executive Assistant	\$3,564	\$4,387	\$5,210
NF01	Facilities Maintenance Supervisor	\$4,916	\$5,733	\$6,550
NF20	Financial Analyst	\$4,017	\$5,051	\$6,085
NF10	Financial Analyst - Associate	\$3,313	\$4,223	\$5,133
NF30	Financial Analyst - Senior	\$4,467	\$5,765	\$7,063
NF40	Financial Planning Manager	\$6,551	\$8,075	\$9,599
NF50	Fleet Manager	\$5,542	\$6,218	\$6,893
NH01	Human Resources Assistant	\$2,827	\$3,472	\$4,117
NH10	Human Resources Generalist	\$3,705	\$4,587	\$5,469
NH20	Human Services Manager	\$6,006	\$6,594	\$7,181

City of Redmond Non-Union Employees 2007 Pay Plan

Grade	Title	Minimum	Midpoint	Maximum
NI01	Inspection Supervisor	\$5,181	\$5,882	\$6,583
N110	IS Manager	\$6,578	\$8,220	\$9,862
NM01	Maintenance Manager	\$6,509	\$7,378	\$8,247
NM10	Maintenance Operations Supervisor - Storm Water	\$5,132	\$5,844	\$6,555
NM20	Maintenance Operations Supervisor - Streets	\$5,167	\$5,896	\$6,625
NM30	Maintenance Operations Supervisor - Wastewater	\$5,132	\$5,844	\$6,555
NM40	Maintenance Operations Supervisor - Water Operations	\$5,132	\$5,844	\$6,555
NM60	Management Analyst	\$3,759	\$4,819	\$5,878
NM50	Management Analyst - Associate	\$3,271	\$4,192	\$5,113
NM70	Management Analyst - Senior	\$4,324	\$5,542	\$6,760
NN01	Network Communications Manager	\$5,818	\$7,339	\$8,860
NP01	Parks Maintenance Manager	\$6,316	\$7,343	\$8,369
NP05	Parks Maintenance Supervisor	\$4,531	\$5,115	\$5,698
NP10	Parks Operations Supervisor	\$4,919	\$5,627	\$6,334
NP20	Parks Planning Manager	\$6,175	\$6,790	\$7,405
NP30	Payroll Supervisor	\$4,316	\$5,325	\$6,334
NP40	Planning Manager - Development Review	\$6,153	\$7,166	\$8,178
NP50	Planning Manager - Marketing and Information	\$6,178	\$7,497	\$8,815
NP60	Planning Manager - Policy and Comprehensive Planning	\$6,463	\$7,534	\$8,605
NP65	Police Commander	\$7,855	\$8,251	\$8,647
NP70	Program Manager	\$5,202	\$5,919	\$6,636
NP80	Prosecuting Attorney	\$5,165	\$6,003	\$6,840
NP90	Purchasing/Accounts Payable Manager	\$5,365	\$6,698	\$8,031
NR01	Real Property Manager	\$5,064	\$5,741	\$6,417
NR10	Recreation Division Manager	\$6,130	\$7,107	\$8,083
NR20	Recreation Program Manager	\$5,165	\$5,835	\$6,505
NR30	Risk Manager	\$5,583	\$7,138	\$8,693
NS02	Senior Labor Analyst	\$5,099	\$5,957	\$6,815
NS10	Supervising Attorney	\$6,782	\$7,885	\$8,987
NS20	Support Services Manager	\$5,358	\$6,736	\$8,114
NU01	Utility Billing Manager	\$5,476	\$6,544	\$7,611

CITY OF REDMOND PAY PLAN "E" - EXECUTIVE PAY PLAN 2007

_Grade	Title	Minimum	Midpoint	<u>Maximum</u>
1	Human Resources Director	\$7,314	\$8,818	\$10,322
2	Planning Director	\$7,848	\$9,120	\$10,392
3	Parks Director	\$8,069	\$9,374	\$10,680
4	Assistant to the Mayor	\$7,806	\$9,228	\$10,651
5	Fire Chief Police Chief	\$8,327	\$9,769	\$11,211
6	Finance Director Public Works Director	\$8,125	\$9,779	\$11,434