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ORDINANCE NO. 2119

AN ORDINANCE OF THE CITY OF REDMOND,

WASHINGTON, AMENDING PAY PLAN "N" FOR NON-

UNION EMPLOYEES, AMENDING THE INTERIM

TECHNOLOGY SERVICES PAY PLAN, PROVIDING FOR SEVERABILITY. AND FIXING AN EFFECTIVE DATE.

WHEREAS, City of Redmond staff have performed a market study for non-union

positions pursuant to the provisions of Resolution No. 1063; and

WHEREAS, the aforementioned market study has revealed discrepancies between

City of Redmond salaries and job classifications and those examined in the market study; and

WHEREAS, the City of Redmond desires to maintain competitive salaries, job

classifications, and other benefits to attract qualified job applicants and retain existing

employees, and the City Council desires to amend Pay Plan "N" accordingly; and

WHEREAS, certain non-union positions that have been previously covered under

the Interim Technology Services Pay Plan are being moved to Pay Plan "N" and the Interim

Technology Services Pay Plan must be amended accordingly, NOW, THEREFORE,

THE CITY COUNCIL OF THE CITY OF REDMOND, WASHINGTON, DO

ORDAIN AS FOLLOWS:

Section 1. Pay Plan "N". Except as provided hereinafter, Pay Plan "N" for non-

union employees is hereby amended for each of the calendar years 2000, 2001, and 2002 to read

as set forth on Exhibits "G," "H," and "I," attached hereto and incorporated by this reference as

if set forth in full. Pursuant to Resolution 1106, the effective date of any and all pay rate changes

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specified in the 2000 Pay Plan "N" attached as Exhibit G is January 1, 2000. Pursuant to Resolution 1106, the effective date of any and all pay rate changes specified in the 2001 Pay Plan "N" attached as Exhibit H is January 1, 2001. Pursuant to Resolution 1106, the effective date of any and all pay rate changes specified in the 2002 Pay Plan "N" attached as Exhibit I is January 1, 2002. The amendments to Pay Plan "N" adopted in this ordinance shall not be effective for the positions of Office Technician II, Administrative Assistant I, Administrative Assistant II, Manager IV, Fire Mechanic and Assistant Fire Mechanic. The positions described on that Exhibit have recently been converted to union positions from, non-union positions and negotiations related to those positions have not been finalized.

Section 2. <u>Interim Technology Services Pay Plan.</u> The Interim Technology Services Pay Plan is hereby amended to read as set forth on Exhibit "J" attached hereto and incorporated herein by this reference as if set forth in full.

<u>Section 3.</u> <u>Conflicts – Severability.</u> 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, being an exercise of a power specifically delegated to the City legislative body, is not subject to referendum, and shall take effect five (5) days after passage and publication of an approved summary thereof consisting of the title.

CITY OF REDMOND /S/ MAYOR ROSEMARIE IVES

ATTEST/AUTHENTICATED: /S/ CITY CLERK, BONNIE MATTSON

APPROVED AS TO FORM:

OFFICE OF THE CITY ATTORNEY:

By: /S/ JAMES E. HANEY

FILED WITH THE CITY CLERK: February 4, 2002
PASSED BY THE CITY COUNCIL: February 5, 2002
SIGNED BY THE MAYOR: February 5, 2002
PUBLISHED: February 9, 2002
EFFECTIVE DATE: February 14, 2002

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