

NON-CODE

CITY OF REDMOND
ORDINANCE NO. 2630

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 2012;
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. Pay Plans Adopted. (A) Effective January 1, 2012, Pay Plan "N" covering non-union employees is hereby amended to grant a 2 percent across-the-board increase in salaries over those salaries in effect on December 31, 2011, as adopted by Ordinance No. 2551. The amended Pay Plan is attached as Exhibit 1 and incorporated herein as if set forth in full.

(B) Effective January 1, 2012, Pay Plan "E" covering executive employees is hereby amended to reflect a 2 percent increase in salary ranges over those salary ranges in effect on December 31, 2011, as adopted by Ordinance No. 2551. The

amended Pay Plan is attached as Exhibit 2 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 6th day of
December, 2011.

CITY OF REDMOND



JOHN MARCHIONE, MAYOR

ATTEST:


MICHELLE M. MCGEHÉE, MMC, CITY CLERK

(SEAL)

APPROVED AS TO FORM:
OFFICE OF THE CITY ATTORNEY:


JAMES HANEY, CITY ATTORNEY

FILED WITH THE CITY CLERK:	November 23, 2011
PASSED BY THE CITY COUNCIL:	December 6, 2011
SIGNED BY THE MAYOR:	December 6, 2011
PUBLISHED:	December 12, 2011
EFFECTIVE DATE:	December 17, 2011
ORDINANCE NO. 2630	

ADOPTED 7-0: Allen, Carson, Cole, Margeson, Myers, Stilin and Vache

**City of Redmond
Non-Union Employees
2012 Pay Plan**

Grade	Title	Minimum	Midpoint	Maximum
NA01	Accounting Manager	\$6,123	\$7,677	\$9,231
NA10	Administrative Assistant	\$3,005	\$3,737	\$4,468
NA20	Administrative Specialist	\$3,137	\$3,944	\$4,750
NA30	Administrative Supervisor	\$4,834	\$5,617	\$6,399
NA40	Applications Services Manager	\$6,735	\$8,560	\$10,384
NA50	Assistant Director Public Works	\$7,339	\$9,103	\$10,867
NA70	Assistant Maintenance Manager	\$6,461	\$7,351	\$8,241
NA80	Assistant Police Chief	\$8,873	\$9,866	\$10,859
NB01	Benefits Administrator	\$3,794	\$4,814	\$5,834
NB10	Building Official	\$6,775	\$7,706	\$8,636
NB20	Business Operations Manager	\$5,558	\$6,457	\$7,355
NM80	Chief Policy Advisor	\$7,421	\$8,713	\$10,005
NC01	City Clerk	\$6,690	\$7,721	\$8,752
NC10	Communications and Marketing Administrator	\$6,212	\$7,455	\$8,697
NC05	Communications Dispatch Supervisor	\$4,960	\$5,630	\$6,300
NC40	Communications Program Manager	\$5,039	\$5,735	\$6,430
NC25	Compensation Analyst	\$4,014	\$5,036	\$6,058
NC28	Compensation Programs Manager	\$6,272	\$7,527	\$8,781
NC30	Computer Forensic Investigator - Senior	\$4,299	\$5,503	\$6,707
ND01	Department Administrative Coordinator	\$3,731	\$4,561	\$5,390
ND15	Deputy Finance Director	\$7,299	\$8,998	\$10,696
NA60	Deputy Fire Chief	\$8,840	\$9,876	\$10,911
ND05	Deputy Parks Director	\$7,361	\$8,482	\$9,602
ND10	Deputy Planning Director	\$7,572	\$8,664	\$9,755
NE01	Emergency Preparedness Manager	\$5,835	\$6,673	\$7,511
NE10	Employment and Training Manager	\$5,585	\$6,664	\$7,742
NE20	Engineer - Senior	\$6,186	\$7,452	\$8,717
NE30	Engineering Manager	\$6,363	\$7,919	\$9,474
NE50	Engineering Supervisor	\$6,186	\$7,452	\$8,717
NE60	EPSCA 800 Megahertz Technician	\$5,285	\$6,288	\$7,291
NE62	EPSCA 800 Magahertz Console Technician	\$5,072	\$5,443	\$5,814
NE64	EPSCA Operations Manager	\$6,442	\$7,667	\$8,891
NE68	EPSCA Senior Accounting Associate	\$3,732	\$4,442	\$5,151
NE40	Executive Assistant	\$3,972	\$4,889	\$5,805
NF01	Facilities Maintenance Supervisor	\$5,478	\$6,388	\$7,298
NF05	Finance Officer	\$6,341	\$7,610	\$8,878
NF20	Financial Analyst	\$4,476	\$5,628	\$6,780
NF10	Financial Analyst - Associate	\$3,691	\$4,706	\$5,720
NF30	Financial Analyst - Senior	\$4,977	\$6,423	\$7,869
NF40	Financial Planning Manager	\$7,299	\$8,998	\$10,696
NF50	Fleet Manager	\$6,176	\$6,929	\$7,682
NG01	GIS Manager	\$6,051	\$7,704	\$9,356
NH01	Human Resources Assistant	\$3,150	\$3,869	\$4,588

**City of Redmond
Non-Union Employees
2012 Pay Plan**

Grade	Title	Minimum	Midpoint	Maximum
NH10	Human Resources Generalist	\$4,128	\$5,111	\$6,093
NH15	Human Resources Program Manager	\$6,366	\$7,771	\$9,175
NH20	Human Services Manager	\$6,692	\$7,348	\$8,003
NI01	Inspection Supervisor	\$5,773	\$6,554	\$7,334
NI10	IS Manager	\$7,329	\$9,159	\$10,988
NM01	Maintenance Manager	\$7,253	\$8,221	\$9,189
NM10	Maintenance Operations Supervisor - Storm Water	\$5,719	\$6,512	\$7,304
NM20	Maintenance Operations Supervisor - Streets	\$5,758	\$6,571	\$7,383
NM30	Maintenance Operations Supervisor - Wastewater	\$5,719	\$6,512	\$7,304
NM40	Maintenance Operations Supervisor - Water Operations	\$5,719	\$6,512	\$7,304
NM60	Management Analyst	\$4,189	\$5,369	\$6,549
NM50	Management Analyst - Associate	\$3,644	\$4,671	\$5,697
NM70	Management Analyst - Senior	\$4,818	\$6,176	\$7,533
NN01	Network Communications Manager	\$6,482	\$8,178	\$9,873
NP02	Parks Maintenance and Operations Manager	\$5,924	\$7,109	\$8,294
NP05	Parks Maintenance Supervisor	\$5,049	\$5,700	\$6,350
NP10	Parks Operations Supervisor	\$5,481	\$6,270	\$7,058
NP20	Parks Planning Manager	\$6,881	\$7,567	\$8,252
NP30	Payroll Supervisor	\$4,809	\$5,934	\$7,058
NP40	Planning Manager - Development Review	\$6,856	\$7,985	\$9,113
NP60	Planning Manager - Policy and Comprehensive Planning	\$7,201	\$8,394	\$9,587
NP65	Police Commander	\$8,754	\$9,195	\$9,636
NP67	Police Crime Analyst (limited duration)	\$4,700	\$5,335	\$5,970
NP68	Police Support Services Supervisor	\$4,530	\$5,142	\$5,753
NP70	Program Manager	\$5,796	\$6,595	\$7,394
NP80	Prosecuting Attorney	\$5,756	\$6,689	\$7,621
NP90	Purchasing/Accounts Payable Manager	\$5,978	\$7,463	\$8,948
NR01	Real Property Manager	\$5,644	\$6,397	\$7,150
NR10	Recreation Division Manager	\$6,831	\$7,919	\$9,007
NR20	Recreation Program Manager	\$5,756	\$6,502	\$7,248
NR50	Reprographics Supervisor	\$4,551	\$5,426	\$6,300
NU01	Revenue Manager	\$6,102	\$7,292	\$8,481
NR40	Risk Analyst	\$4,446	\$5,440	\$6,434
NR30	Risk Analyst - Senior	\$5,114	\$6,258	\$7,401
NS04	Safety Coordinator	\$4,446	\$5,440	\$6,434
NS03	Senior Human Resources Analyst	\$5,390	\$6,333	\$7,276
NS02	Senior Labor Analyst	\$5,681	\$6,638	\$7,594
NS05	Senior Recruiter	\$5,585	\$6,664	\$7,742
NS10	Supervising Attorney	\$7,556	\$8,785	\$10,013
NS30	Supervisor - Permit Technicians/Plans Examiners	\$6,148	\$6,801	\$7,454
NS20	Support Services Manager	\$5,971	\$7,506	\$9,041
NT10	TDM Program Manager	\$7,003	\$7,755	\$8,506

CITY OF REDMOND
PAY PLAN "E" - EXECUTIVE PAY PLAN
2012

<u>Grade</u>	<u>Title</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
1	Human Resources Director	\$8,150	\$9,826	\$11,502
2	Planning Director	\$8,745	\$10,162	\$11,579
3	Parks Director	\$8,991	\$10,446	\$11,900
4	Deputy City Administrator	\$8,698	\$10,283	\$11,868
5	Fire Chief Police Chief	\$9,279	\$10,885	\$12,491
6	Finance Director Public Works Director	\$9,054	\$10,897	\$12,741