

NON-CODE

**CITY OF REDMOND  
ORDINANCE NO. XXXX**

AN ORDINANCE OF THE CITY OF REDMOND,  
WASHINGTON, ESTABLISHING THE 2018 PAY PLAN FOR  
EMPLOYEES COVERED BY THE REDMOND POLICE  
ASSOCIATION, REPRESENTING POLICE SUPPORT  
EMPLOYEES AND ESTABLISHING THE 2018 PAY PLAN  
FOR SUPPLEMENTAL EMPLOYEES

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WHEREAS, the City of Redmond completed labor contract negotiations in 2016 with the Redmond Police Association (RPA), representing Police Support Employees; and

WHEREAS, Pay Plan "PS" and the supplemental pay plan "S-PS" was established and put into effect the negotiated salary ranges agreed to and adopted through the collective bargaining process; and

WHEREAS, the latest salary ranges will now be adjusted in accordance with the negotiated agreement with the RPA bargaining unit, representing police support employees.

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

Section 1. Pay Plan Adopted. Effective January 1, 2018, Pay Plan "PS" covering all employees in the Police Support bargaining unit is hereby amended and the salary ranges increased 2.5 percent above the ranges in effect on December 31, 2017, as

adopted by Ordinance No. 2856, and subsequently amended on November 21, 2017, with Council approval of Ordinance No. 2901. In conjunction with the adjustment of the salary ranges, the salaries for all employees covered by the Police Support bargaining unit will increase across-the-board by 2.5 percent. The amended Pay Plan is attached as Exhibit 1 and incorporated herein as if set forth in full.

Section 2. Pay Plan "S-PS". Effective January 1, 2018, Supplemental Pay Plan "S-PS" covering supplemental police support employees is hereby adjusted to reflect pay ranges that represent 80 percent to 110 percent of the lowest pay for a comparable Regular position, as adopted by Ordinance No. 2856 and subsequently amended on November 21, 2017, with Council approval of Ordinance No. 2901. The amended Pay Plan is attached as Exhibit 2 and incorporated herein as if set forth in full.

Section 3. 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 4. 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 \_\_\_\_ day of December, 2017.

CITY OF REDMOND

\_\_\_\_\_  
MAYOR JOHN MARCHIONE

ATTEST/AUTHENTICATED:

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

(SEAL)

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.: \_\_\_\_\_