

NON-CODE

**CITY OF REDMOND
ORDINANCE NO. XXXX**

AN ORDINANCE OF THE CITY OF REDMOND,
WASHINGTON, AMENDING PAY PLANS "N" AND "N-S,"
IN ORDER TO SET SALARIES FOR THE NON-
REPRESENTED EMPLOYEES FOR THE YEAR 2023;
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 pay plans for non-represented employees.

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

Section 1. Pay Plan "N" Amended. (A) Effective January 1, 2023, Pay Plan "N" covering Non-Represented employees is hereby amended and the salary ranges adjusted according to the new banded salary structure and increased by 7 percent. In conjunction with the adjustment of the salary ranges, the salaries of all employees covered by the "N" pay plan will be increased across-the-board 7 percent up to the maximum salary of the employee's pay band, with any amount that exceeds the maximum salary of the band being paid to the employee in a lump sum.

(B) Effective January 1, 2023, the following classifications are created and added to the Pay Plan "N": City Engineer, Diversity, Equity, and Inclusion Program Advisor, Executive Analyst, Parks Supervisor, Police Support Civilian Commander, Program Manager, Senior Management Analyst, Utilities Manager.

(C) Effective January 1, 2023, the Payroll Analyst classification is moved from Pay Plan "R" into Pay Plan "N".

(D) Effective January 1, 2023, the following changes are made to classification titles within Pay Plan "N": "Communications Dispatch Supervisor" to "Communications Dispatch Manager", "Community Support Administrator" to "Program Manager", "Customer Experience Manager" to "Parks Manager", "Development Services Center Supervisor" to "Development Services Supervisor", "Diversity, Equity, and Inclusion Program Manager" to "Diversity, Equity, and Inclusion Program Advisor", "Facilities Manager" to "Parks Manager", "Financial Planning Manager" and "Financial Services Manager" to "Finance Manager", "Financial Services Supervisor" to "Finance Supervisor", "IS Manager" to "Information Services Manager", "IS Supervisor" to "Information Services Supervisor", "Park Maintenance and Operations Manager" and "Recreation Division Manager" to "Parks Manager", "Parks Maintenance and Operations Supervisor" to "Maintenance and Operations Supervisor", "Police Support Services Supervisor" to "Police Support Services Manager", "Maintenance Manager" to

"Public Works Maintenance Manager", "Recreation Program Administrator" to "Parks Supervisor", "Recreation Program Manager" to "Program Manager", "Risk and Safety Program Coordinator" to "Risk Program Coordinator", "Safety Program Manager" to "Program Manager", "Utility Supervisor" to "Utilities Supervisor".

(E) Effective January 1, 2023, the following changes are made to classification titles and the classifications are moved into Pay Plan "E": "Assistant Director Development Services" to "Deputy Planning and Community Development Director", "Assistant Director Public Works, Maintenance and Operations" to "Deputy Public Works Director"

(F) Effective January 1, 2023, the following existing classifications are moved from Pay Plan "N" into Pay Plan "E": Deputy Executive Department Director, Deputy Finance Director, Deputy Fire Chief, Deputy Human Resources Director, Deputy Parks Director, Deputy Planning and Community Development Director, Deputy Public Works Director/City Engineer, Deputy Technology and Information Services Director.

(G) Effective January 1, 2023, the following classifications are eliminated: Assistant Director Community Planning, Assistant Director Development Services, Assistant Director/City Engineer, Community Support Administrator, Assistant Maintenance Manager, Customer Experience Manager, Diversity, Equity, and Inclusion Program Manager, Engineer-Senior, ESPCA Senior Accounting

Associate, Facilities Manager, Financial Services Manager, Parks Maintenance and Operations Supervisor, Parks Planning and Cultural Arts Manager, Payroll Supervisor, Police Support Services Supervisor, Recreation Division Manager, Recreation Program Administrator, Recreation Program Manager, Safety Program Manager,

The amended Pay Plan is attached as Exhibit 1 and incorporated herein as if set forth in full.

Section 2. Pay Plan "N-S" Amended. Effective January 1, 2023, the salary ranges in Pay Plan "N-S", the Non-Represented Supplemental Pay Plan, are also adjusted to increase the salary ranges, according to the new banded salary structure, to within eighty percent (80%) and one-hundred ten percent (110%) of the salary range minimum for the comparable classifications in Pay Plan "N". In conjunction with the adjustment of the salary ranges, the salaries of all employees covered by "N-S" pay plan will be increased across-the-board 7 percent up to the maximum salary of the employee's pay band, with any amount that exceeds the maximum salary of the band being paid to the employee in a lump sum. 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, 2022.

CITY OF REDMOND

ANGELA BIRNEY, MAYOR

ATTEST:

CHERYL XANTHOS, MMC, CITY CLERK

(SEAL)

APPROVED AS TO FORM

JAMES HANEY, CITY ATTORNEY

FILED WITH THE CITY CLERK:
PASSED BY THE CITY COUNCIL:
SIGNED BY THE MAYOR:
PUBLISHED:
EFFECTIVE DATE:
ORDINANCE NO.: _____