

NON-CODE

**CITY OF REDMOND  
ORDINANCE NO. XXXX**

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 2018;  
PROVIDING FOR SEVERABILITY AND ESTABLISHING AN  
EFFECTIVE DATE

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WHEREAS, Resolution No. 1142 subsequently amended by  
Resolution No. 1358 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;  
and

WHEREAS, the classification research in the Human Resources  
Department has resulted in the recommendation to add and delete  
existing classifications in order to cover existing work and/or to  
be able to hire individuals with the necessary skills and adopt  
the necessary corresponding pay ranges; and

WHEREAS, implementation of the recommendation will require  
an amendment of the 2018 Non-Union Pay Plan.

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

Section 1. Pay Plans Adopted.

(A) Effective January 1, 2018, Pay Plan "N" covering non-union employees 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. 2854 and subsequently amended on March 21, 2017, with Council approval of Ordinance No. 2854. In conjunction with the adjustment of the salary ranges, the salaries of all non-union, non-executive employees covered by the "N" pay plan will be increased across-the-board 2.5 percent. The amended Pay Plan is attached as Exhibit 1 and incorporated herein as if set forth in full.

(B) Effective January 1, 2018, Pay Plan "N" covering non-union employees will be further amended by: revising the pay ranges for the IS Manager, Police Crime Analyst (limited duration) and Police Program Coordinator (limited duration) classifications; adding the classifications and salary ranges for Financial Services Manager, IS Supervisor, Risk & Safety Program Coordinator, and Utility Supervisor; and removing the classifications and salary ranges for the positions of Accounting Manager, Applications Services Manager, Infrastructure & Operations Manager, Revenue & Treasury Manager and Support Services Manager. The amended Pay Plan is attached as Exhibit 1 and incorporated herein as if set forth in full.

(C) Effective January 1, 2018, Pay Plan "E" covering executive employees is hereby amended and the salary ranges increased 2.5 percent over the ranges in effect on December 31, 2017, as adopted by Ordinance No. 2854, and subsequently amended on March 21, 2017, with Council approval of Ordinance No. 2875. 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 \_\_\_\_ 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.: \_\_\_\_\_