



Redmond
WASHINGTON

2025 Pay Plan "R-S" - RCHEA Supplemental Employees

Ordinance No.
Effective January 1, 2025

By Salary Band

Band/ Grade	FLSA	Classification	Hourly			Annual		
			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
SR85			\$49	\$58	\$67	\$126,108	\$148,176	\$170,232
	NE*	Senior Infrastructure Systems Engineer						
	NE*	Transportation Strategic Advisor						
SR80			\$46	\$55	\$64	\$120,336	\$141,396	\$162,456
	NE*	Engineer - Senior						
	NE*	Programmer Analyst - Senior						
	NE*	Lead Systems Analyst (new)						
SR75			\$44	\$52	\$60	\$113,316	\$133,140	\$152,964
	NE*	Infrastructure Systems Engineer						
	NE*	Senior Systems Analyst						
	NE*	Technology Project Manager						
SR70			\$42	\$50	\$58	\$109,512	\$128,676	\$147,840
	NE*	Business Systems Analyst Sr - ERP						
	NE*	Business Systems Analyst Sr - HRIS						
	NE*	Engineer						
	NE*	Environmental Scientist - Senior						
	NE*	Planner - Principal						
	NE*	Security and Compliance Analyst						
SR65			\$40	\$47	\$55	\$103,080	\$121,116	\$139,152
	NE*	Planner - Senior						
SR60			\$39	\$46	\$53	\$100,368	\$117,936	\$135,504
	NE*	Business Systems Analyst - ERP						
	NE*	Business Systems Analyst - HRIS						
	NE*	Communications & Marketing Project Administrator						
	NE*	Infrastructure Systems Analyst						
SR55			\$37	\$44	\$51	\$95,892	\$112,680	\$129,468
	NE	Building Inspector - Senior						
	NE*	Business Analyst						
	NE	Construction Inspector - Lead						
	NE*	Environmental Scientist						
	NE	GIS Analyst - Senior						
	NE*	Program Administrator						
	NE*	Programmer Analyst						
SR50			\$35	\$41	\$48	\$90,228	\$106,020	\$121,812
	NE*	Accountant - Senior						
	NE	Building Inspector						
	NE	Construction Inspector						
	NE	Engineer - Associate						
	NE	Engineering Technician - Senior						
	NE	Plans Examiner						
	NE*	Purchasing Agent - Senior						
	NE*	Planner						
	NE*	Technical Systems Coordinator						



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			Minimum	Midpoing	Maximum	Minimum	Midpoint	Maximum
SR45			\$33	\$39	\$46	\$86,304	\$101,400	\$116,496
	NE*	Capital & Grant Analyst						
	NE	Code Enforcement Officer						
	NE*	Financial Analyst						
	NE	GIS Analyst						
	NE*	Management Analyst						
	NE	Stormwater Inspector						
SR40			\$32	\$38	\$44	\$83,556	\$98,184	\$112,800
	NE*	Accountant						
	NE	Communications & Marketing Specialist						
	NE	Deputy City Clerk						
	NE	Program Coordinator						
	NE	Records Analyst						
SR35			\$31	\$37	\$42	\$80,352	\$94,416	\$108,468
	NE	Business Application Specialist						
	NE	Department Administrative Coordinator						
	NE	Planner - Assistant						
	NE	Paralegal						
	NE	Systems Support Specialist						
	NE	Grant Writer (new)						
SR30			\$29	\$34	\$40	\$75,276	\$88,452	\$101,616
	NE	Building Inspector Technician						
	NE	Engineering Technician						
	NE	Graphics Designer						
	NE	GIS Data Technician						
	NE	Purchasing Agent						
SR25			\$27	\$32	\$38	\$71,040	\$83,460	\$95,880
	NE	Administrative Specialist						
	NE	Accounting Specialist - Senior						
	NE	Legal Assistant						
	NE	Permit Technician						
SR20			\$26	\$31	\$36	\$67,548	\$79,368	\$91,188
	NE	Administrative Assistant						
	NE	Engineering Technician - Associate						
	NE	Program Assistant						
SR15			\$25	\$29	\$34	\$64,560	\$75,864	\$87,168
	NE	Accounting Specialist						
SR10			\$22	\$26	\$30	\$56,052	\$65,868	\$75,672
	NE	Accounting Specialist - Associate						
SR05			\$19	\$22	\$26	\$49,200	\$57,816	\$66,420
	NE	Program Aide						

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Band/ Grade	FLSA	Classification	Monthly			Annual		
			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
SR40	NE*	Accountant	\$32	\$38	\$44	\$83,556	\$98,184	\$112,800
SR50	NE*	Accountant - Senior	\$35	\$41	\$48	\$90,228	\$106,020	\$121,812
SR15	NE	Accounting Specialist	\$25	\$29	\$34	\$64,560	\$75,864	\$87,168
SR10	NE	Accounting Specialist - Associate	\$22	\$26	\$30	\$56,052	\$65,868	\$75,672
SR25	NE	Accounting Specialist - Senior	\$27	\$32	\$38	\$71,040	\$83,460	\$95,880
SR20	NE	Administrative Assistant	\$26	\$31	\$36	\$67,548	\$79,368	\$91,188
SR25	NE	Administrative Specialist	\$27	\$32	\$38	\$71,040	\$83,460	\$95,880
SR50	NE	Building Inspector	\$35	\$41	\$48	\$90,228	\$106,020	\$121,812
SR55	NE	Building Inspector - Senior	\$37	\$44	\$51	\$95,892	\$112,680	\$129,468
SR30	NE	Building Inspector Technician	\$29	\$34	\$40	\$75,276	\$88,452	\$101,616
SR55	NE*	Business Analyst	\$37	\$44	\$51	\$95,892	\$112,680	\$129,468
SR35	NE	Business Application Specialist	\$31	\$37	\$42	\$80,352	\$94,416	\$108,468
SR60	NE*	Business Systems Analyst - ERP	\$39	\$46	\$53	\$100,368	\$117,936	\$135,504
SR60	NE*	Business Systems Analyst - HRIS	\$39	\$46	\$53	\$100,368	\$117,936	\$135,504
SR70	NE*	Business Systems Analyst Sr - ERP	\$42	\$50	\$58	\$109,512	\$128,676	\$147,840
SR70	NE*	Business Systems Analyst Sr - HRIS	\$42	\$50	\$58	\$109,512	\$128,676	\$147,840
SR45	NE*	Capital & Grant Analyst	\$33	\$39	\$46	\$86,304	\$101,400	\$116,496
SR45	NE	Code Enforcement Officer	\$33	\$39	\$46	\$86,304	\$101,400	\$116,496
SR60	NE*	Communications & Marketing Project Administrator	\$39	\$46	\$53	\$100,368	\$117,936	\$135,504
SR40	NE	Communications & Marketing Specialist	\$32	\$38	\$44	\$83,556	\$98,184	\$112,800
SR50	NE	Construction Inspector	\$35	\$41	\$48	\$90,228	\$106,020	\$121,812
SR55	NE	Construction Inspector - Lead	\$37	\$44	\$51	\$95,892	\$112,680	\$129,468
SR35	NE	Department Administrative Coordinator	\$31	\$37	\$42	\$80,352	\$94,416	\$108,468
SR40	NE	Deputy City Clerk	\$32	\$38	\$44	\$83,556	\$98,184	\$112,800
SR70	NE*	Engineer	\$42	\$50	\$58	\$109,512	\$128,676	\$147,840
SR50	NE	Engineer - Associate	\$35	\$41	\$48	\$90,228	\$106,020	\$121,812
SR80	NE*	Engineer - Senior	\$46	\$55	\$64	\$120,336	\$141,396	\$162,456
SR30	NE	Engineering Technician	\$29	\$34	\$40	\$75,276	\$88,452	\$101,616
SR20	NE	Engineering Technician - Associate	\$26	\$31	\$36	\$67,548	\$79,368	\$91,188
SR50	NE	Engineering Technician - Senior	\$35	\$41	\$48	\$90,228	\$106,020	\$121,812
SR55	NE*	Environmental Scientist	\$37	\$44	\$51	\$95,892	\$112,680	\$129,468
SR70	NE*	Environmental Scientist - Senior	\$42	\$50	\$58	\$109,512	\$128,676	\$147,840
SR45	NE*	Financial Analyst	\$33	\$39	\$46	\$86,304	\$101,400	\$116,496
SR45	NE	GIS Analyst	\$33	\$39	\$46	\$86,304	\$101,400	\$116,496
SR55	NE	GIS Analyst - Senior	\$37	\$44	\$51	\$95,892	\$112,680	\$129,468
SR30	NE	GIS Data Technician	\$29	\$34	\$40	\$75,276	\$88,452	\$101,616
SR30	NE	Graphics Designer	\$29	\$34	\$40	\$75,276	\$88,452	\$101,616
SR35	NE	Grant Writer (new)	\$31	\$37	\$42	\$80,352	\$94,416	\$108,468
SR60	NE*	Infrastructure Systems Analyst	\$39	\$46	\$53	\$100,368	\$117,936	\$135,504
SR75	NE*	Infrastructure Systems Engineer	\$44	\$52	\$60	\$113,316	\$133,140	\$152,964
SR80	NE*	Lead Systems Analyst (new)	\$46	\$55	\$64	\$120,336	\$141,396	\$162,456
SR25	NE	Legal Assistant	\$27	\$32	\$38	\$71,040	\$83,460	\$95,880
SR45	NE*	Management Analyst	\$33	\$39	\$46	\$86,304	\$101,400	\$116,496



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			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
SR35	NE	Paralegal	\$31	\$37	\$42	\$80,352	\$94,416	\$108,468
SR25	NE	Permit Technician	\$27	\$32	\$38	\$71,040	\$83,460	\$95,880
SR50	NE*	Planner	\$35	\$41	\$48	\$90,228	\$106,020	\$121,812
SR35	NE	Planner - Assistant	\$31	\$37	\$42	\$80,352	\$94,416	\$108,468
SR70	NE*	Planner - Principal	\$42	\$50	\$58	\$109,512	\$128,676	\$147,840
SR65	NE*	Planner - Senior	\$40	\$47	\$55	\$103,080	\$121,116	\$139,152
SR50	NE	Plans Examiner	\$35	\$41	\$48	\$90,228	\$106,020	\$121,812
SR55	NE*	Program Administrator	\$37	\$44	\$51	\$95,892	\$112,680	\$129,468
SR05	NE	Program Aide	\$19	\$22	\$26	\$49,200	\$57,816	\$66,420
SR20	NE	Program Assistant	\$26	\$31	\$36	\$67,548	\$79,368	\$91,188
SR40	NE	Program Coordinator	\$32	\$38	\$44	\$83,556	\$98,184	\$112,800
SR55	NE*	Programmer Analyst	\$37	\$44	\$51	\$95,892	\$112,680	\$129,468
SR80	NE*	Programmer Analyst - Senior	\$46	\$55	\$64	\$120,336	\$141,396	\$162,456
SR30	NE	Purchasing Agent	\$29	\$34	\$40	\$75,276	\$88,452	\$101,616
SR50	NE*	Purchasing Agent - Senior	\$35	\$41	\$48	\$90,228	\$106,020	\$121,812
SR40	NE	Records Analyst	\$32	\$38	\$44	\$83,556	\$98,184	\$112,800
SR70	NE*	Security and Compliance Analyst	\$42	\$50	\$58	\$109,512	\$128,676	\$147,840
SR85	NE*	Senior Infrastructure Systems Engineer	\$49	\$58	\$67	\$126,108	\$148,176	\$170,232
SR75	NE*	Senior Systems Analyst	\$44	\$52	\$60	\$113,316	\$133,140	\$152,964
SR45	NE	Stormwater Inspector	\$33	\$39	\$46	\$86,304	\$101,400	\$116,496
SR35	NE	Systems Support Specialist	\$31	\$37	\$42	\$80,352	\$94,416	\$108,468
SR50	NE*	Technical Systems Coordinator	\$35	\$41	\$48	\$90,228	\$106,020	\$121,812
SR75	NE*	Technology Project Manager	\$44	\$52	\$60	\$113,316	\$133,140	\$152,964
SR85	NE*	Transportation Strategic Advisor	\$49	\$58	\$67	\$126,108	\$148,176	\$170,232

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