

CITY OF REDMOND
RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF REDMOND, WASHINGTON AMENDING SECTION 7.80 OF THE REDMOND PERSONNEL MANUAL CHANGING LONGEVITY PAY TO EXPERIENCE RECOGNITION PAY

WHEREAS, the City of Redmond wishes to ensure that City employees who are not represented by a collective bargaining unit are afforded salaries that are competitive with those provided to represented employees; and

WHEREAS, past practice is to adopt RCHEA labor union changes in salaries and wages for non-represented employees; and

WHEREAS, the City of Redmond recently completed labor contract negotiations with the RCHEA labor union which included a change from "Longevity Pay" to "Experience Recognition Pay" and a change in the pay amount.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF REDMOND, WASHINGTON, HEREBY RESOLVES AS FOLLOWS:

Section 1. Experience Recognition Pay. Effective January 1, 2023, Section 7.80 of the Redmond Personnel Manual is amended as follows:

7.80 ~~Longevity Pay~~ Experience Recognition Pay

Experience Recognition Pay will be paid to regular full-time employees, listed on the "N" Pay Plan and Deputy Directors

in the "E" Pay Plan, who have completed five (5) continuous years of service. Employees will receive a flat rate per month that will not be affected by the COLA. Experience Recognition Pay will start on the 6th year of service per the following schedule:

<u>Completed Years</u>	<u>Added to Monthly Salary</u>
<u>5 years</u>	<u>\$200.00</u>

~~All regular employees who are not covered by a collective bargaining agreement, except those who are exempt from the overtime provisions of the Federal Fair Labor Standards Act (FLSA) based on the "Executive" exemption, receive longevity pay in accordance with the following schedule:~~

Completed Years of	Added to Monthly
Continuous Service	Salary
6-1/2 years	\$30.00
10 years	\$45.00
15 years	\$60.00
20 years	\$75.00

~~These amounts are pro-rated for benefited part-time employees consistent with Experience Recognition Pay will be paid to regular part-time employees in a prorated amount per the following schedule:~~

Part Time Hours/Week	Experience Recognition
	Pay Accrual Ratio

20.0 to 22.4	0.50
22.5 to 27.4	0.625
27.5 to 32.4	0.75
32.5 to 37.4	0.875
37.5 to 40.0	1.00

Section 2. Effective Date. This resolution shall become effective January 1, 2023.

ADOPTED by the Redmond City Council this _____ day of December, 2022.

CITY OF REDMOND

ANGELA BIRNEY, MAYOR

ATTEST:

CHERYL XANTHOS, MMC, CITY CLERK

(SEAL)

FILED WITH THE CITY CLERK:
PASSED BY THE CITY COUNCIL:
RESOLUTION NO.