

NON-CODE

ORDINANCE NO. xxxx

AN ORDINANCE OF THE CITY OF REDMOND,
WASHINGTON AMENDING THE 2019, 2020 AND 2021
P PAY PLAN FOR EMPLOYEES COVERED BY THE
REDMOND POLICE ASSOCIATION, REPRESENTING
POLICE OFFICERS, SERGEANTS AND CORPORALS

WHEREAS, the City of Redmond recently completed labor contract negotiations with the Redmond Police Association representing Police Officers, Sergeants and Corporals; and

WHEREAS, Pay Plan P will establish and put into effect the negotiated salary ranges agreed to through the collective bargaining process.

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

Section 1. Pay Plans Adopted. Effective January 1, 2019, Pay Plan P covering all employees in the RPA bargaining unit, representing police officers and sergeants, is hereby amended and the salary ranges increased a total of 4.0 percent plus an additional approximate 1.9 percent to move the ranges to the 60th percentile of the market, above the salary ranges in effect on December 31, 2018, as adopted by Ordinance No. 2870. In conjunction with the adjustment of the salary ranges, the

salaries for all employees covered by Pay Plan P will be increased by the same percentages. The amended Pay Plan is attached as Exhibit 1 and incorporated herein as if set forth in full.

Effective January 1, 2020, Pay Plan P covering all employees in the RPA bargaining unit, representing police officers and sergeants, is hereby amended and the salary ranges increased 4.0 percent above the salary ranges in effect on December 31, 2019. In conjunction with the adjustment of the salary ranges, the salaries for all employees covered by Pay Plan P will be increased across-the-board by 4.0 percent. The amended pay plan is attached as Exhibit 2 and incorporated herein as if set forth in full.

Effective January 1, 2021, Pay Plan P covering all employees in the RPA bargaining unit, representing police officers and sergeants, is hereby amended and the salary ranges increased 3.0 percent above the salary ranges in effect on December 31, 2020. In conjunction with the adjustment of the salary ranges, the salaries for all employees covered by Pay Plan P will be increased across-the-board by 3.0 percent. The amended pay plan is attached as Exhibit 3 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 _____, 2018.

CITY OF REDMOND

MAYOR JOHN MARCHIONE

ATTEST/AUTHENTICATED:

MICHELLE M. HART, MMC, CITY CLERK

(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.: _____