

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 2019;
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 respective pay plans for non-union and executive employees.

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

Section 1. Pay Plans Amended.

(A) Effective January 1, 2019, Pay Plan "N" covering non-union employees is hereby amended and the salary ranges increased 3.6 percent above the ranges in effect on January 1, 2018, as adopted by Ordinance No. 2904 and subsequently amended on April 3, 2018, with Council approval of Ordinance No. 2918 and on October 16, 2018, with Council approval of Ordinance No. 2933. Changes to the classifications include: jobs retitled: Customer Service Manager changed to Customer Experience Manager; Parks and Facilities Maintenance and Operations Manager changed to Parks

Maintenance and Operations Manager; job classification eliminated: Police Lieutenant; job classifications added: Safety Program Manager, Facilities Manager, Security Compliance Manager, Project Management Office Manager, Deputy Director Planning and Community Development, Assistant Director Public Works/City Engineer, and Communications and Marketing Supervisor.

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 3.6 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 "E" covering executive employees is hereby amended and the salary ranges adjusted approximately 4-13 percent per a competitive market analysis, changing the ranges in effect on January 1, 2018, as adopted by Ordinance No. 2904 and subsequently amended on July 3, 2018, with Council approval of Ordinance No. 2927. Pay Plan "E" will be changed to include four salary grades instead of two. In conjunction with the adjustment of the salary ranges, the salaries of all executive employees covered by the "E" pay plan will be increased across-the-board 3.6 percent. 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,
2018.

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.: _____