

CITY OF REDMOND
ORDINANCE NO. xxxx

AN ORDINANCE OF THE CITY OF REDMOND,
WASHINGTON ESTABLISHING THE 2019 PAY PLAN FOR
EMPLOYEES COVERED BY THE REDMOND CITY HALL
EMPLOYEES ASSOCIATION REPRESENTING EMPLOYEES
IN PROFESSIONAL, TECHNICAL, AND
ADMINISTRATIVE POSITIONS

WHEREAS, the City of Redmond completed labor contract negotiations with the RCHEA bargaining unit, representing a range of clerical, professional and technical employees, to establish a collective bargaining agreement covering October 1, 2016-September 30, 2019; and

WHEREAS, agreed upon terms of compensation include:

Cost of Living Adjustments: Effective January 1, 2019, employees shall receive a cost of living adjustment equal to the percentage rate of the June 2017 to June 2018 CPI-W for the Seattle area. This percentage rate is 3.6 percent.

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

Section 1. Pay Plan Amended. Effective January 1, 2019, Pay Plan R covering all employees in the RCHEA bargaining unit is hereby amended and the salary ranges increased 3.6 percent above the ranges in effect on December 31, 2018. Changes to job

classifications include: job classification eliminated: Preschool Teacher; job classifications added: Technology Project Manager, Security and Compliance Analyst, Infrastructure Systems Engineer, and Environmental Sustainability Program Manager. In conjunction with the adjustment of the salary ranges, there will also be a 3.6 percent across-the-board increase to employees' salaries over those salaries in effect on December 31, 2018. The amended pay plan is attached as Exhibit 1 and is 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.

ADOPTED BY THE REDMOND CITY COUNCIL THIS _____ DAY OF
_____, 2018.

CITY OF REDMOND

JOHN MARCHIONE, MAYOR

ATTEST:

MICHELLE M. HART, MMC, CITY CLERK

(SEAL)

APPROVED AS TO FORM:
OFFICE OF THE CITY ATTORNEY:

JAMES HANEY, CITY ATTORNEY

FILED WITH THE CITY CLERK:
PASSED BY THE CITY COUNCIL:
SIGNED BY THE MAYOR:
PUBLISHED:
EFFECTIVE DATE:
ORDINANCE NO.