

**CITY OF REDMOND  
ORDINANCE NO. \_\_\_\_\_**

AN ORDINANCE OF THE CITY OF REDMOND,  
WASHINGTON ESTABLISHING UPDATED 2019 SALARY  
RANGES FOR REGULAR AND SUPPLEMENTAL  
EMPLOYEES REPRESENTED BY THE REDMOND CITY  
HALL EMPLOYEES ASSOCIATION (RCHEA)

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WHEREAS, the City of Redmond recently completed labor contract negotiations with the Redmond City Hall Employees Association (RCHEA) representing clerical, professional and technical employees; and

WHEREAS, the negotiations resulted in amendment of the R Pay Plan salary ranges adopted by Ordinance No. 2952 and R-S Pay Plan supplemental salary ranges adopted by Ordinance No. 2955.

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

Section 1.      Amended 2019 R Pay Plan Adopted.      Effective October 1, 2019, Salary ranges in the R Pay Plan adopted by Ordinance 2952 shall be amended and replaced by Amended 2019 R Pay Plan. The salary ranges in the Amended 2019 R Pay Plan, attached to this ordinance as Exhibit 1, were market priced and some salary ranges will be increased by variable amounts to reflect current market conditions as compared to the current R Pay Plan adopted by Ordinance 2952. The Amended 2019 R Pay Plan

for regular employees is attached as Exhibit 1 and is incorporated herein as if set forth in full.

Section 2. Amended 2019 Supplemental R-S Pay Plan Adopted.  
Effective October 1, 2019, Salary ranges in the R-S Pay Plan adopted by Ordinance 2955 shall be amended and replaced by the Amended 2019 Supplemental R-S Pay Plan. The salary ranges in the Amended 2019 Supplemental R-S Pay Plan, attached to this Ordinance as Exhibit 2, are calculated based on the salary ranges in the Amended 2019 R Pay Plan and will be increased by variable amounts as compared to the current R-S Pay Plan adopted by Ordinance 2955. The Amended 2019 Supplemental R-S Pay Plan is adjusted to increase the salary ranges for supplemental employees to within eighty percent (80%) and one-hundred twenty percent (120%) of the salary range minimum for comparable bargaining unit classifications set forth in the Amended 2019 R Pay Plan. The Amended 2019 R-S Pay Plan for supplemental employees is attached as Exhibit 2 and is incorporated herein as if set forth in full.

Section 4. 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 5.    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 October, 2019.

CITY OF REDMOND

\_\_\_\_\_  
MAYOR JOHN MARCHIONE

ATTEST/AUTHENTICATED:

\_\_\_\_\_  
CHERYL XANTHOS, 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.: \_\_\_\_\_