

NON-CODE

**CITY OF REDMOND
ORDINANCE NO. XXXX**

AN ORDINANCE OF THE CITY OF REDMOND, WASHINGTON, AMENDING ORDINANCE NO. 2977, PASSED BY THE CITY COUNCIL ON NOVEMBER 4, 2019, TO CORRECT NOMINAL ROUNDING ERRORS ON EXHIBIT 1, AND AMENDING PAY PLANS "N" AND "N-S," IN ORDER TO SET SALARIES FOR THE NON-REPRESENTED EMPLOYEES FOR THE YEAR 2020; 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 pay plans for non-represented employees.

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

Section 1. Pay Plan "N" Amended. Effective January 1, 2020, Pay Plan "N" covering Non-Represented employees is hereby amended and the salary ranges adjusted 2 percent above the ranges in effect on January 1, 2019 as adopted by Ordinance No. 2944 and subsequently amended on July 2, 2019 by Ordinance No. 2970 and subsequently amended on November 4, 2019 as adopted by Ordinance No. 2977. The salary range adjustments to Pay Plan "N" also includes a housekeeping adjustment from nominal calculation rounding errors. In conjunction with the adjustment of the salary

ranges, the salaries of all employees covered by the "N" pay plan will be increased across-the-board 2 percent. The amended Pay Plan is attached as Exhibit 1 and incorporated herein as if set forth in full.

Section 2. Pay Plan "N-S" Amended. Effective January 1, 2020, the salary ranges in Pay Plan "N-S," the Non-Represented Supplemental Pay Plan, are also adjusted to increase the salary ranges 2 percent, to within eighty percent (80%) and one-hundred ten percent (110%) of the salary range minimum for the comparable classifications in Pay Plan "N," above the ranges in effect on April 2, 2019 as adopted by Ordinance No. 2955 and subsequently amended on November 4, 2019, as adopted by Ordinance No. 2977. In conjunction with the adjustment of the salary ranges, the salaries of all employees covered by "N-S" pay plan will be increased across-the-board 2 percent. The amended Pay Plan is attached as Exhibit 2 and incorporated herein as if set forth in full.

Section 3. Changes to Classifications. Changes made to the classifications on the "N" and "N-S" Pay Plans include:

(A) Positions Retitled: Human Resources Program Manager changed to Human Resources Manager; Parks Operations Supervisor changed to Parks Maintenance and Operations Supervisor;

(B) Position Added: Financial Services Supervisor;

(C) Positions Eliminated: Compensation Analyst,
Economic Development Manager, EPSCA 800 Megahertz Console

Technician, EPSCA Executive Director, Finance Officer, Human Resources Program and Policy Advisor, Strategic Funds Advisor, and Parks Maintenance Supervisor.

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, or as otherwise provided by law.

ADOPTED by the Redmond City Council this ____ day of December,
2019.

CITY OF REDMOND

JOHN MARCHIONE, MAYOR

ATTEST:

CHERYL XANTHOS, MMC, CITY CLERK

(SEAL)

APPROVED AS TO FORM:

JAMES HANEY, CITY ATTORNEY

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