



Project title: City of Everett Salary Ordinance for 2020

**City Council Agenda Item Cover Sheet**

Council Bill #

CB1911-61

Project: City of Everett Salary Ordinance for 2020

Partner/Supplier :

Agenda dates requested:

1<sup>st</sup> Reading 11/27/19

2<sup>nd</sup> Reading 12/4/19

3<sup>rd</sup> Reading 12/11/19

Location:

Preceding action:

Fund:

Briefing

Proposed action

Consent

Action

Ordinance x

Public hearing

Yes x No

Fiscal summary statement:

None

Project summary statement:

Establish the basic salary schedule for employees of the City of Everett for 2020, repealing Ordinance 3644-18.

Budget amendment:

Yes x No

PowerPoint presentation:

Yes x No

Attachments:

Salary Ordinance

Department(s) involved:

Human Resources

Contact person:

Monte Turner

Phone number:

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mturner@everettwa.gov

Initialed by:

Department head

Administration

Council President

Recommendation (exact action requested of Council):

Adopt the City of Everett Salary Ordinance for 2020



ORDINANCE NO. \_\_\_\_\_

AN ORDINANCE establishing the basic salary schedule for employees of the City of Everett for 2020, repealing Ordinance 3644-18.

THE CITY OF EVERETT DOES ORDAIN:

Section 1: It is the purpose of this ordinance to fix the classification and salary for each employee in the City of Everett and to establish part-time employment and day laborer rates and nothing herein shall be construed to prevent the various department heads, with the consent of the Mayor, from employing such additional employees from time to time as may be necessary in the proper discharge of the duties of such office or from discharging such temporary or part-time employees when the necessity therefore has ceased to exist.

Section 2: The salary schedule for all employees shall be as contained herein.

Section 3: This salary schedule identifies existing classifications within the City of Everett. Due to organizational review and natural attrition, some classifications will be vacant throughout the year.

Classification Title	Occup. Code	Range No.	MIN Step A	Step B	Step C	Step D	Step E	Step F	MAX Step G
<b><u>A. ADMINISTRATION</u></b>									
Chief Administrative Assistant	6001	06-022	12245	-	13772	-	15951		
Executive Administrator	6012	06-017	10133	-	11396	-	13198		
Executive Assistant - City Council	6017	06-009	5723	-	6431	-	7439		
Executive Assistant - Mayor's Office	6003	06-009	5723	-	6431	-	7439		
Executive Director	6004	06-021	11936	-	13622	-	15546		
Executive Project Coordinator	6006	06-011	6509	-	7312	-	8465		
Government Affairs Director	6005	06-015	8588	-	9651	-	11170		
Municipal Assistant*	6008	06-102	3675	-	4132	-	4780		
Special Projects Manager	6010	06-015	8588	-	9651	-	11170		
<b><u>B. BUDGET AND FINANCE</u></b>									
Accountant I	1200	01-018	5633	5913	6206	6519	6850		
Accounting Manager	6051	06-015	8588	-	9651	-	11170		
Assistant Accounting Manager	6049	06-012	6960	-	7823	-	9050		
Budget Manager	6053	06-015	8588	-	9651	-	11170		
City Clerk	6054	06-015	8588	-	9651	-	11170		
Deputy City Clerk	6056	06-010	6094	-	6852	-	7928		
Finance Director/Treasurer	6057	06-019	11156	-	12548	-	14534		
Purchasing Manager	6060	06-014	7998	-	8987	-	10401		
Tax & License Compliance Auditor	6050	06-011	6509	-	7312	-	8465		
Warehouseworker	1430	01-010	3814	4004	4199	4410	4628		
<b><u>C. COMMUNICATIONS AND MARKETING</u></b>									
Communications and Community Outreach Assistant	6020	06-107	4778	-	5368	-	6213		
Communications Director	6009	06-017	10133	-	11396	-	13198		
Communications Officer	6019	06-012	6960	-	7823	-	9050		
Marketing and Design Specialist	6021	06-007	5064	-	5690	-	6584		
Visual Information Specialist	2480	01-014	4628	4864	5113	5366	5633		
<b><u>D. COMMUNITY PLANNING AND ECONOMIC DEVELOPMENT</u></b>									
Assistant Planner	1540	01-016	5113	5366	5633	5913	6206		
Associate Planner	1550	01-018	5633	5913	6206	6519	6850		
Community Development Director	6150	06-017	10133	-	11396	-	13198		
Community Development Specialist	6151	06-010	6094	-	6852	-	7928		
Economic Development Director	6013	06-017	10133	-	11396	-	13198		
Environmental Planner	1590	01-020	6155	6463	6777	7111	7411		
Housing & Community Development Program Manager	6152	06-012	6960	-	7823	-	9050		
Housing Improvement Inspector	6155	06-010	6094	-	6852	-	7928		

Classification Title	Occup. Code	Range No.	MIN Step A	Step B	Step C	Step D	Step E	Step F	MAX Step G
Land Use Planning Manager	6156	06-015	8588	-	9651	-	11170		
Long Range Planning Manager	6157	06-015	8588	-	9651	-	11170		
Neighborhoods & Community Engagement Coordinator Planner	6002	06-012	6960	-	7823	-	9050		
Planner	1670	01-020	6155	6463	6777	7111	7411		
Planning Director	6158	06-019	11156	-	12548	-	14534		
<b><u>E. FACILITIES/PROPERTY MANAGEMENT</u></b>									
Asst. Real Property Manager	6202	06-011	6509	-	7312	-	8465		
Building Caretaker	1910	01-011	4004	4199	4410	4628	4864		
Custodian*	1950	01-008	3459	3629	3814	4004	4199		
Facilities Maintenance Supervisor	6204	06-011	6509	-	7312	-	8465		
Facilities Manager	6205	06-012	6960	-	7823	-	9050		
Project Manager - Architect	6206	06-012	6960	-	7823	-	9050		
Real Property Manager	6207	06-015	8588	-	9651	-	11170		
<b><u>F. FIRE</u></b>									
Assistant Fire Chief	6250	06-019	11156	-	12548	-	14534		
Assistant Fire Chief/Fire Marshal	6254	06-019	11156	-	12548	-	14534		
Assistant Fire Marshal	2110	04-023	10090	-	-	-	-		
Deputy Fire Chief	6252	06-016	9239	-	10382	-	12015		
Emergency Management Public Education Coordinator	6015	06-010	6094	-	6852	-	7928		
Fire and Emergency Medical Services Analyst	6255	06-009	5723	-	6431	-	7439		
Fire Apparatus/Equipment Mechanic	2145	01-018	5633	5913	6206	6519	6850		
Fire Battalion Chief	2150	04-023	10090	-	-	-	-		
Fire Captain <sup>2</sup>	2160	04-021	9009	-	-	-	-		
Fire Chief	6253	06-020	11616	-	13245	-	15131		
Fire Division Chief	2251	04-024	10594	-	-	-	-		
Fire Inspector	2180	04-021	9009	-	-	-	-		
Firefighter	2200	04-017	5050	5588	6125	6663	7207		
Firefighter	2200	04-117	5044	5765	6485	7207	-		
Firefighter/Driver	2210	04-018	7928	-	-	-	-		
Firefighter/EMTA	2220	04-018	7928	-	-	-	-		
Firefighter/Paramedic <sup>3</sup>	2230	04-020	8288	-	-	-	-		
Medical Services Officer	2250	04-022	9225	-	-	-	-		
<b><u>G. HUMAN RESOURCES</u></b>									
Assistant Safety Official	6551	06-010	6094	-	6852	-	7928		
City Safety Official	6552	06-012	6960	-	7823	-	9050		
Employee Benefits Coordinator	6553	06-009	5723	-	6431	-	7439		
Human Resources Analyst	6557	06-009	5723	-	6431	-	7439		
Human Resources Assistant*	6556	06-102	3675	-	4132	-	4780		
Human Resources Coordinator	6554	06-008	5376	-	6043	-	6995		
Human Resources Director	6555	06-019	11156	-	12548	-	14534		
Human Resources Manager	6558	06-015	8588	-	9651	-	11170		
Labor & Employee Relations Coordinator	6560	06-011	6509	-	7312	-	8465		
Labor Relations Program Manager	6561	06-012	6960	-	7823	-	9050		
Workers Compensation Coordinator	6559	06-010	6094	-	6852	-	7928		
<b><u>H. INFORMATIONAL TECHNOLOGY</u></b>									
Application Support Specialist	1382	01-018	5633	5913	6206	6519	6850		
Client Services Technician	1290	01-014	4628	4864	5113	5366	5633		
Information Technology Director	6062	06-019	11156	-	12548	-	14534		
Information Technology Manager	6055	06-016	9239	-	10382	-	12015		
Information Technology Project Manager	6064	06-012	6960	-	7823	-	9050		
Network Application Specialist	1380	01-018	5633	5913	6206	6519	6850		
Network Support Specialist	1381	01-018	5633	5913	6206	6519	6850		
Network Systems Analyst	1410	01-021	6463	6777	7111	7411	7783		
PC Technician	1390	01-016	5113	5366	5633	5913	6206		
Telecommunications Assistant	2015	01-010	3814	4004	4199	4410	4628		
Telecommunications Manager	6208	06-010	6094	-	6852	-	7928		
<b><u>I. INTERDEPARTMENTAL</u></b>									
Accounting Asst/Customer Svc Representative	2300	01-011	4004	4199	4410	4628	4864		
Accounting Technician	2310	01-012	4199	4410	4628	4864	5113		
Administrative Assistant*	6301	06-107	4778	-	5368	-	6213		

Classification Title	Occup. Code	Range No.	MIN Step A	Step B	Step C	Step D	Step E	Step F	MAX Step G
Administrative Coordinator	6302	06-008	5376	-	6043	-	6995		
Administrative Secretary*	6303	06-104	4059	-	4561	-	5277		
Assistant Buyer	1222	01-012	4199	4410	4628	4864	5113		
Associate Engineer - NPE	6304	06-010	6094	-	6852	-	7928		
Associate Engineer - PE	6305	06-012	6960	-	7823	-	9050		
Buyer	1260	01-016	5113	5366	5633	5913	6206		
Capital Projects Coordinator	6313	06-011	6509	-	7312	-	8465		
Community Support Specialist/Social Worker	6312	06-010	6094	-	6852	-	7928		
Development Construction Supervisor	6311	06-011	6509	-	7312	-	8465		
Electrician <sup>4</sup>	1960	01-017	5366	5633	5913	6206	6519		
Engineering Technician	4260	01-016	5113	5366	5633	5913	6206		
Engineering Technician Trainee	4270	01-014	4628	4864	5113	5366	5633		
Facilities Maintenance Worker	1980	01-012	4199	4410	4628	4864	5113		
Financial Analyst	6306	06-009	5723	-	6431	-	7439		
GIS/Programmer Analyst	4275	01-018	5633	5913	6206	6519	6850		
Maintenance Mechanic	2370	01-017	5366	5633	5913	6206	6519		
Office Assistant	2390	01-008	3459	3629	3814	4004	4199		
Office Specialist	2400	01-012	4199	4410	4628	4864	5113		
Office Technician	2420	01-010	3814	4004	4199	4410	4628		
Principal Engineer	6307	06-015	8588	-	9651	-	11170		
Project Coordinator	6308	06-010	6094	-	6852	-	7928		
Public Service Aide	2425	01-002	2580	2709	2847	2987	3137		
Ranger II	3090	01-014	4628	4864	5113	5366	5633		
Receptionist*	6309	06-101	3254	-	3657	-	4233		
Senior Engineer	6310	06-014	7998	-	8987	-	10401		
Senior Financial Analyst	6314	06-011	6509	-	7312	-	8465		
Small Tool & Equipment Repair Technician	2445	01-015	4864	5113	5366	5633	5913		
Supervisor I	2450	01-017	5366	5633	5913	6206	6519		
Supervisor II	2460	01-020	6155	6463	6777	7111	7411		
Transportation Maintenance Technician	3860	01-015	4864	5113	5366	5633	5913		
<b>J. LEGAL</b>									
Assistant City Attorney (PT)	6358	06-102	3675	-	4132	-	4780		
Assistant City Attorney I	6351	06-009	5723	-	6431	-	7439		
Assistant City Attorney II	6352	06-013	7457	-	8379	-	9695		
Assistant City Attorney III	6353	06-015	8588	-	9651	-	11170		
Assistant City Attorney/Safe Streets Manager	6016	06-016	9239	-	10382	-	12015		
City Attorney	6354	06-021	11936	-	13622	-	15546		
Deputy City Attorney	6355	06-017	10133	-	11396	-	13198		
Lead Prosecuting Attorney	6359	06-016	9239	-	10382	-	12015		
Legal Administrator	6356	06-012	6960	-	7823	-	9050		
Legal Intern*	6357	06-102	3675	-	4132	-	4780		
<b>K. LIBRARY</b>									
Assistant Library Director/Librarian IV	6401	06-013	7457	-	8379	-	9695		
Youth Services Manager/Lib III	6402	06-012	6960	-	7823	-	9050		
Librarian I	2600	01-018	5633	5913	6206	6519	6850		
Librarian II	2610	01-020	6155	6463	6777	7111	7411		
Library Assistant	2650	01-008	3459	3629	3814	4004	4199		
Library Associate	2660	01-012	4199	4410	4628	4864	5113		
Library Associate Sr	2670	01-017	5366	5633	5913	6206	6519		
Library Associate/Technical Services	2680	01-014	4628	4864	5113	5366	5633		
Library Branch Manager/Librarian III	6403	06-012	6960	-	7823	-	9050		
Library Director	6404	06-019	11156	-	12548	-	14534		
Library Office Specialist	2720	01-012	4199	4410	4628	4864	5113		
Library PC Technician	2762	01-016	5113	5366	5633	5913	6206		
Library Specialist	6406	06-010	6094	-	6852	-	7928		
Library Technical Services Manager/Librarian III	6407	06-012	6960	-	7823	-	9050		
Library Technician	2740	01-010	3814	4004	4199	4410	4628		
Library Technician Senior	2750	01-011	4004	4199	4410	4628	4864		
Senior Library Page	0516	01-008	3459	3629	3814	4004	4199		
<b>L. MUNICIPAL COURT</b>									
Assistant Municipal Court Administrator	6451	06-009	5723	-	6431	-	7439		
Detention Monitoring Assistant*	6455	06-107	4778	-	5368	-	6213		
Judicial Assistant	2811	01-012	4199	4410	4628	4864	5113		

Classification Title	Occup. Code	Range No.	MIN Step A	Step B	Step C	Step D	Step E	Step F	MAX Step G
Municipal Court Administrator	6452	06-014	7998	-	8987	-	10401		
Municipal Court Security Officer*	6453	06-102	3675	-	4132	-	4780		
Probation Counselor	6454	06-010	6094	-	6852	-	7928		
<b><u>M. PARKS AND COMMUNITY SERVICES</u></b>									
Animal Care and Customer Service Assistant	1535	01-008	3459	3629	3814	4004	4199		
Animal Control Officer	1510	01-014	4628	4864	5113	5366	5633		
Animal Services Manager	6201	06-012	6960	-	7823	-	9050		
Animal Services Veterinarian	6750	06-011	6509	-	7312	-	8465		
Animal Shelter Attendant	1530	01-007	3288	3459	3629	3814	4004		
Arborist	3000	01-015	4864	5113	5366	5633	5913		
Assistant Animal Services Manager	6754	06-010	6094	-	6852	-	7928		
Assistant Parks & Recreation Director	6502	06-016	9239	-	10382	-	12015		
Cultural Arts Manager	6014	06-014	7998	-	8987	-	10401		
Fundraising Coordinator	6757	06-010	6094	-	6852	-	7928		
Golf and Grounds Equipment Technician	3025	01-015	4864	5113	5366	5633	5913		
Golf and Park Program Manager	6511	06-012	6960	-	7823	-	9050		
Golf Course Supervisor	3035	01-017	5366	5633	5913	6206	6519		
Groundskeeper/Park Maintenance Technician II	3020	01-015	4864	5113	5366	5633	5913		
Horticulturist	3040	01-017	5366	5633	5913	6206	6519		
Landscaper	3050	01-015	4864	5113	5366	5633	5913		
Park Ranger I	3080	01-012	4199	4410	4628	4864	5113		
Park Ranger and Animal Control Supervisor	3095	01-018	5633	5913	6206	6519	6850		
Park Structural Maint Supervisor	3100	01-020	6155	6463	6777	7111	7411		
Park/Golf Laborer	3120	01-010	3814	4004	4199	4410	4628		
Parks & Recreation Director	6504	06-019	11156	-	12548	-	14534		
Parks and Recreation Program Coordinator	6507	06-010	6094	-	6852	-	7928		
Parks Business Program Manager	6510	06-012	6960	-	7823	-	9050		
Parks Maintenance Technician	3026	01-012	4199	4410	4628	4864	5113		
Parks Planning and Capital Development Manager	6512	06-013	7457	-	8379	-	9695		
Recreation Leader	3160	01-009	3629	3814	4004	4199	4410		
Recreation Supervisor <sup>d</sup>	3190	01-015	4864	5113	5366	5633	5913		
Senior Center Coordinator	1700	01-015	4864	5113	5366	5633	5913		
Senior Center Manager	6753	06-011	6509	-	7312	-	8465		
Shelter Operations Coordinator	6755	06-009	5723	-	6431	-	7439		
Urban Forester	3210	01-017	5366	5633	5913	6206	6519		
Veterinary Clinic Coordinator	6756	06-007	5064	-	5690	-	6584		
Veterinary Technician	1525	01-009	3629	3814	4004	4199	4410		
<b><u>N. POLICE</u></b>									
Code Compliance Supervisor	6612	06-011	6509	-	7312	-	8465		
Code Enforcement Officer	6102	06-009	5723	-	6431	-	7439		
Deputy Police Chief	6601	06-019	11156	-	12548	-	14534		
Forensic Imaging Analyst	6611	06-009	5723	-	6431	-	7439		
Parking Enforcement Officer <sup>d</sup>	3420	01-009	3629	3814	4004	4199	4410		
Police Captain	3430	03-014	-	12879	-	-	-		
Police Chief	6602	06-020	11616	-	13245	-	15131		
Police Crime Analyst	6610	06-009	5723	-	6431	-	7439		
Police Inspector	6604	06-016	9239	-	10382	-	12015		
Police Lieutenant	3450	03-013	-	11984	-	-	-		
Police Officer	3460	03-021	-	6556	7846	-	-		
Police Officer (BLEA)	3475	03-021	6016	6556	7846	-	-		
Police Officer Entry-Level	3470	03-021	6016	-	-	-	-		
Police Property Room Manager	6609	06-011	6509	-	7312	-	8465		
Police Property Room Specialist	3531	01-012	4199	4410	4628	4864	5113		
Police Records Unit Shift Supervisor	3505	01-015	4864	5113	5366	5633	5913		
Police Sergeant	3510	03-012	9860	-	-	-	-		
Police Specialist <sup>d</sup>	3520	01-012	4199	4410	4628	4864	5113		
Records Information Specialist	3530	01-012	4199	4410	4628	4864	5113		
Records Unit Manager	6607	06-009	5723	-	6431	-	7439		
Support Services Manager	6608	06-011	6509	-	7312	-	8465		
<b><u>O. PUBLIC WORKS/ENGINEERING/PUBLIC SERVICES</u></b>									
Building Inspector	4150	05-023	6315	6864	7425	7722	8033		
Building Official	6701	06-016	9239	-	10382	-	12015		
Chief Inspector	4170	05-024	6864	7425	8102	8434	8780		

Classification Title	Occup. Code	Range No.	MIN Step A	Step B	Step C	Step D	Step E	Step F	MAX Step G
City Engineer	6702	06-016	9239	-	10382	-	12015		
City Traffic Engineer	6703	06-015	8588	-	9651	-	11170		
Computer Aided Design (CAD) Manager	6709	06-011	6509	-	7312	-	8465		
Construction Inspector	4210	01-019	5913	6206	6519	6850	7189		
Development Technician	4220	01-019	5913	6206	6519	6850	7189		
Electrical Inspector	4230	05-023	6315	6864	7425	7722	8033		
Engineering Services Manager	6708	06-015	8588	-	9651	-	11170		
Permit Services Manager	6706	06-014	7998	-	8987	-	10401		
Permit/Development Counter Technician	4320	01-014	4628	4864	5113	5366	5633		
Plumbing/Mechanical Inspector	4340	05-023	6315	6864	7425	7722	8033		
Senior Signal Technician	4410	01-020	6155	6463	6777	7111	7411		
Traffic Electronic Tech. Trainee	4425	01-017	5366	5633	5913	6206	6519		
Traffic Electronic Technician	4420	01-019	5913	6206	6519	6850	7189		
Traffic Operations Supervisor	4441	01-021	6463	6777	7111	7411	7783		
Traffic Signal Electrician	4430	01-019	5913	6206	6519	6850	7189		
Traffic Signal Technician	4435	01-018	5633	5913	6206	6519	6850		
Traffic Technician	4440	01-019	5913	6206	6519	6850	7189		
<b>P. PUBLIC WORKS/UTILITIES</b>									
Assistant Construction Manager	6674	06-013	7457	-	8379	-	9695		
Assistant Inventory Control/Dispatch Technician	3600	01-014	4628	4864	5113	5366	5633		
Cement Finisher	3610	01-015	4864	5113	5366	5633	5913		
Construction Manager	6664	06-014	7998	-	8987	-	10401		
Engineering Superintendent	6665	06-016	9239	-	10382	-	12015		
Environmental Permit Coordinator	4385	01-020	6155	6463	6777	7111	7411		
Equipment Operator	3700	01-014	4628	4864	5113	5366	5633		
Heavy Equipment Operator	3720	01-015	4864	5113	5366	5633	5913		
Industrial Waste Inspector	3730	01-019	5913	6206	6519	6850	7189		
Inventory Control Technician	3740	01-017	5366	5633	5913	6206	6519		
Lead Utility Serviceworker	3750	01-017	5366	5633	5913	6206	6519		
Maintenance Superintendent	6662	06-016	9239	-	10382	-	12015		
Maintenance/Operations Supervisor	6663	06-013	7457	-	8379	-	9695		
Operations Superintendent	6654	06-016	9239	-	10382	-	12015		
Plant/Pump Maintenance Mechanic <sup>1</sup>	3820	01-016	5113	5366	5633	5913	6206		
Pre-Treatment Manager	6655	06-012	6960	-	7823	-	9050		
Public Information/Education Specialist	3809	01-016	5113	5366	5633	5913	6206		
Public Works Director	6667	06-020	11616	-	13245	-	15131		
Public Works Finance Manager	6658	06-014	7998	-	8987	-	10401		
Public Works Information & Education Officer	6656	06-012	6960	-	7823	-	9050		
Public Works Supervisor - Sewer/Drainage/Utilities	4082	01-019	5913	6206	6519	6850	7189		
Public Works Supervisor - Streets	4085	01-019	5913	6206	6519	6850	7189		
Public Works Supervisor - TSG/Utilities	4084	01-019	5913	6206	6519	6850	7189		
Public Works Supervisor - Water/Utilities	4083	01-019	5913	6206	6519	6850	7189		
Records Systems Specialist	4400	01-014	4628	4864	5113	5366	5633		
SCADA/Telemetry Technician	3875	01-019	5913	6206	6519	6850	7189		
Senior Environmental Specialist	6668	06-014	7998	-	8987	-	10401		
Senior Wastewater Operator	6670	06-012	6960	-	7823	-	9050		
Senior Water Operator	6657	06-012	6960	-	7823	-	9050		
Surface Water Manager	6675	06-015	8588	-	9651	-	11170		
Treatment Plant Operator-in-Training	4070	01-010	3814	4004	4199	4410	4628		
Utilities GIS Program Manager	6659	06-011	6509	-	7312	-	8465		
Utilities Maintenance Technician I	3878	01-018	5633	5913	6206	6519	6850		
Utilities Maintenance Technician II	3879	01-019	5913	6206	6519	6850	7189		
Utilities Maintenance Technician III	3880	01-020	6155	6463	6777	7111	7411		
Utilities Records Manager	6660	06-010	6094	-	6852	-	7928		
Utility Laborer	3900	01-010	3814	4004	4199	4410	4628		
Utility Mapping Supervisor	3890	01-019	5913	6206	6519	6850	7189		
Utility Service Worker	3920	01-015	4864	5113	5366	5633	5913		
Utility Services Supervisor	6661	06-012	6960	-	7823	-	9050		
Wastewater Plant Maintenance Supervisor	6672	06-012	6960	-	7823	-	9050		
Wastewater Plant Manager	6651	06-015	8588	-	9651	-	11170		
Water Filtration Plant Maintenance Supervisor	6676	06-012	6960	-	7823	-	9050		
Water Plant Manager	6669	06-015	8588	-	9651	-	11170		
Water Pollution Control Operator I	3940	01-015	4864	5113	5366	5633	5913		
Water Pollution Control Operator II	3950	01-017	5366	5633	5913	6206	6519		
Water Pollution Control Operator III	3960	01-019	5913	6206	6519	6850	7189		

Classification Title	Occup. Code	Range No.	MIN Step A	Step B	Step C	Step D	Step E	Step F	MAX Step G
Water Pollution Control Operator IV	3965	01-020	6155	6463	6777	7111	7411		
Water Quality Analyst	3980	01-019	5913	6206	6519	6850	7189		
Water Quality Control Operator	3990	01-017	5366	5633	5913	6206	6519		
Water Quality Process Analyst	6671	06-012	6960	-	7823	-	9050		
Water Quality Technician	4010	01-016	5113	5366	5633	5913	6206		
Water Service Technician <sup>1</sup>	4020	01-016	5113	5366	5633	5913	6206		
Water Treatment Plant Operator I	4040	01-015	4864	5113	5366	5633	5913		
Water Treatment Plant Operator II	4050	01-017	5366	5633	5913	6206	6519		
Water Treatment Plant Operator III	4060	01-019	5913	6206	6519	6850	7189		
Water Treatment Plant Operator IV	4065	01-020	6155	6463	6777	7111	7411		
Welder	4080	01-018	5633	5913	6206	6519	6850		
<b>Q. TRANSIT</b>									
Bus Maintenance Person	4500	02-014	23.62	24.70	25.82	26.98	28.22		
Bus Operator	4510	02-110	25.70	26.79	27.89	29.07	30.28	31.52	32.86
Bus Operator Trainee	4520	02-011	22.12	-	-	-	-		
Bus Operator <sup>5</sup>	4510	02-010	-	-	-	-	32.86		
Communications Technician	3640	01-019	5913	6206	6519	6850	7189		
Director of Everett Transit	6807	06-019	11156	-	12548	-	14534		
Equipment Mechanic <sup>4</sup>	3690	01-017	5366	5633	5913	6206	6519		
Equipment Serviceworker	3710	01-014	4628	4864	5113	5366	5633		
Fleet Program Manager	6813	06-011	6509	-	7312	-	8465		
Fleet Warranty Specialist	4749	01-012	4199	4410	4628	4864	5113		
Paratransit Operator	4530	02-113	19.50	21.53	23.79	26.04	28.87		
Paratransit Operator Trainee	4540	02-009	17.53	-	-	-	-		
Paratransit Operator <sup>3</sup>	4530	02-013	-	-	-	-	32.86		
Paratransit Schedule Technician	4545	01-010	3814	4004	4199	4410	4628		
Transit Inspector	4550	02-012	37.79	38.77	-	-	-		
Transit Operations Manager	6805	06-015	8588	-	9651	-	11170		
Transit Training/Safety Coordinator	6812	06-010	6094	-	6852	-	7928		
Transportation Center Security Officer	2016	01-008	3459	3629	3814	4004	4199		
Transportation Operations Supervisor	6804	06-010	6094	-	6852	-	7928		
Transportation Program Manager	6808	06-011	6509	-	7312	-	8465		
Transportation Services Customer Service Technician	4590	01-010	3814	4004	4199	4410	4628		
Transportation Systems Manager	6809	06-013	7457	-	8379	-	9695		
Vehicle Maintenance Manager	6810	06-015	8588	-	9651	-	11170		
Vehicle Parts Storekeeper	4547	01-011	4004	4199	4410	4628	4864		

- Section 4: To provide a method of orderly transition from old salary schedules to a new salary schedule, the following shall apply:
- A. Any employee whose base salary under a previous schedule is greater than the base salary provided in the schedule contained in this ordinance shall continue to receive the previous base pay; salaries not covered by collective bargaining will be set per the compensation ordinance.
- Section 5: Day Laborers
- A. Day laborers employed by the City will be rated by their qualifications, experience, nature of duties and background, and compensated at a minimum of no less than the current minimum wage.
- B. The Mayor and/or his designee together with each Department Head employing day laborers shall establish the rate of pay based on the qualifications, experience, duties and background of each day laborer (other than Parks Department nine month seasonals).
- C. The Library Board, together with the Library Director, shall establish the rate of pay of Library Day Laborer employees based on the qualifications, experience, duties and background of each Library day laborer employee.
- Section 6:
- A. There is hereby adopted as part of this salary schedule, longevity pay for those employees who are covered under AFSCME Local 113, Everett Firefighters Local 46, Everett Police Management Association, Everett Police Officers Association, Amalgamated Transit Union Local 883 and the Snohomish County Construction Crafts, per their respective collective bargaining agreements.
- B. Longevity pay shall not be paid to appointive employees, temporary employees or day laborers (other than Parks Department nine month seasonals) and elected officials.
- Section 7: There is hereby adopted as part of this salary ordinance an educational incentive plan for commissioned police officers represented by the Everett Police Officers Association. Such officers, upon becoming eligible, may choose to participate in either the longevity plan or the educational incentive plan; however, in no case shall any officer be eligible to participate concurrently in both plans. The educational incentive plan payment schedule is set forth in the collective bargaining agreement.
- Section 8: There is hereby adopted as part of this salary ordinance an educational incentive plan for employees represented by Everett Firefighter Local 46. Such employees, upon becoming eligible shall receive the educational incentive payment as set forth in the collective bargaining agreement.
- Section 9: Bus Operators/Paratransit Operators who are requested by their supervisors to act as Bus Operator/Paratransit Operator Trainers shall be paid \$1.50 per hour premium pay in addition to their regular hourly rate.
- Section 10: Employees represented by AFSCME, Local 113, and Snohomish County Construction Crafts receiving promotions will advance to the same step in the higher classification pay range or shall be assured of a minimum increase equal to one step in the employee's previous classification, whichever is less.
- Section 11: Employees represented by Everett Firefighters Local 46 shall have 3% added to base salary while meeting HAZMAT and Rescue Technician standards and serving as a member of either team.
- Section 12: Upon demotion, an employee shall be paid either at the step in the lower pay range which is the amount equal to the amount s/he had been at in the higher classification or at the highest step of the lower classification if all of the steps in the lower range are below the step the employee has been at in the higher classification.
- Section 13: All employees, except Library pages and those who are members of the Amalgamated Transit Union, Local 883, who are paid on an hourly basis as hereinafter or herein set forth shall be considered day laborers as defined by the City Charter governing civil service.
- Section 14: The addition of new classification(s) within salary ranges may be made by Council resolution during the life of this ordinance.
- Section 15: Any and all ordinances in conflict herewith of the City of Everett and all amendments thereto be and the same, are hereby repealed.
- Section 16: The effective date of this ordinance shall be January 1, 2020.



Footnotes:

- 1 Plant/Pump Maintenance Mechanic and Water Service Technician: Positions assigned to cross-connection responsibilities and possessing a state certification = 5% above salary
- 2 Fire Captain - 3% added to base salary while assigned as Station Captain
- 3 Firefighter/Paramedic classification - 3% added to base salary while assigned as Lead Paramedic
- 4 Employees represented by AFSCME Local 113 who were hired prior to 8/1/96 in the following classifications shall continue to be compensated at the range listed below:

<u>RANGE</u> <u>NO.</u>	<u>JOB</u> <u>TITLE</u>
01-010	Custodian
01-011	Parking Enforcement Officer
01-014	Police Specialist
01-017	Recreation Supervisor
01-018	Equipment Mechanic
01-020	Electrician

- 5 Transit Operators hired in the classification prior to 1/1/99

\*Non-exempt in accordance with Fair Labor Standards Act

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Cassie Franklin, Mayor

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Sharon Fuller, City Clerk

Date Passed:  
Date Valid:  
Date Published:  
Effective Date: