EVERETT CITY COUNCIL AGENDA ITEM COVER SHEET

PROJECT TITLE:
Ordinance establishing the basic salary schedule for employees of the City of Everett for 2017

	Briefing	COUNCIL BILL #	CB1611-53
	Proposed Action	Originating Department	Labor Relations/ Human Resources
		Contact Person	Sharon DeHaan
	Consent	Phone Number	425-257-8685
	Action	FOR AGENDA OF	November 30, 2016
11/30/16	First Reading		December 7, 2016
12/07/16	Second Reading		December 14, 2016
12/14/16	Third Reading		
	Public Hearing		

Initialed by:
Department Head
CAA
Council President

Location	Preceding Action	Attachments	Department(s) Approval
		2017 Salary Ordinance	Labor Relations/ Human Resources, Administration

Amount Budgeted		
Expenditure Required		Account Number(s):
Budget Remaining		
Additional Required		

DETAILED SUMMARY STATEMENT:
This Ordinance establishes 2017 salary ranges and classifications for employees. There is a 4.0% salary increase for Appointive employees, and wage increases for bargaining unit employees in accordance with their respective labor agreements.

RECOMMENDATION (Exact action requested of Council):
Adopt an Ordinance establishing the basic salary schedule for employees of the City of Everett for 2017.

ORDINANCE NO. _____-16

AN ORDINANCE establishing the basic salary schedule for employees of the City of Everett for 2017, repealing Ordinance 3471-15.

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
A. ADMINISTRATION									
Chief Administrative Assistant	6001	06-022	11338	-	12751	-	14769		
Communications Director	6009	06-015	7951	-	8936	-	10343		
Cultural Arts Manager	6014	06-014	7405	-	8321	-	9630		
Director of Public Health & Safety	6016	06-016	8554	-	9613	-	11125		
Economic Development Director	6013	06-019	10329	-	11618	-	13456		
Executive Administrator	6012	06-017	9382	-	10551	-	12219		
Executive Assistant - City Council	6017	06-009	5299	-	5954	-	6888		
Executive Assistant - Mayor's Office	6003	06-009	5299	-	5954	-	6888		
Executive Director	6004	06-021	11051	-	12613	-	14393		
Government Affairs Director	6005	06-015	7951	-	8936	-	10343		
Municipal Assistant*	6008	06-102	3402	-	3825	-	4426		
Neighborhoods & Community Engagement Coordinator	6002	06-012	6445	-	7243	-	8380		
Special Projects Manager	6010	06-015	7951	-	8936	-	10343		
B. BUDGET AND FINANCE									
Accountant I	1200	01-018	5267	5528	5803	6095	6405		
Accounting Manager	6051	06-012	6445	-	7243	-	8380		
Budget Manager	6053	06-012	6445	-	7243	-	8380		
City Clerk	6054	06-012	6445	-	7243	-	8380		
Deputy City Clerk	6056	06-009	5299	-	5954	-	6888		
Finance Manager/Treasurer	6063	06-016	8554	-	9613	-	11125		
Purchasing Manager	6060	06-012	6445	-	7243	-	8380		
Warehouseworker	1430	01-010	3566	3744	3926	4123	4327		
C. COMMUNITY DEVELOPMENT									
Assistant Planner	1540	01-016	4780	5017	5267	5528	5803		
Associate Planner	1550	01-018	5267	5528	5803	6095	6405		
Environmental Planner	1590	01-020	5755	6042	6337	6649	6929		
Housing & Community Development Program Manager	6152	06-012	6445	-	7243	-	8380		
Housing Improvement Inspector	6155	06-010	5643	-	6345	-	7341		
Long Range Planning Manager	6157	06-015	7951	-	8936	-	10343		
Manager of Land Use Planning	6156	06-015	7951	-	8936	-	10343		
Planner	1670	01-020	5755	6042	6337	6649	6929		
Planning & Community Development Director	6158	06-019	10329	-	11618	-	13456		
D. FACILITIES/PROPERTY MANAGEMENT									
Asst. Real Property Manager	6202	06-011	6027	-	6771	-	7838		

Classification Title	Occup. Code	Range No.	MIN Step A	Step B	Step C	Step D	Step E	Step F	MAX Step G
Building Caretaker	1910	01-011	3744	3926	4123	4327	4547		
Custodian	1950	01-008	3235	3393	3566	3744	3926		
Facilities Maintenance Supervisor	6204	06-011	6027	-	6771	-	7838		
Facilities Manager	6205	06-012	6445	-	7243	-	8380		
Painter	2000	01-015	4547	4780	5017	5267	5528		
Project Manager - Architect	6206	06-012	6445	-	7243	-	8380		
Real Property Manager	6207	06-015	7951	-	8936	-	10343		
Transportation Center Security Officer	2016	01-008	3235	3393	3566	3744	3926		
E. FIRE									
Assistant Fire Chief	6251	06-018	9696	-	10903	-	12629		
Assistant Fire Marshal	2110	04-023	9510	-	-	-	-		
Deputy Fire Chief	6252	06-016	8554	-	9613	-	11125		
Emergency Mgt Public Educ Coord	6015	06-010	5643	-	6345	-	7341		
Fire Apparatus/Equipment Mechanic	2145	01-018	5267	5528	5803	6095	6405		
Fire Battalion Chief	2150	04-023	9510	-	-	-	-		
Fire Captain[2]	2160	04-021	8491	-	-	-	-		
Fire Chief	6253	06-020	10755	-	12263	-	14010		
Fire Division Chief	2251	04-024	9986	-	-	-	-		
Fire Inspector	2180	04-021	8491	-	-	-	-		
Fire Marshal	6254	06-018	9696	-	10903	-	12629		
Firefighter	2200	04-017	4760	5267	5774	6281	6793		
Firefighter/Driver	2210	04-018	7472	-	-	-	-		
Firefighter/EMTA	2220	04-018	7472	-	-	-	-		
Firefighter/Paramedic[3]	2230	04-020	7812	-	-	-	-		
Medical Services Officer	2250	04-022	8695	-	-	-	-		
F. INFORMATIONAL TECHNOLOGY									
Application Support Specialist	1382	01-018	5267	5528	5803	6095	6405		
Client Services Technician	1290	01-014	4327	4547	4780	5017	5267		
Information Technology Director	6062	06-019	10329	-	11618	-	13456		
Information Technology Manager	6055	06-016	8554	-	9613	-	11125		
Information Technology Project Manager	6064	06-012	6445	-	7243	-	8380		
Network Application Specialist	1380	01-018	5267	5528	5803	6095	6405		
Network Support Specialist	1381	01-018	5267	5528	5803	6095	6405		
Network Systems Analyst	1410	01-021	6042	6337	6649	6929	7277		
PC Technician	1390	01-016	4780	5017	5267	5528	5803		
Telecommunications Assistant	2015	01-010	3566	3744	3926	4123	4327		
Telecommunications Manager	6208	06-010	5643	-	6345	-	7341		
G. INTERDEPARTMENTAL									
Accounting Asst/Customer Svc Representative	2300	01-011	3744	3926	4123	4327	4547		
Accounting Technician	2310	01-012	3926	4123	4327	4547	4780		
Administrative Assistant*	6301	06-107	4424	-	4970	-	5752		
Administrative Coordinator	6302	06-008	4978	-	5595	-	6477		
Administrative Secretary*	6303	06-104	3758	-	4222	-	4885		
Assistant Buyer	1222	01-012	3926	4123	4327	4547	4780		
Associate Engineer - NPE	6304	06-010	5643	-	6345	-	7341		
Associate Engineer - PE	6305	06-012	6445	-	7243	-	8380		
Buyer	1260	01-016	4780	5017	5267	5528	5803		
Community Support Specialist/Social Worker	6312	06-010	5643	-	6345	-	7341		
Development Construction Supervisor	6311	06-011	6027	-	6771	-	7838		
Electrician[4]	1960	01-017	5017	5267	5528	5803	6095		
Engineering Technician	4260	01-016	4780	5017	5267	5528	5803		
Engineering Technician Trainee	4270	01-014	4327	4547	4780	5017	5267		
Facilities Maintenance Worker	1980	01-012	3926	4123	4327	4547	4780		
Financial Analyst	6306	06-009	5299	-	5954	-	6888		
GIS/Programmer Analyst	4275	01-018	5267	5528	5803	6095	6405		
Maintenance Mechanic	2370	01-017	5017	5267	5528	5803	6095		
Office Assistant	2390	01-008	3235	3393	3566	3744	3926		

Classification Title	Occup. Code	Range No.	MIN Step A	Step B	Step C	Step D	Step E	Step F	MAX Step G
Office Specialist	2400	01-012	3926	4123	4327	4547	4780		
Office Technician	2420	01-010	3566	3744	3926	4123	4327		
Principal Engineer	6307	06-015	7951	-	8936	-	10343		
Project Coordinator	6308	06-010	5643	-	6345	-	7341		
Public Service Aide	2425	01-002	2413	2533	2662	2793	2932		
Ranger II	3090	01-014	4327	4547	4780	5017	5267		
Receptionist*	6309	06-101	3013	-	3386	-	3919		
Senior Engineer	6310	06-014	7405	-	8321	-	9630		
Small Tool & Equipment Repair Technician	2445	01-015	4547	4780	5017	5267	5528		
Supervisor I	2450	01-017	5017	5267	5528	5803	6095		
Supervisor II	2460	01-020	5755	6042	6337	6649	6929		
Switchboard Operator	2470	01-010	3566	3744	3926	4123	4327		
Transportation Maintenance Technician	3860	01-015	4547	4780	5017	5267	5528		
Visual Information Specialist	2480	01-014	4327	4547	4780	5017	5267		
H. LABOR RELATIONS/HUMAN RESOURCES									
Assistant Safety Official	6551	06-010	5643	-	6345	-	7341		
City Safety Official	6552	06-012	6445	-	7243	-	8380		
Employee Benefits Coordinator	6553	06-009	5299	-	5954	-	6888		
Human Resources Analyst	6557	06-009	5299	-	5954	-	6888		
Human Resources Assistant*	6556	06-102	3402	-	3825	-	4426		
Human Resources Coordinator*	6554	06-107	4424	-	4970	-	5752		
Human Resources Manager	6558	06-015	7951	-	8936	-	10343		
Labor & Employee Relations Coordinator	6560	06-011	6027	-	6771	-	7838		
Labor Relations & Human Resources Director	6555	06-019	10329	-	11618	-	13456		
Labor Relations Program Manager	6561	06-012	6445	-	7243	-	8380		
Workers Compensation Coordinator	6559	06-010	5643	-	6345	-	7341		
I. LEGAL									
Assistant City Attorney I	6351	06-009	5299	-	5954	-	6888		
Assistant City Attorney (PT)	6358	06-102	3402	-	3825	-	4426		
Assistant City Attorney II	6352	06-013	6904	-	7758	-	8977		
Assistant City Attorney III	6353	06-015	7951	-	8936	-	10343		
City Attorney	6354	06-021	11051	-	12613	-	14393		
Deputy City Attorney	6355	06-017	9382	-	10551	-	12219		
Legal Administrator	6356	06-012	6445	-	7243	-	8380		
Legal Intern*	6357	06-102	3402	-	3825	-	4426		
J. LIBRARY									
Assistant Library Director/Librarian IV	6401	06-013	6904	-	7758	-	8977		
Children's/Outreach Services Manager/Lib III	6402	06-012	6445	-	7243	-	8380		
Librarian I	2600	01-018	5267	5528	5803	6095	6405		
Librarian II	2610	01-020	5755	6042	6337	6649	6929		
Library Assistant	2650	01-008	3235	3393	3566	3744	3926		
Library Associate	2660	01-012	3926	4123	4327	4547	4780		
Library Associate Sr	2670	01-017	5017	5267	5528	5803	6095		
Library Associate/Technical Services	2680	01-014	4327	4547	4780	5017	5267		
Library Branch Manager/Librarian III	6403	06-012	6445	-	7243	-	8380		
Library Director	6404	06-019	10329	-	11618	-	13456		
Library Office Specialist	2720	01-012	3926	4123	4327	4547	4780		
Library PC Technician	2762	01-016	4780	5017	5267	5528	5803		
Library Specialist	6406	06-010	5643	-	6345	-	7341		
Library Technical Services Manager/Librarian III	6407	06-012	6445	-	7243	-	8380		
Library Technician	2740	01-010	3566	3744	3926	4123	4327		
Library Technician Senior	2750	01-011	3744	3926	4123	4327	4547		
Library Technician Trainee	2760	01-008	3235	3393	3566	3744	3926		
Senior Library Page	0516	01-008	3235	3393	3566	3744	3926		
K. MUNICIPAL COURT									
Assistant Municipal Court Administrator	6451	06-009	5299	-	5954	-	6888		

Classification Title	Occup. Code	Range No.	MIN Step A	Step B	Step C	Step D	Step E	Step F	MAX Step G
Detention Monitoring Assistant*	6455	06-107	4424	-	4970	-	5752		
Judicial Assistant	2811	01-012	3926	4123	4327	4547	4780		
Municipal Court Administrator	6452	06-014	7405	-	8321	-	9630		
Municipal Court Security Officer*	6453	06-102	3402	-	3825	-	4426		
Probation Counselor	6454	06-010	5643	-	6345	-	7341		
L. PARKS AND RECREATION									
Animal Control Officer	1510	01-014	4327	4547	4780	5017	5267		
Animal Services Manager	6201	06-012	6445	-	7243	-	8380		
Animal Shelter Attendant	1530	01-007	3075	3235	3393	3566	3744		
Arborist	3000	01-015	4547	4780	5017	5267	5528		
Assistant Animal Services Manager	6754	06-010	5643	-	6345	-	7341		
Assistant Parks & Recreation Director	6502	06-016	8554	-	9613	-	11125		
Golf and Grounds Equipment Technician	3025	01-015	4547	4780	5017	5267	5528		
Golf and Park Program Manager	6511	06-012	6445	-	7243	-	8380		
Golf Course Supervisor	3035	01-017	5017	5267	5528	5803	6095		
Groundskeeper	3020	01-015	4547	4780	5017	5267	5528		
Horticulturist	3040	01-017	5017	5267	5528	5803	6095		
Landscaper	3050	01-015	4547	4780	5017	5267	5528		
Park Ranger I	3080	01-012	3926	4123	4327	4547	4780		
Park Ranger Supervisor	3095	01-017	5017	5267	5528	5803	6095		
Park Structural Maint Supervisor	3100	01-020	5755	6042	6337	6649	6929		
Park/Golf Laborer	3120	01-010	3566	3744	3926	4123	4327		
Parks & Recreation Director	6504	06-019	10329	-	11618	-	13456		
Parks and Recreation Program Coordinator	6507	06-010	5643	-	6345	-	7341		
Parks Business Program Manager	6510	06-012	6445	-	7243	-	8380		
Parks Planning and Capital Development Manager	6512	06-013	6904	-	7758	-	8977		
Recreation Leader	3160	01-009	3393	3566	3744	3926	4123		
Recreation Supervisor[4]	3190	01-015	4547	4780	5017	5267	5528		
Senior Center Coordinator	1700	01-015	4547	4780	5017	5267	5528		
Senior Center Manager	6753	06-011	6027	-	6771	-	7838		
Shelter Operations Coordinator	6755	06-009	5299	-	5954	-	6888		
Urban Forester	3210	01-017	5017	5267	5528	5803	6095		
Veterinarian	6750	06-011	6027	-	6771	-	7838		
Veterinary Clinic Coordinator	6756	06-007	4688	-	5268	-	6096		
Veterinary Technician	1525	01-009	3393	3566	3744	3926	4123		
M. POLICE									
Code Compliance Supervisor	6612	06-011	6027	-	6771	-	7838		
Code Enforcement Officer	6102	06-009	5299	-	5954	-	6888		
Deputy Police Chief	6601	06-018	9696	-	10903	-	12629		
Forensic Imaging Analyst	6611	06-009	5299	-	5954	-	6888		
Parking Enforcement Officer[4]	3420	01-009	3393	3566	3744	3926	4123		
Police Captain	3430	03-014	-	11844	-	-	-		
Police Chief	6602	06-020	10755	-	12263	-	14010		
Police Crime Analyst	6610	06-009	5299	-	5954	-	6888		
Police Inspector	6604	06-016	8554	-	9613	-	11125		
Police Lieutenant	3450	03-013	-	11020	-	-	-		
Police Officer	3460	03-021	-	6059	7251	-	-		
Police Officer (BLEA)	3475	03-021	5533	6059	7251	-	-		
Police Officer Entry-Level	3470	03-021	5533	-	-	-	-		
Police Records Unit Shift Supervisor	3505	01-015	4547	4780	5017	5267	5528		
Police Sergeant	3510	03-012	9067	-	-	-	-		
Police Specialist[4]	3520	01-012	3926	4123	4327	4547	4780		
Police Property Room Manager	6609	06-011	6027	-	6771	-	7838		
Police Property Room Specialist	3531	01-012	3926	4123	4327	4547	4780		
Records Information Specialist	3530	01-012	3926	4123	4327	4547	4780		
Records Unit Manager	6607	06-009	5299	-	5954	-	6888		
Support Services Manager	6608	06-011	6027	-	6771	-	7838		

Classification Title	Occup. Code	Range No.	MIN Step A	Step B	Step C	Step D	Step E	Step F	MAX Step G
N. PUBLIC WORKS/ENGINEERING/PUBLIC SERVICES									
Building Inspector	4150	05-023	5905	6418	6942	7220	7511		
Building Official	6701	06-016	8554	-	9613	-	11125		
Chief Inspector	4170	05-024	6418	6942	7575	7885	8209		
City Engineer	6702	06-016	8554	-	9613	-	11125		
City Traffic Engineer	6703	06-015	7951	-	8936	-	10343		
Computer Aided Design (CAD) Manager	6709	06-011	6027	-	6771	-	7838		
Construction Inspector	4210	01-019	5528	5803	6095	6405	6722		
Development Technician	4220	01-019	5528	5803	6095	6405	6722		
Electrical Inspector	4230	05-023	5905	6418	6942	7220	7511		
Engineering Services Manager	6708	06-015	7951	-	8936	-	10343		
Permit/Development Counter Technician	4320	01-014	4327	4547	4780	5017	5267		
Permit Services Manager	6706	06-014	7405	-	8321	-	9630		
Plumbing/Mechanical Inspector	4340	05-023	5905	6418	6942	7220	7511		
Senior Signal Technician	4410	01-020	5755	6042	6337	6649	6929		
Street Light Maintenance Worker	2010	01-013	4123	4327	4547	4780	5017		
Traffic Electronic Tech. Trainee	4425	01-017	5017	5267	5528	5803	6095		
Traffic Electronic Technician	4420	01-019	5528	5803	6095	6405	6722		
Traffic Operations Supervisor	4441	01-021	6042	6337	6649	6929	7277		
Traffic Signal Electrician	4430	01-019	5528	5803	6095	6405	6722		
Traffic Signal Technician	4435	01-018	5267	5528	5803	6095	6405		
Traffic Technician	4440	01-019	5528	5803	6095	6405	6722		
O. PUBLIC WORKS/UTILITIES									
Assistant Construction Manager	6674	06-013	6904	-	7758	-	8977		
Assistant Inventory Control/Dispatch Technician	3600	01-014	4327	4547	4780	5017	5267		
Cement Finisher	3610	01-015	4547	4780	5017	5267	5528		
Chief Wastewater Treatment Plant Operator	6651	06-014	7405	-	8321	-	9630		
Chief Water Treatment Plant Operator	6669	06-014	7405	-	8321	-	9630		
Construction Manager	6664	06-014	7405	-	8321	-	9630		
Engineering Superintendent	6665	06-016	8554	-	9613	-	11125		
Environmental Permit Coordinator	4385	01-020	5755	6042	6337	6649	6929		
Equipment Operator	3700	01-014	4327	4547	4780	5017	5267		
Heavy Equipment Operator	3720	01-015	4547	4780	5017	5267	5528		
Industrial Waste Inspector	3730	01-019	5528	5803	6095	6405	6722		
Inventory Control Technician	3740	01-017	5017	5267	5528	5803	6095		
Lead Utility Serviceworker	3750	01-017	5017	5267	5528	5803	6095		
Maintenance Superintendent	6662	06-016	8554	-	9613	-	11125		
Maintenance/Operations Supervisor	6663	06-013	6904	-	7758	-	8977		
Operations Superintendent	6654	06-016	8554	-	9613	-	11125		
Plant/Pump Maintenance Mechanic [1]	3820	01-016	4780	5017	5267	5528	5803		
Pre-Treatment Manager	6655	06-012	6445	-	7243	-	8380		
Public Information/Education Specialist	3809	01-016	4780	5017	5267	5528	5803		
Public Works Director	6667	06-020	10755	-	12263	-	14010		
Public Works Finance Manager	6658	06-014	7405	-	8321	-	9630		
Public Works Information & Education Officer	6656	06-012	6445	-	7243	-	8380		
Public Works Supervisor - Sewer/Drainage/Utilities	4082	01-019	5528	5803	6095	6405	6722		
Public Works Supervisor - Streets	4085	01-019	5528	5803	6095	6405	6722		
Public Works Supervisor - TSG/Utilities	4084	01-019	5528	5803	6095	6405	6722		
Public Works Supervisor - Water/Utilities	4083	01-019	5528	5803	6095	6405	6722		
Records Systems Specialist	4400	01-014	4327	4547	4780	5017	5267		
SCADA/Telemetry Technician	3875	01-019	5528	5803	6095	6405	6722		
Senior Environmental Specialist	6668	06-014	7405	-	8321	-	9630		
Senior Wastewater Operator	6670	06-012	6445	-	7243	-	8380		
Senior Water Operator	6657	06-012	6445	-	7243	-	8380		
Surface Water Manager	6675	06-015	7951	-	8936	-	10343		
Treatment Plant Operator-in-Training	4070	01-010	3566	3744	3926	4123	4327		
Utilities GIS Program Manager	6659	06-011	6027	-	6771	-	7838		
Utilities Maintenance Technician I	3878	01-018	5267	5528	5803	6095	6405		

Classification Title	Occup. Code	Range No.	MIN Step A	Step B	Step C	Step D	Step E	Step F	MAX Step G
Utilities Maintenance Technician II	3879	01-019	5528	5803	6095	6405	6722		
Utilities Maintenance Technician III	3880	01-020	5755	6042	6337	6649	6929		
Utilities Records Manager	6660	06-010	5643	-	6345	-	7341		
Utility Laborer	3900	01-010	3566	3744	3926	4123	4327		
Utility Mapping Supervisor	3890	01-019	5528	5803	6095	6405	6722		
Utility Service Worker	3920	01-015	4547	4780	5017	5267	5528		
Utility Services Supervisor	6661	06-012	6445	-	7243	-	8380		
Wastewater Plant Maintenance Supervisor	6672	06-012	6445	-	7243	-	8380		
Water Filtration Plant Maintenance Supervisor	6676	06-012	6445	-	7243	-	8380		
Water Pollution Control Operator I	3940	01-015	4547	4780	5017	5267	5528		
Water Pollution Control Operator II	3950	01-017	5017	5267	5528	5803	6095		
Water Pollution Control Operator III	3960	01-019	5528	5803	6095	6405	6722		
Water Quality Analyst	3980	01-019	5528	5803	6095	6405	6722		
Water Quality Control Operator	3990	01-017	5017	5267	5528	5803	6095		
Water Quality Process Analyst	6671	06-012	6445	-	7243	-	8380		
Water Quality Technician	4010	01-016	4780	5017	5267	5528	5803		
Water Service Technician[1]	4020	01-016	4780	5017	5267	5528	5803		
Water Treatment Plant Operator I	4040	01-015	4547	4780	5017	5267	5528		
Water Treatment Plant Operator II	4050	01-017	5017	5267	5528	5803	6095		
Water Treatment Plant Operator III	4060	01-019	5528	5803	6095	6405	6722		
Welder	4080	01-018	5267	5528	5803	6095	6405		
P. TRANSPORTATION/TRANSIT									
Bus Maintenance Person	4500	02-014	20.80	21.77	22.78	23.82	24.94		
Bus Operator	4510	02-110	23.12	24.10	25.10	26.15	27.24	28.37	29.56
Bus Operator[5]	4510	02-010	-	-	-	-	29.56		
Bus Operator Trainee	4520	02-011	19.90	-	-	-	-		
Communications Technician	3640	01-019	5528	5803	6095	6405	6722		
Equipment Mechanic[4]	3690	01-017	5017	5267	5528	5803	6095		
Equipment Serviceworker	3710	01-014	4327	4547	4780	5017	5267		
Maint & Operations Supervisor - Transportation	6801	06-010	5643	-	6345	-	7341		
Operations Supervisor - Fixed Route	6806	06-010	5643	-	6345	-	7341		
Operations Supervisor - Para Transit	6804	06-010	5643	-	6345	-	7341		
Paratransit Operator	4530	02-113	17.08	18.92	20.94	22.97	25.53		
Paratransit Operator[5]	4530	02-013	-	-	-	-	29.56		
Paratransit Operator Trainee	4540	02-009	15.32	-	-	-	-		
Paratransit Schedule Technician	4545	01-010	3566	3744	3926	4123	4327		
Transit Inspector	4550	02-012	33.99	-	-	-	-		
Transit Operations Program Manager	6802	06-011	6027	-	6771	-	7838		
Transit Training/Safety Coordinator	6812	06-010	5643	-	6345	-	7341		
Transportation & Transit Services Director	6807	06-019	10329	-	11618	-	13456		
Transportation Program Manager	6808	06-011	6027	-	6771	-	7838		
Transportation Services Manager	6803	06-015	7951	-	8936	-	10343		
Vehicle Maintenance Manager	6810	06-015	7951	-	8936	-	10343		

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/ParatransitOperator 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, 2017.

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:

RANGE NO.	JOB TITLE
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

Ray Stephanson, Mayor

Sharon Fuller, City Clerk

Date Passed:
Date Valid:
Date Published: