

---

# **PERSONNEL SUMMARY**

## **TABLE OF CONTENTS**

---

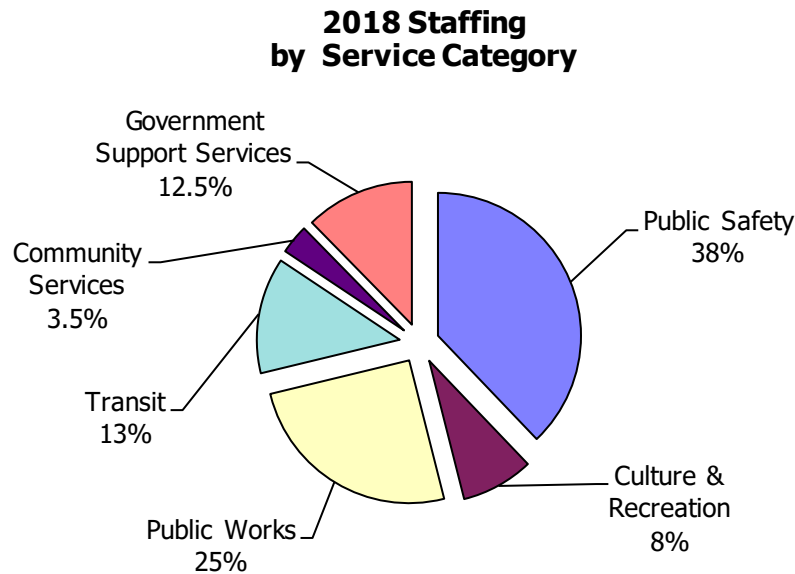
	<b>PAGE</b>
Staffing Budget.....	6 - 1
Staffing Changes.....	6 - 3
Staffing Trends .....	6 - 4
Labor Relations .....	6 - 5
Staffing Budget by Occupation Code .....	6 - 6
Salary Ordinance.....	6 - 9

---



## STAFFING BUDGET

The 2018 budget includes a total of 1,202.33 employees measured in full time equivalents (FTEs). The chart below depicts the allocation of FTEs by major service category for 2018. The table on the following page lists employees by individual department for the years 2014 - 2018.



The service categories above include the following departments:

- Public Safety - Fire, Police, Emergency Medical Services, Municipal Court, and Probation
- Culture & Recreation – Parks, Golf, Library and Theater
- Public Works – Water/Sewer Utilities, Solid Waste, Engineering, and Streets
- Transit – Transit
- Community Services – Economic Development, Planning, Neighborhoods, Senior Center, Animal Shelter, and Community Housing
- Government Support Services – City Council, Legal, Administration, Finance, Labor Relations, Information Technology, Facilities, Motor Vehicle Operations, and Telecommunications

**Staffing Budget by Department  
Measured in Full Time Equivalent Employees**

Fund	Department	2014 Original Budgeted Positions	2015 Original Budgeted Positions	2016 Original Budgeted Positions	2017 Original Budgeted Positions	2017 Mid-Year Changes	2017 Total Authorized	2018 Budgeted Changes	2018 Original Budgeted Positions
1	Council	8.00	8.00	8.00	8.00		8.00		8.00
3	Legal	18.00	17.00	17.00	19.00		19.00		19.00
4	Administration	7.00	7.00	8.00	12.00		12.00		12.00
47	Economic Development	1.90	0.90	0.90	0.90		0.90		0.90
5	Municipal Court	14.65	14.85	14.85	14.85		14.85		14.85
55	Probation	5.45	3.45	3.45	3.45		3.45		3.45
7	Labor Relations/HR	13.63	12.13	13.13	13.13		13.13		13.13
10	Finance	20.00	19.00	19.00	20.00	1.00	21.00	1.00	22.00
15	Information Technology	16.80	16.00	17.00	19.00	1.00	20.00	1.00	21.00
21	Planning	15.00	15.00	15.15	15.30		15.30		15.30
22	Neighborhoods	2.00	2.00	2.00	2.00		2.00		2.00
24	Engineering	44.05	42.05	43.05	43.05	1.00	44.05	1.00	45.05
26	Animal Shelter	14.00	14.00	14.00	14.00		14.00		14.00
27	Senior Center	4.00	4.00	4.00	4.00		4.00		4.00
30	Police: Civilian	43.00	41.00	41.00	45.00		45.00		45.00
31	Police: Uniformed	201.00	201.00	201.00	206.00		206.00		206.00
32	Fire	143.00	143.00	143.00	143.00		143.00		143.00
38	Facilities	38.00	37.00	26.00	27.00		27.00	(1.00)	26.00
101	Parks	57.00	55.00	53.00	49.50		49.50	1.00	50.50
110	Library	40.80	38.20	38.05	38.65	(1.00)	37.65		37.65
112	Municipal Arts Fund	1.10	1.85	1.85	1.85		1.85		1.85
120	Streets	26.55	26.55	26.55	29.55	(1.00)	28.55	1.00	29.55
Total General Government FTEs		734.93	718.98	709.98	729.23	1.00	730.23	4.00	734.23
Annual Percent Change		-1.2%	-2.2%	-1.3%	2.7%		2.9%		0.5%

153	EMS	43.00	43.00	43.00	43.00		43.00		43.00
197	Comm. Housing	2.50	2.50	2.50	2.50		2.50		2.50
198	Comm. Development	1.50	1.50	1.35	1.20		1.20		1.20
401	Public Works-Utility	222.80	225.30	224.30	226.30		226.30	1.00	227.30
402	Solid Waste Utility	0.60	0.60	0.60	0.60		0.60		0.60
425	Transit	144.87	143.37	153.37	153.37		153.37	4.50	157.87
440	Parks & Rec - Golf	8.00	8.00	8.00	8.50		8.50		8.50
501	Motor Vehicles Op	22.13	21.13	21.63	22.63		22.63	0.50	23.13
507	Telecomm	3.00	3.00	3.00	4.00		4.00		4.00
Total Non-General Government FTEs		448.40	448.40	457.75	462.10	-	462.10	6.00	468.10
Annual Percent Change		0.2%	0.0%	2.1%	1.0%		1.0%		1.3%

GRAND TOTAL FTEs		1,183.33	1,167.38	1,167.73	1,191.33	1.00	1,192.33	10.00	1,202.33
------------------	--	----------	----------	----------	----------	------	----------	-------	----------

Note: Employee counts exclude Day Laborers and other temporary employees.

Details of the 2017 mid-year changes and 2018 changes can be found in the individual department sections.

### STAFFING CHANGES 2017 – 2018

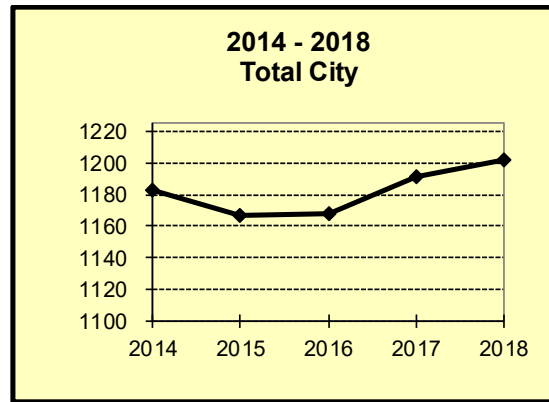
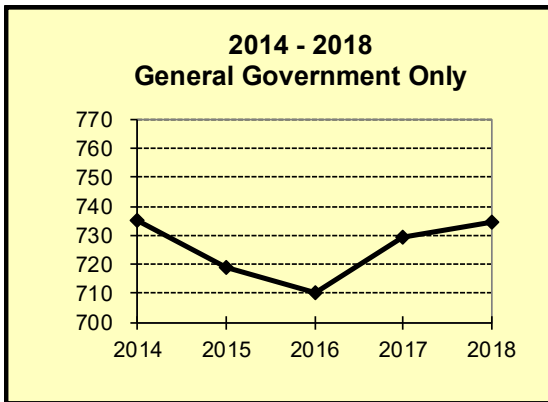
	General Gov't	Non-Gen Gov't	Total City	Comments
<b>2017 Original Staffing Budget:</b>	<b>729.23</b>	<b>462.10</b>	<b>1,191.33</b>	
<b>2017 Mid-Year Changes</b>				
<b>Additions</b>				
Accounting Technician            Finance	1.00		1.00	To support increased workload
Office Specialist                    Engineering	1.00		1.00	Staff re-organization
Utility Laborer                      Streets	(1.00)		(1.00)	Staff re-organization
<b>Transfers</b>				
PC Technician                        Information Technology	1.00		1.00	Transfer from Library
PC Technician                        Library	(1.00)		(1.00)	Transfer to Information Technology
<b>Increase (Decrease) from 2016 Original Budget</b>	<b>1.00</b>	<b>0.00</b>	<b>1.00</b>	
<b>2017 Amended Staffing Budget</b>	<b>730.23</b>	<b>462.10</b>	<b>1,192.33</b>	

	General Gov't	Non-Gen Gov't	Total City	Comments
<b>2018 Base Staffing Budget</b>	<b>730.23</b>	<b>462.10</b>	<b>1,192.33</b>	
<b>Planned changes for 2018</b>				
<b>Additions</b>				
Financial Analyst                    Finance	1.00		1.00	To support increased workload and to provide financial support to police division
Network Systems Analyst            Information Technology	1.00		1.00	To establish cyber security program
Traffic Technician                    Engineering	1.00		1.00	For succession planning and better customer service
Park Ranger II                        Parks	1.00		1.00	To enhance security within the parks system
Utility Laborer                        Streets	1.00		1.00	To help meet ADA requirements related to wheel chair ramps and sidewalks
Bus Operators                        Transit		2.00	2.00	To reduce overtime
Security Officer                        Transit		1.00	1.00	To help assure safety of security officers - addition enables officers to work in pairs
Administrative Assistant            Transit		1.00	1.00	To support Transit's new role as fiscal agent for SnoTrac
Office Assistant                        Transit		0.50	0.50	To support increased activity
Utility Laborer                        Utilities		1.00	1.00	Due to increased maintenance requirements
Office Assistant                        MVD		0.50	0.50	To support increased activity
<b>Attrition</b>				
Project Coordinator                    Facilities	(1.00)		(1.00)	Eliminate temporary position
<b>Increase (Decrease) from 2018 Base</b>	<b>4.00</b>	<b>6.00</b>	<b>10.00</b>	
<b>2018 Staffing Budget</b>	<b>734.23</b>	<b>468.10</b>	<b>1,202.33</b>	

**STAFFING TRENDS**

The table and graphs below show the original budgeted staffing levels, in FTEs, from 2014 - 2018.

	2014 Budget	2015 Budget	2016 Budget	2017 Budget	2018 Budget
General Government Departments	734.93	718.98	709.98	729.23	734.23
All Other Government Departments	448.40	448.40	457.75	462.10	468.10
Total City Budgeted Positions	1,183.33	1,167.38	1,167.73	1,191.33	1,202.33



As a result of the 2015 structural deficit reduction effort, citywide staffing levels were reduced by a net of 15.95 FTEs. All eliminated positions were vacant and affected numerous City departments. In addition, several transfers were made between funds to move staff to areas where demand for service was greater and to improve efficiencies.

In 2016, citywide staffing levels increased by a net of 0.35 FTEs. Major changes included transferring 10.0 FTEs who provide Everett Transit Station custodial, security, and management services from Facilities (a general government department) to Transit (a non-general government department) and eliminating the Facilities real property manager position as part of the department re-organization.

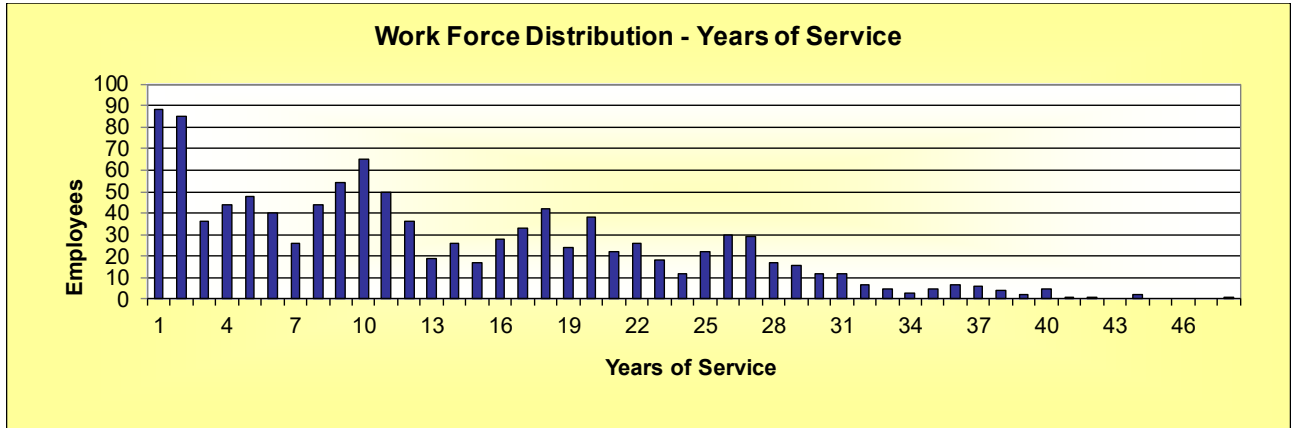
Citywide staffing levels increased by 23.60 FTEs in 2017 (19.25 FTEs in general government and 4.35 FTEs in non-general government). Of the 23.60 FTEs, 15.60 were added mid-year 2016. Nine of the additions were directly related to the Community Streets Initiative program (four police officers, a police sergeant, two social workers, a prosecuting attorney, and a director of public health and safety). Other positions added in 2017 included a temporary office assistant in the Legal department, a network systems analyst in the IT department, three utility laborers in the Streets department, two positions in the Utilities department, and a network systems analyst in Telecommunications.

As detailed on page 6-3, 2018 Citywide authorized positions will increase by a net of 11 FTEs. Five of the FTEs will be in the general government and six FTEs will be in non-general government funds.

For individual department details regarding staffing changes, please refer to the THREE-YEAR PERSONNEL COMPARISON tables in the departmental budgets.

**Longevity**

Members of Everett’s work force have been employed from less than one year to 48 years. Approximately 303 employees, or 25%, have each provided over 20 years of service to the residents of Everett.

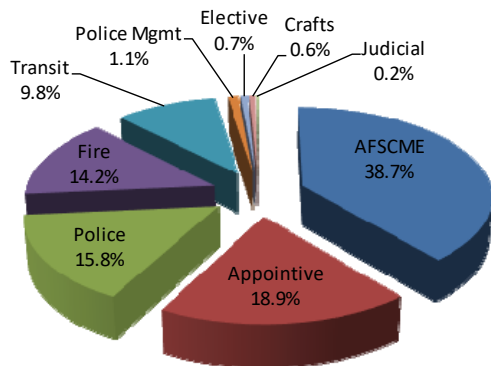


**LABOR RELATIONS**

The bargaining units listed in the table below represent the majority of City of Everett employees. The City and unions typically ratify contracts for three-year periods. The current labor agreements expire in the year noted below. The City also employs approximately 235 non-represented, full-time employees and up to 250 seasonal/day laborers at different peak seasons of the year.

Union	2017	2018	2019	2020	Approximate # of Employees Represented
Amalgamated Transit Union, Division No. 883		x			118
Everett Firefighters, Local No. 46	x				170
Everett Municipal Employees Union Local No. 113, AFSCME			x		473
Snohomish County Construction Crafts			x		7
Everett Police Officers Association			x		189
Everett Police Management Association				x	13

**Personnel by Bargaining Unit**



**STAFFING BUDGET BY OCCUPATION CODE**

<b>Occupation Code</b>	<b>Description</b>	<b>FTE Count</b>	<b>Occupation Code</b>	<b>Description</b>	<b>FTE Count</b>
1200	Accountant I	1.00	2610	Librarian II	3.00
1222	Assistant Buyer	1.00	2650	Library Assistant	1.60
1260	Buyer	4.00	2670	Library Associate Senior	2.00
1380	Network Application Specialist	1.00	2680	Library Associate/Tech Svcs	1.00
1381	Network Support Specialist	2.00	2740	Library Technician	9.85
1382	Application Support Specialist	3.00	2750	Library Technician Senior	3.00
1390	PC Technician	3.00	2760	Library Technician Trainee	1.00
1410	Network Systems Analyst	9.00	2762	Library PC Technician	1.00
1430	Warehouseworker	1.00	2811	Judicial Assistant - AFSCME	10.00
1510	Animal Control Officer	3.00	2820	Municipal Court Judge #1	2.00
1525	Veterinary Technician	1.00	3000	Arborist	2.00
1530	Animal Shelter Attendant	4.00	3020	Groundskeeper	10.00
1540	Assistant Planner	3.00	3025	Golf and Grounds Equip Tech	2.00
1590	Environmental Planner	1.00	3035	Golf Course Supervisor	2.00
1670	Planner	5.00	3040	Horticulturist	1.00
1700	Senior Center Coordinator	1.00	3050	Landscaper	3.00
1800	Council Member	7.00	3090	Park Ranger II	4.00
1810	Mayor	1.00	3095	Park Ranger Supervisor	1.00
1910	Building Caretaker	9.00	3100	Park Structural Maint Supvr	1.00
1950	Custodian	8.00	3160	Recreation Activity Leader	2.00
1960	Electrician	3.00	3190	Recreation Supervisor	6.00
1980	Facilities Maintenance Worker	3.00	3210	Urban Forester	1.00
2015	Telecommunications Assistant	1.00	3420	Parking Enforcement Officer	7.00
2016	Transportn Security Officer	5.00	3430	Police Captain	4.00
2110	Assistant Fire Marshall (>10)	2.00	3450	Police Lieutenant-Acting	9.00
2145	Fire Apparatus/Equipment Mech	1.00	3460	Police Officer	136.00
2150	Fire Battalion Chief	5.00	3470	Police Officer Trainee	25.00
2160	Fire Captain	32.00	3505	Police Records Supervisor	3.00
2180	Fire Inspector (+6yrs)-Non Sup	4.00	3510	Police Sergeant	28.00
2200	Firefighter	56.00	3520	Police Specialist	1.00
2210	Firefighter/Driver	32.00	3530	Records Information Specialist	11.00
2230	Firefighter/Paramedic	30.00	3531	Police Property Room Specialst	3.00
2250	Medical Services Officer	2.00	3600	Asst Inventory Control Tech	4.00
2251	Division Chief	7.00	3610	Cement Finisher	5.00
2300	Accounting Assistant/CSR	10.00	3640	Communication Technician	2.00
2310	Accounting Technician	6.00	3690	Equipment Mechanic	11.00
2370	Maintenance Mechanic	6.00	3700	Equipment Operator	10.00
2390	Office Assistant	10.00	3710	Equipment Serviceworker	4.00
2400	Office Specialist	7.00	3720	Heavy Equipment Operator	29.00
2420	Office Technician	11.00	3730	Industrial Waste Inspector	3.00
2425	Public Service Aide/Horticult	2.00	3740	Inventory Control Technician	1.00
2450	Supervisor I	3.00	3750	Lead Utility Serviceworker	1.00
2460	Supervisor II	5.00	3809	Public Info/Education Spec	3.00
2480	Visual Information Specialist	1.00	3820	Plant/Pump Maintenance Mechanic	2.00
2600	Librarian I	7.20	3860	Transportation Maint Tech	4.00



**STAFFING BUDGET BY OCCUPATION CODE – Continued**

Occupation Code	Description	FTE Count	Occupation Code	Description	FTE Count
3875	SCADA/Telemetry Technician	3.00	6009	Communications Director	1.00
3878	Utilities Maintenance Tech I	5.00	6013	Economic Development Director	1.00
3879	Utilities Maintenance Tech II	9.00	6014	Cultural Arts Manager	1.00
3880	Utilities Maintenance Tech III	6.00	6015	Emergency Mngmt Coordinator	1.00
3890	Utility Mapping Supervisor	1.00	6016	Director Public Health/Safety	1.00
3900	Utility Laborer	37.00	6017	Executive Assist-City Council	1.00
3920	Utility Serviceworker	3.00	6051	Accounting Manager	1.00
3940	Water Pollution Control Op I	1.00	6053	Budget Manager	1.00
3960	Water Pollution Control OP III	6.00	6054	City Clerk	1.00
3980	Water Quality Analyst	6.00	6055	Information Technology Manager	1.00
3990	Water Quality Control Operator	4.00	6060	Purchasing Manager	1.00
4010	Water Quality Technician	2.00	6062	IT Director	1.00
4020	Water Service Technician	10.00	6063	Finance Manager/Treasurer	1.00
4040	Water Treatment Plant Op I	1.00	6064	IT Project Manager	2.00
4060	Water Treatment Operator III	8.00	6102	Compliance Officer	3.00
4070	Treatment Plant O-I-T	2.00	6152	Housing & Comnty Dev Prog Mgr	1.00
4080	Welder	1.00	6155	Housing Improvement Inspector	2.00
4082	PW Supervisor Sewer/Drainage	2.00	6156	Manager of Land Use Planning	1.00
4083	PW Supervisor Water	3.00	6157	Long Range Planning Manager	1.00
4084	PW Supervisor TSG	1.00	6158	Planning & Comty Developmt Dir	1.00
4085	PW Supervisor Streets	3.00	6201	Animal Services Manager	1.00
4150	Building Inspector	2.00	6204	Facilities Maintenance Supervr	1.00
4170	Chief Inspector	1.00	6205	Facilities Manager	2.00
4210	Construction Inspector	9.00	6206	Project Manager - Architect	1.00
4220	Development Technician	4.00	6207	Real Property Manager	1.00
4230	Electrical Inspector	2.00	6251	Assistant Fire Chief	3.00
4260	Engineering Technician	10.00	6253	Fire Chief	1.00
4275	GIS/Programmer Analyst	2.00	6254	Fire Marshal	1.00
4320	Permit Development Counter Tec	3.00	6301	Administrative Assistant	24.75
4340	Plumbing Inspector	2.00	6302	Administrative Coordinator	7.00
4385	Environmental Permit Coord.	1.00	6303	Administrative Secretary	4.00
4400	Records System Specialist	2.00	6304	Associate Engineer NPE	3.00
4410	Senior Traffic Signal Tech	1.00	6305	Associate Engineer - PE	10.00
4435	Traffic Signal Technician	2.00	6306	Financial Analyst	5.00
4440	Traffic Technician	2.00	6307	Principal Engineer	2.00
4441	Traffic Operations Supervisor	1.00	6308	Project Coordinator	12.00
4500	Bus Maintenance Person	7.00	6310	Senior Engineer	7.00
4510	Bus Operator	71.00	6311	Development Constructn Super	1.00
4530	Paratransit Operator	32.00	6312	Community Support Spec/Soc Wrk	2.00
4545	Paratransit Schedule Tech	5.00	6351	Assistant City Attorney I	1.00
4550	Transit Inspector	8.00	6352	Assistant City Attorney II	5.00
6001	Chief Administrative Assistant	2.00	6353	Assistant City Attorney III	2.00
6002	Neighbrdh Cmnty Eng Coord	1.00	6354	City Attorney	1.00
6003	Executive Assist-Mayor's Offic	1.00	6355	Deputy City Attorney	2.00
6004	Executive Director	2.00	6356	Legal Administrator	1.00

**STAFFING BUDGET BY OCCUPATION CODE – Continued**

Occupation Code	Description	FTE Count	Occupation Code	Description	FTE Count
6401	Assistnt Library Directr/LibIV	1.00	6655	Pre-Treatment Manager	1.00
6402	Childrens/Outreach Svcs Managr	1.00	6656	Public Works Info & Educ Offcr	2.00
6403	Library Branch Manager/Lib III	1.00	6657	Senior Water Operator	1.00
6404	Library Director	1.00	6658	Public Works Finance Manager	1.00
6406	Library Specialist	3.00	6660	Utilities Records Manager	1.00
6407	Library Tech Svcs Mngr/Lib III	1.00	6661	Utility Services Supervisor	1.00
6451	Asst Municipl Court Adminstrtr	1.00	6662	Maintenance Superintendent	1.00
6452	Municipal Court Administrator	1.00	6663	M & O Supervisor	5.00
6453	Municipal Court Security Offcr	1.30	6664	Construction Manager	1.00
6454	Probation Counselor	3.00	6665	Engineering Superintendent	1.00
6502	Assistant Park & Rec Director	2.00	6667	Public Works Director	1.00
6504	Parks & Recreation Director	1.00	6668	Senior Environmental Specialist	2.00
6507	Parks & Rec Program Coord	2.00	6669	Chief Water Operator	1.00
6510	Parks Business Program Manager	1.00	6670	Senior Wastewater Operator	1.00
6511	Golf & Park Program Manager	1.00	6671	Water Quality Process Analyst	3.00
6512	Parks Planning & Cap Devp MGR	1.00	6672	Wstewtr Plnt Maint Sup	1.00
6551	Assistant Safety Official	1.00	6674	Assistant Construction Manager	2.00
6552	City Safety Official	1.00	6675	Surface Water Manager	1.00
6553	Employee Benefits Coordinator	1.00	6676	Wtr Filt Plant Maint Sup	1.00
6554	Human Resources Coordinator	2.00	6701	Building Official	1.00
6555	Labor Rel & Human Resourcs Dir	1.00	6702	City Engineer	1.00
6556	Human Resources Assistant	0.63	6703	City Traffic Engineer	1.00
6557	Human Resources Analyst	1.00	6706	Permit Services Manager	1.00
6558	Human Resources Manager	2.00	6708	Engineering Services Manager	1.00
6559	Workers Compensation Coord	1.00	6709	Computer Aided Design(CAD) Mgr	1.00
6560	Labor & Employee Reltns Coordr	2.00	6750	Veterinarian	1.00
6561	Labor Relations Prog Mgr	1.00	6753	Senior Center Manager	1.00
6601	Deputy Police Chief	2.00	6755	Shelter Operations Coordinator	1.00
6602	Police Chief	1.00	6801	Maint & Operations Sup - Trans	1.00
6604	Police Inspector	1.00	6802	Transit Operations Program Mgr	1.00
6607	Records Unit Manager	1.00	6803	Transportation Services Mgr	1.00
6608	Support Services Manager	1.00	6804	Operations Supervisor-Parantmt	1.00
6609	Police Property Room Manager	1.00	6806	Operations Suprvsr-Fixed Route	1.00
6610	Police Crime Analyst	2.00	6807	Transportation & Trnst Svc Dir	1.00
6611	Forensic Imaging Analyst	1.00	6808	Transportation Program Manager	3.00
6612	Code Compliance Supervisor	1.00	6810	Vehicle Maintenance Manager	1.00
6654	Operations Superintendent	1.00	6812	Transit Training/Safety Coord	1.00
<b>TOTAL FTEs</b>					<b>1202.33</b>

**SALARY ORDINANCE NO. 3581-17**

AN ORDINANCE establishing the basic salary schedule for employees of the City of Everett for 2018, repealing Ordinance No. 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.	<u>MIN</u> Step A	Step B	Step C	Step D	Step E	Step F	<u>MAX</u> Step G
<b>A. ADMINISTRATION</b>									
Chief Administrative Assistant	6001	06-022	11678	-	13134	-	15212		
Communications and Community Outreach Assistant	6020	06-107	4557	-	5119	-	5925		
Communications Director	6009	06-016	8811	-	9901	-	11459		
Cultural Arts Manager	6014	06-014	7627	-	8571	-	9919		
Director of Public Health & Safety	6016	06-016	8811	-	9901	-	11459		
Economic Development Director	6013	06-019	10639	-	11967	-	13860		
Executive Administrator	6012	06-017	9663	-	10868	-	12586		
Executive Assistant - City Council	6017	06-009	5458	-	6133	-	7095		
Executive Assistant - Mayor's Office	6003	06-009	5458	-	6133	-	7095		
Executive Director	6004	06-021	11383	-	12991	-	14825		
Government Affairs Director	6005	06-015	8190	-	9204	-	10653		
Municipal Assistant*	6008	06-102	3504	-	3940	-	4559		
Neighborhoods & Community Engagement Coordinator	6002	06-012	6638	-	7460	-	8631		
Special Projects Manager	6010	06-015	8190	-	9204	-	10653		
<b>B. BUDGET AND FINANCE</b>									
Accountant I	1200	01-018	5496	5769	6055	6360	6683		
Accounting Manager	6051	06-012	6638	-	7460	-	8631		
Budget Manager	6053	06-012	6638	-	7460	-	8631		
City Clerk	6054	06-012	6638	-	7460	-	8631		
Deputy City Clerk	6056	06-010	5812	-	6535	-	7561		
Finance Manager/Treasurer	6063	06-016	8811	-	9901	-	11459		
Purchasing Manager	6060	06-012	6638	-	7460	-	8631		
Warehouseworker	1430	01-010	3721	3906	4097	4302	4515		
<b>C. COMMUNITY DEVELOPMENT</b>									
Assistant Planner	1540	01-016	4988	5235	5496	5769	6055		
Associate Planner	1550	01-018	5496	5769	6055	6360	6683		
Environmental Planner	1590	01-020	6005	6305	6612	6938	7230		
Housing & Community Development Program Manager	6152	06-012	6638	-	7460	-	8631		
Housing Improvement Inspector	6155	06-010	5812	-	6535	-	7561		
Land Use Planning Manager	6156	06-015	8190	-	9204	-	10653		
Long Range Planning Manager	6157	06-015	8190	-	9204	-	10653		
Planner	1670	01-020	6005	6305	6612	6938	7230		
Planning & Community Development Director	6158	06-019	10639	-	11967	-	13860		

**SALARY ORDINANCE NO. 3581-17**

Classification Title	Occup. Code	Range No.	MIN Step A	Step B	Step C	Step D	Step E	Step F	MAX Step G
<b><u>D. FACILITIES/PROPERTY MANAGEMENT</u></b>									
Asst. Real Property Manager	6202	06-011	6208	-	6974	-	8073		
Building Caretaker	1910	01-011	3906	4097	4302	4515	4745		
Custodian <sup>4</sup>	1950	01-008	3375	3540	3721	3906	4097		
Facilities Maintenance Supervisor	6204	06-011	6208	-	6974	-	8073		
Facilities Manager	6205	06-012	6638	-	7460	-	8631		
Project Manager - Architect	6206	06-012	6638	-	7460	-	8631		
Real Property Manager	6207	06-015	8190	-	9204	-	10653		
<b><u>E. FIRE</u></b>									
Assistant Fire Chief	6251	06-018	9987	-	11230	-	13008		
Assistant Fire Marshal	2110	04-023	9510	-	-	-	-		
Deputy Fire Chief	6252	06-016	8811	-	9901	-	11459		
Emergency Mgt Public Educ Coord	6015	06-010	5812	-	6535	-	7561		
Fire Apparatus/Equipment Mechanic	2145	01-018	5496	5769	6055	6360	6683		
Fire Battalion Chief	2150	04-023	9510	-	-	-	-		
Fire Captain <sup>2</sup>	2160	04-021	8491	-	-	-	-		
Fire Chief	6253	06-020	11078	-	12631	-	14430		
Fire Division Chief	2251	04-024	9986	-	-	-	-		
Fire Inspector	2180	04-021	8491	-	-	-	-		
Fire Marshal	6254	06-018	9987	-	11230	-	13008		
Firefighter	2200	04-017	4760	5267	5774	6281	6793		
Firefighter/Driver	2210	04-018	7472	-	-	-	-		
Firefighter/EMTA	2220	04-018	7472	-	-	-	-		
Firefighter/Paramedic <sup>3</sup>	2230	04-020	7812	-	-	-	-		
Medical Services Officer	2250	04-022	8695	-	-	-	-		
<b><u>F. INFORMATIONAL TECHNOLOGY</u></b>									
Application Support Specialist	1382	01-018	5496	5769	6055	6360	6683		
Client Services Technician	1290	01-014	4515	4745	4988	5235	5496		
Information Technology Director	6062	06-019	10639	-	11967	-	13860		
Information Technology Manager	6055	06-016	8811	-	9901	-	11459		
Information Technology Project Manager	6064	06-012	6638	-	7460	-	8631		
Network Application Specialist	1380	01-018	5496	5769	6055	6360	6683		
Network Support Specialist	1381	01-018	5496	5769	6055	6360	6683		
Network Systems Analyst	1410	01-021	6305	6612	6938	7230	7593		
PC Technician	1390	01-016	4988	5235	5496	5769	6055		
Telecommunications Assistant	2015	01-010	3721	3906	4097	4302	4515		
Telecommunications Manager	6208	06-010	5812	-	6535	-	7561		

**SALARY ORDINANCE NO. 3581-17**

Classification Title	Occup. Code	Range No.	MIN Step A	Step B	Step C	Step D	Step E	Step F	MAX Step G
<b><u>G. INTERDEPARTMENTAL</u></b>									
Accounting Asst/Customer Svc Representative	2300	01-011	3906	4097	4302	4515	4745		
Accounting Technician	2310	01-012	4097	4302	4515	4745	4988		
Administrative Assistant*	6301	06-107	4557	-	5119	-	5925		
Administrative Coordinator	6302	06-008	5127	-	5763	-	6671		
Administrative Secretary*	6303	06-104	3871	-	4349	-	5032		
Assistant Buyer	1222	01-012	4097	4302	4515	4745	4988		
Associate Engineer - NPE	6304	06-010	5812	-	6535	-	7561		
Associate Engineer - PE	6305	06-012	6638	-	7460	-	8631		
Buyer	1260	01-016	4988	5235	5496	5769	6055		
Community Support Specialist/Social Worker	6312	06-010	5812	-	6535	-	7561		
Development Construction Supervisor	6311	06-011	6208	-	6974	-	8073		
Electrician <sup>4</sup>	1960	01-017	5235	5496	5769	6055	6360		
Engineering Technician	4260	01-016	4988	5235	5496	5769	6055		
Engineering Technician Trainee	4270	01-014	4515	4745	4988	5235	5496		
Facilities Maintenance Worker	1980	01-012	4097	4302	4515	4745	4988		
Financial Analyst	6306	06-009	5458	-	6133	-	7095		
GIS/Programmer Analyst	4275	01-018	5496	5769	6055	6360	6683		
Maintenance Mechanic	2370	01-017	5235	5496	5769	6055	6360		
Office Assistant	2390	01-008	3375	3540	3721	3906	4097		
Office Specialist	2400	01-012	4097	4302	4515	4745	4988		
Office Technician	2420	01-010	3721	3906	4097	4302	4515		
Principal Engineer	6307	06-015	8190	-	9204	-	10653		
Project Coordinator	6308	06-010	5812	-	6535	-	7561		
Public Service Aide	2425	01-002	2517	2643	2778	2914	3060		
Ranger II	3090	01-014	4515	4745	4988	5235	5496		
Receptionist*	6309	06-101	3103	-	3488	-	4037		
Senior Engineer	6310	06-014	7627	-	8571	-	9919		
Small Tool & Equipment Repair Technician	2445	01-015	4745	4988	5235	5496	5769		
Supervisor I	2450	01-017	5235	5496	5769	6055	6360		
Supervisor II	2460	01-020	6005	6305	6612	6938	7230		
Transportation Maintenance Technician	3860	01-015	4745	4988	5235	5496	5769		
Visual Information Specialist	2480	01-014	4515	4745	4988	5235	5496		
<b><u>H. LABOR RELATIONS/HUMAN RESOURCES</u></b>									
Assistant Safety Official	6551	06-010	5812	-	6535	-	7561		
City Safety Official	6552	06-012	6638	-	7460	-	8631		
Employee Benefits Coordinator	6553	06-009	5458	-	6133	-	7095		
Human Resources Analyst	6557	06-009	5458	-	6133	-	7095		
Human Resources Assistant*	6556	06-102	3504	-	3940	-	4559		
Human Resources Coordinator*	6554	06-107	4557	-	5119	-	5925		
Human Resources Manager	6558	06-015	8190	-	9204	-	10653		
Labor & Employee Relations Coordinator	6560	06-011	6208	-	6974	-	8073		
Labor Relations & Human Resources Director	6555	06-019	10639	-	11967	-	13860		
Labor Relations Program Manager	6561	06-012	6638	-	7460	-	8631		
Workers Compensation Coordinator	6559	06-010	5812	-	6535	-	7561		

**SALARY ORDINANCE NO. 3581-17**

Classification Title	Occup. Code	Range No.	<u>MIN</u> Step A	Step B	Step C	Step D	Step E	Step F	<u>MAX</u> Step G
<b>I. LEGAL</b>									
Assistant City Attorney (PT)	6358	06-102	3504	-	3940	-	4559		
Assistant City Attorney I	6351	06-009	5458	-	6133	-	7095		
Assistant City Attorney II	6352	06-013	7111	-	7991	-	9246		
Assistant City Attorney III	6353	06-015	8190	-	9204	-	10653		
City Attorney	6354	06-021	11383	-	12991	-	14825		
Deputy City Attorney	6355	06-017	9663	-	10868	-	12586		
Legal Administrator	6356	06-012	6638	-	7460	-	8631		
Legal Intern*	6357	06-102	3504	-	3940	-	4559		
<b>J. LIBRARY</b>									
Assistant Library Director/Librarian IV	6401	06-013	7111	-	7991	-	9246		
Children's/Outreach Services Manager/Lib III	6402	06-012	6638	-	7460	-	8631		
Librarian I	2600	01-018	5496	5769	6055	6360	6683		
Librarian II	2610	01-020	6005	6305	6612	6938	7230		
Library Assistant	2650	01-008	3375	3540	3721	3906	4097		
Library Associate	2660	01-012	4097	4302	4515	4745	4988		
Library Associate Sr	2670	01-017	5235	5496	5769	6055	6360		
Library Associate/Technical Services	2680	01-014	4515	4745	4988	5235	5496		
Library Branch Manager/Librarian III	6403	06-012	6638	-	7460	-	8631		
Library Director	6404	06-019	10639	-	11967	-	13860		
Library Office Specialist	2720	01-012	4097	4302	4515	4745	4988		
Library PC Technician	2762	01-016	4988	5235	5496	5769	6055		
Library Specialist	6406	06-010	5812	-	6535	-	7561		
Library Technical Services Manager/Librarian III	6407	06-012	6638	-	7460	-	8631		
Library Technician	2740	01-010	3721	3906	4097	4302	4515		
Library Technician Senior	2750	01-011	3906	4097	4302	4515	4745		
Senior Library Page	0516	01-008	3375	3540	3721	3906	4097		
<b>K. MUNICIPAL COURT</b>									
Assistant Municipal Court Administrator	6451	06-009	5458	-	6133	-	7095		
Detention Monitoring Assistant*	6455	06-107	4557	-	5119	-	5925		
Judicial Assistant	2811	01-012	4097	4302	4515	4745	4988		
Municipal Court Administrator	6452	06-014	7627	-	8571	-	9919		
Municipal Court Security Officer*	6453	06-102	3504	-	3940	-	4559		
Probation Counselor	6454	06-010	5812	-	6535	-	7561		

**SALARY ORDINANCE NO. 3581-17**

Classification Title	Occup. Code	Range No.	<u>MIN</u> Step A	Step B	Step C	Step D	Step E	Step F	<u>MAX</u> Step G
<b><u>L. PARKS AND COMMUNITY SERVICES</u></b>									
Animal Control Officer	1510	01-014	4515	4745	4988	5235	5496		
Animal Services Manager	6201	06-012	6638	-	7460	-	8631		
Animal Services Veterinarian	6750	06-011	6208	-	6974	-	8073		
Animal Shelter Attendant	1530	01-007	3208	3375	3540	3721	3906		
Arborist	3000	01-015	4745	4988	5235	5496	5769		
Assistant Animal Services Manager	6754	06-010	5812	-	6535	-	7561		
Assistant Parks & Recreation Director	6502	06-016	8811	-	9901	-	11459		
Golf and Grounds Equipment Technician	3025	01-015	4745	4988	5235	5496	5769		
Golf and Park Program Manager	6511	06-012	6638	-	7460	-	8631		
Golf Course Supervisor	3035	01-017	5235	5496	5769	6055	6360		
Groundskeeper	3020	01-015	4745	4988	5235	5496	5769		
Horticulturist	3040	01-017	5235	5496	5769	6055	6360		
Landscaper	3050	01-015	4745	4988	5235	5496	5769		
Park Ranger I	3080	01-012	4097	4302	4515	4745	4988		
Park Ranger Supervisor	3095	01-017	5235	5496	5769	6055	6360		
Park Structural Maint Supervisor	3100	01-020	6005	6305	6612	6938	7230		
Park/Golf Laborer	3120	01-010	3721	3906	4097	4302	4515		
Parks & Recreation Director	6504	06-019	10639	-	11967	-	13860		
Parks and Recreation Program Coordinator	6507	06-010	5812	-	6535	-	7561		
Parks Business Program Manager	6510	06-012	6638	-	7460	-	8631		
Parks Planning and Capital Development Manager	6512	06-013	7111	-	7991	-	9246		
Recreation Leader	3160	01-009	3540	3721	3906	4097	4302		
Recreation Supervisor <sup>4</sup>	3190	01-015	4745	4988	5235	5496	5769		
Senior Center Coordinator	1700	01-015	4745	4988	5235	5496	5769		
Senior Center Manager	6753	06-011	6208	-	6974	-	8073		
Shelter Operations Coordinator	6755	06-009	5458	-	6133	-	7095		
Urban Forester	3210	01-017	5235	5496	5769	6055	6360		
Veterinary Clinic Coordinator	6756	06-007	4829	-	5426	-	6279		
Veterinary Technician	1525	01-009	3540	3721	3906	4097	4302		
<b><u>M. POLICE</u></b>									
Code Compliance Supervisor	6612	06-011	6208	-	6974	-	8073		
Code Enforcement Officer	6102	06-009	5458	-	6133	-	7095		
Deputy Police Chief	6601	06-018	9987	-	11230	-	13008		
Forensic Imaging Analyst	6611	06-009	5458	-	6133	-	7095		
Parking Enforcement Officer <sup>4</sup>	3420	01-009	3540	3721	3906	4097	4302		
Police Captain	3430	03-014	-	12199	-	-	-		
Police Chief	6602	06-020	11078	-	12631	-	14430		
Police Crime Analyst	6610	06-009	5458	-	6133	-	7095		
Police Inspector	6604	06-016	8811	-	9901	-	11459		
Police Lieutenant	3450	03-013	-	11351	-	-	-		
Police Officer	3460	03-021	-	6396	7655	-	-		
Police Officer (BLEA)	3475	03-021	5841	6396	7655	-	-		
Police Officer Entry-Level	3470	03-021	5841	-	-	-	-		
Police Property Room Manager	6609	06-011	6208	-	6974	-	8073		
Police Property Room Specialist	3531	01-012	4097	4302	4515	4745	4988		
Police Records Unit Shift Supervisor	3505	01-015	4745	4988	5235	5496	5769		
Police Sergeant	3510	03-012	9573	-	-	-	-		
Police Specialist <sup>4</sup>	3520	01-012	4097	4302	4515	4745	4988		
Records Information Specialist	3530	01-012	4097	4302	4515	4745	4988		
Records Unit Manager	6607	06-009	5458	-	6133	-	7095		
Support Services Manager	6608	06-011	6208	-	6974	-	8073		

**SALARY ORDINANCE NO. 3581-17**

Classification Title	Occup. Code	Range No.	<u>MIN</u>						<u>MAX</u>
			Step A	Step B	Step C	Step D	Step E	Step F	Step G
<b><u>N. PUBLIC WORKS/ENGINEERING/PUBLIC SERVICES</u></b>									
Building Inspector	4150	05-023	6161	6697	7244	7534	7837		
Building Official	6701	06-016	8811	-	9901	-	11459		
Chief Inspector	4170	05-024	6697	7244	7904	8228	8566		
City Engineer	6702	06-016	8811	-	9901	-	11459		
City Traffic Engineer	6703	06-015	8190	-	9204	-	10653		
Computer Aided Design (CAD) Manager	6709	06-011	6208	-	6974	-	8073		
Construction Inspector	4210	01-019	5769	6055	6360	6683	7014		
Development Technician	4220	01-019	5769	6055	6360	6683	7014		
Electrical Inspector	4230	05-023	6161	6697	7244	7534	7837		
Engineering Services Manager	6708	06-015	8190	-	9204	-	10653		
Permit Services Manager	6706	06-014	7627	-	8571	-	9919		
Permit/Development Counter Technician	4320	01-014	4515	4745	4988	5235	5496		
Plumbing/Mechanical Inspector	4340	05-023	6161	6697	7244	7534	7837		
Senior Signal Technician	4410	01-020	6005	6305	6612	6938	7230		
Traffic Electronic Tech. Trainee	4425	01-017	5235	5496	5769	6055	6360		
Traffic Electronic Technician	4420	01-019	5769	6055	6360	6683	7014		
Traffic Operations Supervisor	4441	01-021	6305	6612	6938	7230	7593		
Traffic Signal Electrician	4430	01-019	5769	6055	6360	6683	7014		
Traffic Signal Technician	4435	01-018	5496	5769	6055	6360	6683		
Traffic Technician	4440	01-019	5769	6055	6360	6683	7014		
<b><u>O. PUBLIC WORKS/UTILITIES</u></b>									
Assistant Construction Manager	6674	06-013	7111	-	7991	-	9246		
Assistant Inventory Control/Dispatch Technician	3600	01-014	4515	4745	4988	5235	5496		
Cement Finisher	3610	01-015	4745	4988	5235	5496	5769		
Construction Manager	6664	06-014	7627	-	8571	-	9919		
Engineering Superintendent	6665	06-016	8811	-	9901	-	11459		
Environmental Permit Coordinator	4385	01-020	6005	6305	6612	6938	7230		
Equipment Operator	3700	01-014	4515	4745	4988	5235	5496		
Heavy Equipment Operator	3720	01-015	4745	4988	5235	5496	5769		
Industrial Waste Inspector	3730	01-019	5769	6055	6360	6683	7014		
Inventory Control Technician	3740	01-017	5235	5496	5769	6055	6360		
Lead Utility Serviceworker	3750	01-017	5235	5496	5769	6055	6360		
Maintenance Superintendent	6662	06-016	8811	-	9901	-	11459		
Maintenance/Operations Supervisor	6663	06-013	7111	-	7991	-	9246		
Operations Superintendent	6654	06-016	8811	-	9901	-	11459		
Plant/Pump Maintenance Mechanic <sup>1</sup>	3820	01-016	4988	5235	5496	5769	6055		
Pre-Treatment Manager	6655	06-012	6638	-	7460	-	8631		
Public Information/Education Specialist	3809	01-016	4988	5235	5496	5769	6055		
Public Works Director	6667	06-020	11078	-	12631	-	14430		
Public Works Finance Manager	6658	06-014	7627	-	8571	-	9919		
Public Works Information & Education Officer	6656	06-012	6638	-	7460	-	8631		
Public Works Supervisor - Sewer/Drainage/Utilities	4082	01-019	5769	6055	6360	6683	7014		
Public Works Supervisor - Streets	4085	01-019	5769	6055	6360	6683	7014		
Public Works Supervisor - TSG/Utilities	4084	01-019	5769	6055	6360	6683	7014		
Public Works Supervisor - Water/Utilities	4083	01-019	5769	6055	6360	6683	7014		
Records Systems Specialist	4400	01-014	4515	4745	4988	5235	5496		
SCADA/Telemetry Technician	3875	01-019	5769	6055	6360	6683	7014		
Senior Environmental Specialist	6668	06-014	7627	-	8571	-	9919		
Senior Wastewater Operator	6670	06-012	6638	-	7460	-	8631		
Senior Water Operator	6657	06-012	6638	-	7460	-	8631		
Surface Water Manager	6675	06-015	8190	-	9204	-	10653		
Treatment Plant Operator-in-Training	4070	01-010	3721	3906	4097	4302	4515		



**SALARY ORDINANCE NO. 3581-17**

Classification Title	Occup. Code	Range No.	MIN					MAX	
			Step A	Step B	Step C	Step D	Step E	Step F	Step G
<b>O. PUBLIC WORKS/UTILITIES (continued)</b>									
Utilities GIS Program Manager	6659	06-011	6208	-	6974	-	8073		
Utilities Maintenance Technician I	3878	01-018	5496	5769	6055	6360	6683		
Utilities Maintenance Technician II	3879	01-019	5769	6055	6360	6683	7014		
Utilities Maintenance Technician III	3880	01-020	6005	6305	6612	6938	7230		
Utilities Records Manager	6660	06-010	5812	-	6535	-	7561		
Utility Laborer	3900	01-010	3721	3906	4097	4302	4515		
Utility Mapping Supervisor	3890	01-019	5769	6055	6360	6683	7014		
Utility Service Worker	3920	01-015	4745	4988	5235	5496	5769		
Utility Services Supervisor	6661	06-012	6638	-	7460	-	8631		
Wastewater Plant Maintenance Supervisor	6672	06-012	6638	-	7460	-	8631		
Wastewater Plant Manager	6651	06-014	7627	-	8571	-	9919		
Water Filtration Plant Maintenance Supervisor	6676	06-012	6638	-	7460	-	8631		
Water Plant Manager	6669	06-014	7627	-	8571	-	9919		
Water Pollution Control Operator I	3940	01-015	4745	4988	5235	5496	5769		
Water Pollution Control Operator II	3950	01-017	5235	5496	5769	6055	6360		
Water Pollution Control Operator III	3960	01-019	5769	6055	6360	6683	7014		
Water Quality Analyst	3980	01-019	5769	6055	6360	6683	7014		
Water Quality Control Operator	3990	01-017	5235	5496	5769	6055	6360		
Water Quality Process Analyst	6671	06-012	6638	-	7460	-	8631		
Water Quality Technician	4010	01-016	4988	5235	5496	5769	6055		
Water Service Technician <sup>1</sup>	4020	01-016	4988	5235	5496	5769	6055		
Water Treatment Plant Operator I	4040	01-015	4745	4988	5235	5496	5769		
Water Treatment Plant Operator II	4050	01-017	5235	5496	5769	6055	6360		
Water Treatment Plant Operator III	4060	01-019	5769	6055	6360	6683	7014		
Welder	4080	01-018	5496	5769	6055	6360	6683		
<b>P. TRANSPORTATION/TRANSIT</b>									
Bus Maintenance Person	4500	02-014	21.79	22.81	23.86	24.95	26.13		
Bus Operator	4510	02-110	24.22	25.25	26.29	27.40	28.54	29.71	30.97
Bus Operator Trainee	4520	02-011	20.85	-	-	-	-		
Bus Operator <sup>5</sup>	4510	02-010	-	-	-	-	30.97		
Communications Technician	3640	01-019	5769	6055	6360	6683	7014		
Equipment Mechanic <sup>4</sup>	3690	01-017	5235	5496	5769	6055	6360		
Equipment Serviceworker	3710	01-014	4515	4745	4988	5235	5496		
Fleet Warranty Specialist	4749	01-012	4097	4302	4515	4745	4988		
Maint & Operations Supervisor - Transportation	6801	06-010	5812	-	6535	-	7561		
Operations Supervisor - Fixed Route	6806	06-010	5812	-	6535	-	7561		
Operations Supervisor - Para Transit	6804	06-010	5812	-	6535	-	7561		
Paratransit Operator	4530	02-113	17.90	19.82	21.94	24.07	26.74		
Paratransit Operator Trainee	4540	02-009	16.05	-	-	-	-		
Paratransit Operator <sup>5</sup>	4530	02-013	-	-	-	-	30.97		
Paratransit Schedule Technician	4545	01-010	3721	3906	4097	4302	4515		
Transit Inspector	4550	02-012	35.62	-	-	-	-		
Transit Operations Program Manager	6802	06-011	6208	-	6974	-	8073		
Transit Training/Safety Coordinator	6812	06-010	5812	-	6535	-	7561		
Transportation & Transit Services Director	6807	06-019	10639	-	11967	-	13860		
Transportation Center Security Officer	2016	01-008	3375	3540	3721	3906	4097		
Transportation Program Manager	6808	06-011	6208	-	6974	-	8073		
Transportation Services Manager	6803	06-015	8190	-	9204	-	10653		
Vehicle Maintenance Manager	6810	06-015	8190	-	9204	-	10653		
Vehicle Parts Storekeeper	4547	01-011	3906	4097	4302	4515	4745		

**SALARY ORDINANCE NO. 3581-17**

- 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.

**SALARY ORDINANCE NO. 3581-17**

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, 2018.

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>JOB</u>
<u>NO.</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

  
 \_\_\_\_\_  
 Ray Stephanson, Mayor

  
 \_\_\_\_\_  
 Sharon Fuller, City Clerk

Date Passed: 12/6/2017  
 Date Valid: 12/11/2017  
 Date Published: 12/15/2017

**BLANK PAGE**