
PERSONNEL SUMMARY

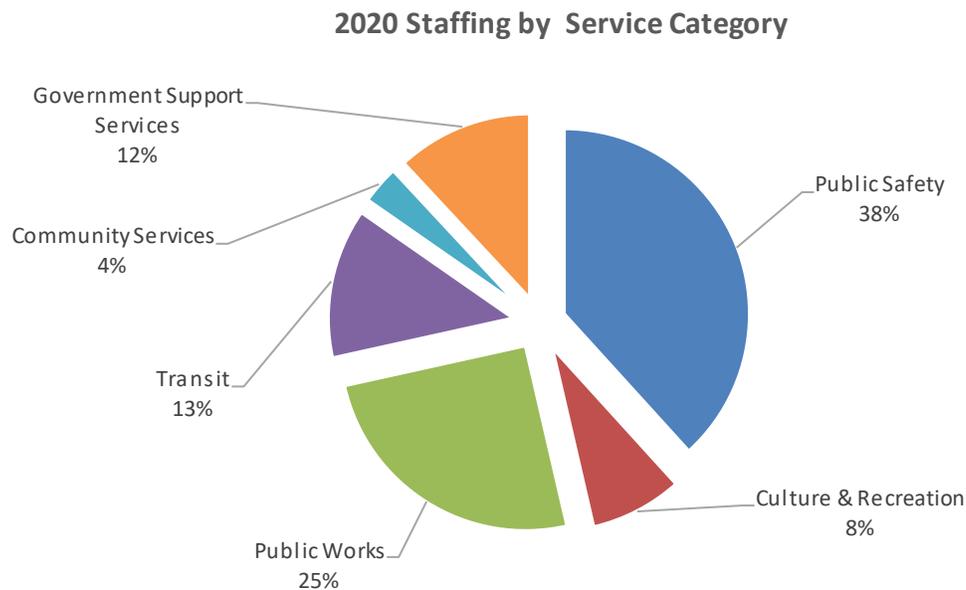
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2020 Personal Summary

STAFFING BUDGET

The 2020 budget includes a total of 1,184.20 employees measured in full-time equivalents (FTEs). The chart below shows the allocation of FTEs by major service category. The table on the following page lists employees by individual department for the years 2018 - 2020.



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 Municipal Arts
- Public Works: Water/Sewer Utilities, Solid Waste, Engineering, and Streets
- Transit: Transit
- Community Services: Community, Planning & Economic Development, Senior Center, Animal Shelter, and Community Housing
- Government Support Services: City Council, Legal, Administration, Communications, Finance, Human Resources, Information Technology, Facilities, Motor Vehicle Operations, and Telecommunications

CITY OF EVERETT
FULL TIME EQUIVALENT (FTE) STAFFING
(1.0 FTE = 2080 hours)

Fund	Department	2018 Original Budgeted Positions	2019 Original Budgeted Positions	2019 Mid-Year Changes	2019 Amended Positions	2020 Budgeted Changes	2020 Original Budgeted Positions
1	Council	8.00	8.00		8.00		8.00
3	Legal - Civil	7.50	7.30	(1.00)	6.30		6.30
33	Legal - Prosecutor	11.50	11.25	0.25	11.50		11.50
33	Legal - Prosecutor - Seasonal	0.67	0.67		0.67		0.67
4	Administration	12.90	7.00	(0.25)	6.75		6.75
5	Municipal Court	14.85	14.85	(1.00)	13.85		13.85
55	Probation	3.45	3.45		3.45		3.45
7	Human Resources	13.13	13.13	(2.63)	10.50		10.50
10	Finance	22.00	22.00		22.00		22.00
10	Finance - Seasonal	0.41	0.41		0.41		0.41
15	Information Technology	21.00	21.00	(1.00)	20.00		20.00
18	Communications		4.00	0.60	4.60		4.60
21	Community, Planning, & Economic Development	15.30	18.15	(0.75)	17.40	(0.25)	17.15
22	Neighborhoods	2.00	-		-		-
24	Engineering	45.05	43.05	0.05	43.10		43.10
24	Engineering - Seasonal	3.17	3.17		3.17		3.17
26	Animal Shelter	14.00	14.00	1.00	15.00		15.00
26	Animal Shelter - Seasonal	3.08	3.08		3.08	0.02	3.10
27	Senior Center	4.00	4.00		4.00		4.00
27	Senior Center - Seasonal	1.00	1.00		1.00		1.00
30	Police: Civilian	45.00	44.00		44.00		44.00
31	Police: Uniformed	206.00	206.00		206.00		206.00
32	Fire	143.00	134.50	(1.00)	133.50	(2.80)	130.70
38	Facilities	26.00	25.35	0.05	25.40		25.40
101	Parks	50.50	48.50	(0.40)	48.10		48.10
101	Parks - Seasonal	46.14	46.26		46.26	(0.88)	45.38
110	Library	37.65	35.65		35.65	2.00	37.65
110	Library - Seasonal	13.87	12.08		12.08	1.79	13.87
112	Municipal Arts Fund	1.85	1.75		1.75		1.75
112	Municipal Arts Fund - Seasonal	0.57	0.25		0.25		0.25
120	Streets	29.55	28.45	(1.00)	27.45		27.45
Total Gen Govt. Regular FTEs		734.23	715.38	(7.08)	708.30	(1.05)	707.25
Total Gen Govt. Seasonal FTEs		68.91	66.92	-	66.92	0.93	67.85
TOTAL GENERAL GOVERNMENT FTEs		803.14	782.30	(7.08)	775.22	(0.12)	775.10

Notes:

Details of the 2019 mid-year and 2020 changes can be found in the individual department sections.

Seasonal labor is shown above in full time equivalents. Seasonal labor in fund narratives is shown by number of positions.

CITY OF EVERETT
FULL TIME EQUIVALENT (FTE) STAFFING - continued
(1.0 FTE = 2080 hours)

Fund	Department	2018 Original Budgeted Positions	2019 Original Budgeted Positions	2019 Mid-Year Changes	2019 Amended Positions	2020 Budgeted Changes	2020 Original Budgeted Positions
153	EMS	43.00	50.50	2.00	52.50	2.80	55.30
197	Community Housing Improvement Program (CHIP)	2.50	2.50		2.50		2.50
198	Community Development Block Grant (CDBG)	1.20	1.30		1.30	0.25	1.55
401	Public Works-Utility	227.30	227.40	(0.80)	226.60		226.60
401	Public Works-Utility - Seasonal	10.75	10.75		10.75		10.75
402	Solid Waste Utility	0.60	0.60		0.60		0.60
402	Solid Waste Utility - Seasonal	0.50	0.50		0.50		0.50
425	Transit	157.87	155.55	0.25	155.80		155.80
425	Transit - Seasonal	0.95	0.48		0.48	(0.24)	0.24
440	Golf	8.50	8.50	0.05	8.55		8.55
440	Golf - Seasonal	4.75	4.75		4.75		4.75
501	Motor Vehicles Operations	23.13	23.10	(1.05)	22.05		22.05
501	MVD - Seasonal	0.50	0.50		0.50		0.50
507	Telecomm	4.00	4.00		4.00		4.00
507	Telecomm - Seasonal	0.50	0.50		0.50		0.50
Total Non-Gen Govt. Regular FTEs		468.10	473.45	0.45	473.90	3.05	476.95
Total Non-Gen Govt. Seasonal FTEs		17.95	17.48	-	17.48	(0.24)	17.24
TOTAL NON-GENERAL GOVERNMENT FTEs		486.05	490.93	0.45	491.38	2.81	494.19

Total Citywide Regular FTEs	1,202.33	1,188.83	(6.63)	1,182.20	2.00	1,184.20
Total Citywide Seasonal FTEs	86.86	84.40	-	84.40	0.69	85.09
TOTAL CITYWIDE FTEs	1,289.19	1,273.23	(6.63)	1,266.60	2.69	1,269.29

Notes:

Details of the 2019 mid-year and 2020 changes can be found in the individual department sections.

Seasonal labor is shown above in full time equivalents. Seasonal labor in fund narratives is shown by number of positions.

STAFFING CHANGES 2019 – 2020

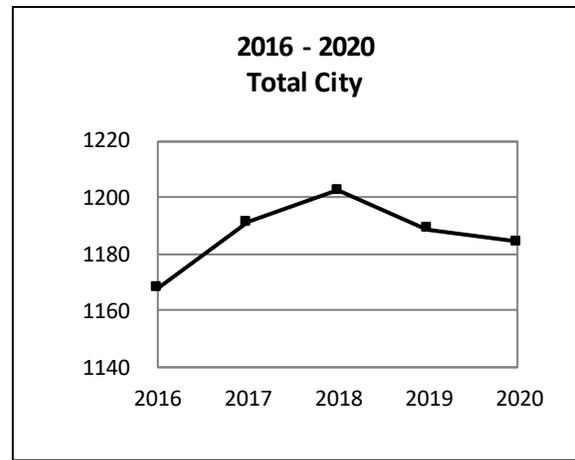
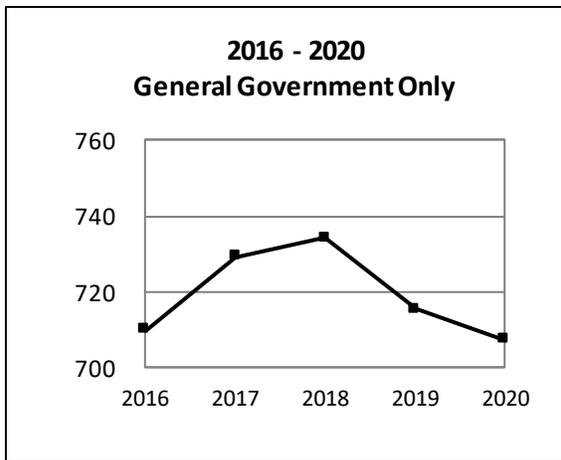
		General Gov't	Non-Gen Gov't	Total City	Comments
2019 ORIGINAL STAFFING BUDGET:		715.38	473.45	1,188.83	
2019 MID-YEAR CHANGES					
ADDITIONS					
Communications Director	Administration	0.50		0.50	Re-organization - Admin., Comm. & Marketing, and Parks
Executive Director	Administration	0.25		0.25	Re-organization - Admin., Comm. & Marketing, and Parks
Human Resources Manager	Human Resources	1.00		1.00	Department re-organization in conjunction with Voluntary Separation Program (VSP) - see eliminations below
Communications Director	Communications	0.50		0.50	Re-organization - Admin., Communications, and Parks
Executive Director	Communications	0.10		0.10	Re-organization - Admin., Communications, and Parks
Associate Planner	Community, Planning, & Economic Development	1.00		1.00	Department re-organization in conjunction with Voluntary Separation Program (VSP)
Fundraising Coordinator	Animal Shelter	1.00		1.00	To enhance fundraising activities
Capital Projects Coordinator	Facilities	1.00		1.00	Department re-organization in conjunction with VSP
Executive Director	Parks	0.60		0.60	Re-organization - Admin., Communications, and Parks
Medical Services Officer	Emergency Medical Services		1.00	1.00	To accommodate workload
Transit Inspector	Transit		1.00	1.00	Department re-organization - see offset below
Communications Technician	Transit		1.00	1.00	To support increased workload
Executive Director	Golf		0.05	0.05	Re-organization - Admin., Communications, and Parks
TRANSFERS					
Assistant City Attorney III	Legal	0.25		0.25	Transfer from Community, Planning, & Econ. Develop.
Assistant City Attorney III	Community, Planning, & Economic Development	(0.25)		(0.25)	Transfer to Legal
Executive Director	Engineering	0.05		0.05	Re-allocate time based on service provided
Firefighter	Fire	(1.00)		(1.00)	Transfer to Emergency Medical Services (vacant position to be filled as Medical Services Officer)
Executive Director	Facilities	0.05		0.05	Re-allocate time based on service provided
Utility Laborer	Street	(1.00)		(1.00)	Transfer to Utilities
Medical Services Officer	Emergency Medical Services		1.00	1.00	Transfer from Fire
Utility Laborer	Utilities		1.00	1.00	Transfer from Streets
Executive Director	Utilities		0.20	0.20	Re-allocate time based on service provided
Executive Director	Transit		(0.25)	(0.25)	Re-allocate time based on service provided
Executive Director	MVD		(0.05)	(0.05)	Re-allocate time based on service provided
ELIMINATIONS					
Deputy City Attorney	Legal	(1.00)		(1.00)	Eliminate position through VSP
Executive Director	Administration	(1.00)		(1.00)	Re-organization - Admin., Communications, and Parks
Judicial Assistant	Municipal Court	(1.00)		(1.00)	Eliminate position through VSP
Labor Relations Program Manager	Human Resources	(1.00)		(1.00)	Eliminate position through VSP
Workers Comp. Coordinator	Human Resources	(1.00)		(1.00)	Eliminate position through VSP
Human Resources Assistant	Human Resources	(0.63)		(0.63)	Eliminate position through VSP
Employee Benefits Coordinator	Human Resources	(1.00)		(1.00)	Department re-organization in conjunction with VSP
Supervisor I	Information Technology	(1.00)		(1.00)	Eliminate position through VSP
Office Technician	Community, Planning, & Economic Development	(1.00)		(1.00)	Department re-organization in conjunction with VSP
Administrative Assistant	Community, Planning, & Economic Development	(0.50)		(0.50)	Department re-organization in conjunction with VSP
Supervisor I	Facilities	(1.00)		(1.00)	Department re-organization in conjunction with VSP
Parks Director	Parks	(1.00)		(1.00)	Re-organization - Admin., Communications, and Parks
Public Works Info. & Edu. Officer	Utilities		(1.00)	(1.00)	Eliminate position through VSP
Public Information Specialist	Utilities		(1.00)	(1.00)	Eliminate position through VSP
Bus Operator	Transit		(1.00)	(1.00)	Department re-organization - see offset above
Administrative Assistant	Transit		(0.50)	(0.50)	Eliminate SnoTrac (intergovernmental) funded position
Equipment Service Worker	MVD		(1.00)	(1.00)	Eliminate vacant position
INCREASE (DECREASE) FROM 2019 ORIGINAL BUDGET		(7.08)	0.45	(6.63)	
2019 AMENDED STAFFING BUDGET		708.30	473.90	1,182.20	

		General Gov't	Non-Gen Gov't	Total City	Comments
2020 BASE STAFFING BUDGET		708.30	473.90	1,182.20	
PLANNED CHANGES FOR 2020					
ADDITIONS					
Library Specialist	Library	1.00		1.00	Reinstate position, 2019 reduction only
Library Technician	Library	1.00		1.00	Reinstate position, 2019 reduction only
TRANSFERS					
Housing & Comm. Dev. Prog. Mgr.	Comm., Planning, & Econ. Dev.	(0.25)		(0.25)	Transfer to CDBG
Housing & Comm. Dev. Prog. Mgr.	CDBG		0.25	0.25	Transfer from Community, Planning, & Econ. Dev.
Fire Chief	Fire	(0.30)		(0.30)	Allocate time to EMS to align with services provided
Project Coordinator	Fire	(0.50)		(0.50)	Allocate time to EMS to align with services provided
Fire & EMS Analyst	Fire	(0.50)		(0.50)	Allocate time to EMS to align with services provided
Administrative Assistant	Fire	(0.30)		(0.30)	Allocate time to EMS to align with services provided
Office Assistant	Fire	(0.30)		(0.30)	Allocate time to EMS to align with services provided
Maintenance Mechanic	Fire	(0.30)		(0.30)	Allocate time to EMS to align with services provided
Fire Apparatus/Equip. Mechanic	Fire	(0.30)		(0.30)	Allocate time to EMS to align with services provided
Fire Apparatus/Equip. Mechanic	Fire	(0.30)		(0.30)	Allocate time to EMS to align with services provided
Fire Chief	Emergency Medical Services		0.30	0.30	Allocate time from Fire to align with services provided
Project Coordinator	Emergency Medical Services		0.50	0.50	Allocate time from Fire to align with services provided
Fire & EMS Analyst	Emergency Medical Services		0.50	0.50	Allocate time from Fire to align with services provided
Administrative Assistant	Emergency Medical Services		0.30	0.30	Allocate time from Fire to align with services provided
Office Assistant	Emergency Medical Services		0.30	0.30	Allocate time from Fire to align with services provided
Maintenance Mechanic	Emergency Medical Services		0.30	0.30	Allocate time from Fire to align with services provided
Fire Apparatus/Equip. Mechanic	Emergency Medical Services		0.30	0.30	Allocate time from Fire to align with services provided
Fire Apparatus/Equip. Mechanic	Emergency Medical Services		0.30	0.30	Allocate time from Fire to align with services provided
INCREASE (DECREASE) from 2020 BASE BUDGET		(1.05)	3.05	2.00	
2020 STAFFING BUDGET		707.25	476.95	1,184.20	
TOTAL INCREASE (DECREASE) FROM 2019 ORIGINAL BUDGET		(8.13)	3.50	(4.63)	

STAFFING TRENDS

The table and graphs below list the original budgeted staffing levels (excluding seasonal employees), in FTEs, from 2016 – 2020.

	2016 Budget	2017 Budget	2018 Budget	2019 Budget	2020 Budget
General Government Departments	709.98	729.23	734.23	715.38	707.25
All Other Government Departments	457.75	462.10	468.10	473.45	476.95
Total City Budgeted Positions	1,167.73	1,191.33	1,202.33	1,188.83	1,184.20



2017 – NET INCREASE OF 23.60 FTES

- 19.25 FTEs were added in the general government and 4.35 FTEs were added in non-general government
- Nine of the general government additions were directly related to the new Community Streets Initiative program. Positions included four police officers, a police sergeant, two social workers, a prosecuting attorney, and a director of public health and safety.
- Other positions were added in various departments in an effort to reduce overtime, support succession planning, and reduce use of outside contractor and consultant costs.

2018 – NET INCREASE OF 11.00 FTES

- Five FTEs were added in general government and six in non-general government
- General government additions included; a park ranger position to enhance security in the parks, a network systems analyst to establish a cyber security program, two positions in Finance to support an increase in workload, and one position in to Streets to help meet ADA requirements related to wheel chair ramps and sidewalks.
- Non-general government changes included adding 4.5 positions in Transit (a security officer to enhance security at Everett Station, two bus operators in an effort to reduce overtime, an office assistant to support Transit’s role as fiscal agent for SnoTrac, and an office assistant to be split with the Motor Vehicle Department). In addition, Utilities added a utility laborer position to offset increased maintenance requirements.

2019 - NET DECREASE OF 13.50 FTES

- Reduction of 18.85 FTEs in general government and increase of 5.35 FTEs in non-general government
- General government saw significant changes due to the structural deficit reduction effort and to a new Mayor/Administration. Major changes included; eliminating fourteen vacant positions, transferring seven positions from Fire to EMS where services are provided, adding a Communications Officer to expand marketing and tourism efforts, and adding a Community Development Director to expand and coordinate community outreach efforts.
- Significant changes within non-general government included the transfer of the seven positions from Fire to EMS and the elimination of two positions in Transit due to re-organization.
- In addition to the above changes, there were several transfers and position changes within and between departments to improve efficiencies and provide support to areas where demand for service was greater.

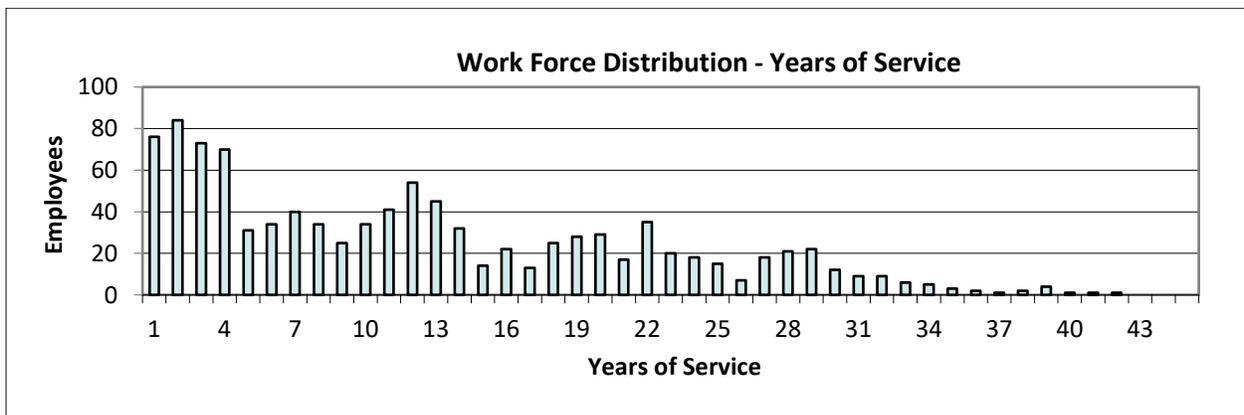
2020 - NET DECREASE OF 4.63 FTES

- Reduction of 8.13 FTEs in general government and increase of 3.50 FTEs in non-general government
- The Voluntary Separation Program (VSP) resulted in a net reduction of 6.13 FTEs in the general government and 2.0 FTEs in the non-general government. The program also provided for several department and citywide re-organizations to align staffing levels with service demands. A total of 50 employees, citywide, took advantage of the VSP program.
- A partial allocation of eight positions from Fire (general gov't.) to EMS (non-general gov't.) was completed to account for time where it is spent. This allocation was equivalent to 2.80 FTEs.
- Other significant changes in general government included adding a fundraising coordinator in Animal Services to enhance fundraising activities, adding back two temporarily eliminated positions to Library (2019 south branch closure for remodel), and eliminating one Parks FTE as a result of an Administration, Parks, and Communications re-organization.

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

LONGEVITY

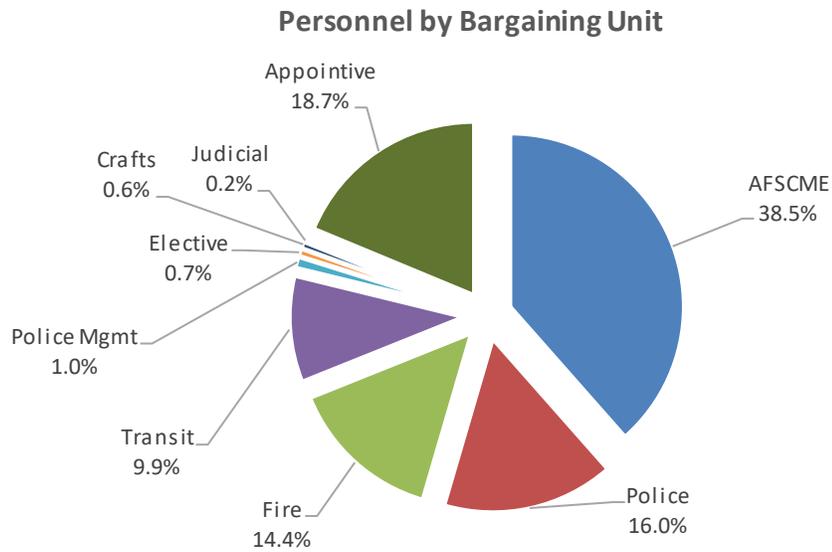
The longest serving member of Everett’s work force have been employed for 46 years. Approximately 259 employees, or 22%, have each provided over 20 years of service to the residents of Everett.



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 222 non-represented employees, 10 elected officials, and up to 235 seasonal/day laborers at different peak seasons of the year.

Union	2019	2020	2021	2022	Approximate # of Employees Represented
Amalgamated Transit Union, Division No. 883			x		118
Everett Firefighters, Local No. 46			x		171
Everett Municipal Employees Union Local No. 113, AFSCME				x	457
Snohomish County Construction Crafts	x				7
Everett Police Officers Association				x	190
Everett Police Management Association		x			12



STAFFING BUDGET BY OCCUPATION CODE

Occupation Code	Description	FTE Count	Occupation Code	Description	FTE Count
516	Senior Library Page	1.00	2650	Library Assistant	3.30
1200	Accountant I	1.00	2670	Library Associate Senior	2.00
1222	Assistant Buyer	1.00	2680	Library Associate/Tech Svcs	1.00
1260	Buyer	4.00	2740	Library Technician	9.15
1381	Network Support Specialist	3.00	2750	Library Technician Senior	3.00
1382	Application Support Specialist	3.00	2762	Library PC Technician	1.00
1390	PC Technician	3.00	2811	Judicial Assistant - AFSCME	9.00
1410	Network Systems Analyst	9.00	2820	Municipal Court Judge #1	2.00
1510	Animal Control Officer	2.00	3000	Arborist PK9251-99	2.00
1525	Veterinary Technician	1.00	3020	Groundskpr/Park Maint Tech I	9.00
1535	Animal Care & Cust Svc Assist	6.00	3025	Golf and Grounds Equip Tech	2.00
1540	Assistant Planner	2.00	3026	Parks Maintenance Technician	5.00
1550	Associate Planner	2.00	3035	Golf Course Supervisor	2.00
1590	Environmental Planner	1.00	3040	Horticulturist PK9251-99	1.00
1670	Planner	2.70	3050	Landscaper PK9251-99	2.00
1700	Senior Center Coordinator	1.00	3090	Park Ranger II	4.00
1800	Council Member	7.00	3095	Park Ranger Supervisor	1.00
1810	Mayor	1.00	3160	Recreation Activity Leader	2.00
1910	Building Caretaker	7.00	3190	Recreation Supervisor	6.00
1950	Custodian	8.00	3210	Urban Forester	1.00
1960	Electrician	3.00	3420	Parking Enforcement Officer	7.00
1980	Facilities Maintenance Worker	2.00	3430	Police Captain	4.00
2016	Transportn Security Officer	5.00	3450	Police Lieutenant	8.00
2110	Assistant Fire Marshal (>10)	2.00	3460	Police Officer	141.00
2145	Fire Apparatus/Equipment Mec	1.00	3470	Police Officer Trainee	22.00
2150	Fire Battalion Chief	4.00	3475	Police Officer (BLEA Cert)	1.00
2160	Fire Captain	32.00	3505	Police Records Supervisor	3.00
2180	Fire Inspector (+6yrs) Non Sup	4.00	3510	Police Sergeant	26.00
2200	Firefighter	57.00	3530	Records Information Specialist	11.00
2210	Firefighter/Driver	32.00	3531	Police Property Room Specials	3.00
2230	Firefighter/Paramedic	30.00	3600	Asst Inventory Control Tech	4.00
2250	Medical Services Officer	4.00	3610	Cement Finisher	5.00
2251	Division Chief	6.00	3640	Communication Technician	3.00
2300	Accounting Assistant/CSR	9.00	3690	Equipment Mechanic	11.00
2310	Accounting Technician	7.00	3700	Equipment Operator	10.00
2370	Maintenance Mechanic	6.00	3710	Equipment Serviceworker	3.00
2390	Office Assistant	8.00	3720	Heavy Equipment Operator	28.00
2400	Office Specialist	8.00	3730	Industrial Waste Inspector	3.00
2420	Office Technician	9.00	3740	Inventory Control Technician	1.00
2425	Public Service Aide	2.00	3750	Lead Utility Serviceworker	1.00
2450	Supervisor I PK9201-99	1.00	3809	Public Info/Education Spec	2.00
2460	Supervisor II PK9201-99	5.00	3820	Plant/Pump Maintenance Mecha	1.00
2480	Visual Information Specialist	1.00	3860	Transportation Maint Tech	4.00
2600	Librarian I	7.20	3875	SCADA/Telemetry Technician	3.00
2610	Librarian II	2.00	3878	Utilities Maintenance Tech I	6.00

STAFFING BUDGET BY OCCUPATION CODE – CONTINUED

Occupation Code	Description	FTE Count	Occupation Code	Description	FTE Count
3879	Utilities Maintenance Tech II	7.00	6004	Executive Director	5.00
3880	Utilities Maintenance Tech III	5.00	6013	Economic Development Director	1.00
3890	Utility Mapping Supervisor	1.00	6014	Cultural Arts Manager	1.00
3900	Utility Laborer	37.00	6015	Emergency Mgmt Coordinator	1.00
3920	Utility Serviceworker	3.00	6016	Asst City Attrny/Safe Streets Mgr	1.00
3940	Water Pollution Control Op I	3.00	6017	Executive Assist-City Council	2.00
3950	Water Pollution Control Op II	1.00	6019	Communications Officer	2.00
3960	Water Pollution Control OP III	5.00	6020	Communications Outreach Asst	1.00
3980	Water Quality Analyst	7.00	6021	Marketing & Design Specialist	1.00
3990	Water Quality Control Operator	5.00	6050	Tax & License Compliance Auditr	1.00
4010	Water Quality Technician	1.00	6051	Accounting Manager	1.00
4020	Water Service Technician	9.00	6053	Budget Manager	1.00
4040	Water Treatment Plant Op I	1.00	6054	City Clerk	1.00
4050	Water Treatment Operator II	1.00	6055	Information Technology Manage	1.00
4060	Water Treatment Operator III	8.00	6056	Deputy City Clerk	1.00
4070	Treatment Plant O-I-T	1.00	6057	Finance Director/Treasurer	1.00
4080	Welder	1.00	6060	Purchasing Manager	1.00
4082	PW Supervisor Sewer/Drainage	2.00	6062	IT Director	1.00
4083	PW Supervisor Water	3.00	6064	IT Project Manager	2.00
4084	PW Supervisor TSG	1.00	6102	Code Enforcement Officer	3.00
4085	PW Supervisor Streets	3.00	6150	Community Development Dir.	2.00
4150	Building Inspector	2.00	6151	Community Develop Specialist	1.00
4170	Chief Inspector	1.00	6152	Housing & Comnty Dev Prog M	1.00
4210	Construction Inspector	9.00	6155	Housing Improvement Inspector	2.00
4220	Development Technician	3.00	6156	Land Use Planning Manager	1.00
4230	Electrical Inspector	2.00	6157	Long Range Planning Manager	1.00
4260	Engineering Technician	9.00	6158	Planning & Comty Devel. Directr	1.00
4275	GIS/Programmer Analyst	2.00	6201	Animal Services Manager	1.00
4320	Permit Develop. Counter Tech	3.00	6202	Asst. Real Property Manager	1.00
4340	Plumbing Inspector	2.00	6204	Facilities Maintenance Supervr	1.00
4385	Environmental Permit Coord.	1.00	6205	Facilities Manager	2.00
4400	Records System Specialist	2.00	6206	Project Manager - Architect	1.00
4410	Senior Traffic Signal Tech	1.00	6207	Real Property Manager	1.00
4435	Traffic Signal Technician	2.00	6250	Assistant Fire Chief	2.00
4440	Traffic Technician	1.00	6253	Fire Chief	1.00
4441	Traffic Operations Supervisor	1.00	6254	Fire Marshal	1.00
4500	Bus Maint Pers Lead/Shift Diff	7.00	6255	Fire & EMS Analyst	1.00
4510	Bus Operator	68.00	6301	Administrative Assistant	16.25
4530	Paratransit Operator	33.50	6302	Administrative Coordinator	8.00
4545	Paratransit Schedule Tech	5.00	6303	Administrative Secretary	3.00
4547	Vehicle Parts Storekeeper	1.00	6304	Associate Engineer NPE	4.00
4549	Fleet Warranty Specialist	1.00	6305	Associate Engineer - PE	12.00
4550	Transit Insp 1st yr Specialty	9.00	6306	Financial Analyst	5.00
6002	Neighborhood Engagemnt Coord	1.00	6307	Principal Engineer	3.00
6003	Executive Assist-Mayor's Office	2.00	6308	Project Coordinator	5.00

STAFFING BUDGET BY OCCUPATION CODE – CONTINUED

Occupation Code	Description	FTE Count	Occupation Code	Description	FTE Count
6310	Senior Engineer	7.00	6612	Code Compliance Supervisor	1.00
6312	Community Support Spec/Soc W	2.00	6651	Wastewater Plant Manager	1.00
6313	Capital Projects Coordinator	4.00	6654	Operations Superintendent	1.00
6314	Senior Financial Analyst	4.00	6656	Public Works Info & Educ Officer	1.00
6352	Assistant City Attorney II	4.80	6657	Senior Water Operator	1.00
6353	Assistant City Attorney III	1.00	6658	Public Works Finance Manager	1.00
6354	City Attorney	1.00	6660	Utilities Records Manager	1.00
6355	Deputy City Attorney	1.00	6661	Utility Services Supervisor	1.00
6359	Lead Prosecuting Attorney	1.00	6662	Maintenance Superintendent	1.00
6401	Assistant Library Director/LibIV	1.00	6663	M & O Supervisor	5.00
6402	Youth Svcs Mgr/Librarian III	1.00	6664	Construction Manager	1.00
6403	Library Branch Manager/Lib III	1.00	6665	Engineering Superintendent	1.00
6404	Library Director	1.00	6667	Public Works Director	1.00
6406	Library Specialist	3.00	6668	Senior Environmental Specialist	2.00
6407	Library Tech Svcs Mgr/Lib III	1.00	6670	Senior Wastewater Operator	1.00
6451	Asst Municipal Court Adminstrtr	1.00	6671	Water Quality Process Analyst	3.00
6452	Municipal Court Administrator	1.00	6672	Wastewater Plant Maint Sup	1.00
6453	Municipal Court Security Officer	1.30	6674	Assistant Construction Manage	2.00
6454	Probation Counselor	3.00	6675	Surface Water Manager	1.00
6502	Assistant Park & Rec Director	2.00	6676	Water Filtration Plant Maint Sup	1.00
6507	Parks & Rec Program Coord	2.00	6701	Building Official	1.00
6510	Parks Business Program Mana	1.00	6702	City Engineer	1.00
6511	Golf & Park Program Manager	1.00	6703	City Traffic Engineer	1.00
6512	Parks Planning & Cap Dev. MG	1.00	6706	Permit Services Manager	1.00
6551	Assistant Safety Official	1.00	6708	Engineering Services Manager	1.00
6552	City Safety Official	1.00	6709	Computer Aided Design(CAD)	1.00
6554	Human Resources Coordinator	2.00	6750	Animal Services Veterinarian	1.00
6555	Human Resources Director	1.00	6753	Senior Center Manager	1.00
6557	Human Resources Analyst	1.00	6754	Assistant Animal Svcs Manage	1.00
6558	Human Resources Manager	3.00	6802	Transit Operations Program Mg	1.00
6560	Labor & Employee Reltns Coord	2.00	6803	Transportation Services Mgr	1.00
6601	Deputy Police Chief	2.00	6804	Operations Supervisor-Paratrnst	1.00
6602	Police Chief	1.00	6806	Operations Suprvsr-Fixed Route	1.00
6604	Police Inspector	1.00	6807	Transit Director	1.00
6607	Records Unit Manager	1.00	6808	Transportation Program Mgr	2.00
6608	Support Services Manager	1.00	6810	Vehicle Maintenance Manager	1.00
6609	Police Property Room Manager	1.00	6813	Fleet Program Manager	1.00
6610	Police Crime Analyst	2.00			
			TOTAL FTEs		1184.20

SALARY ORDINANCE NO. 3715-19

AN ORDINANCE establishing the basic salary schedule for employees of the City of Everett for 2020, repealing Ordinance No. 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.	<u>MIN</u>					<u>MAX</u>	
			Step A	Step B	Step C	Step D	Step E	Step F	Step G
<u>A. ADMINISTRATION</u>									
Chief Administrative Assistant	6001	06-022	12257	-	13785	-	15966		
Executive Administrator	6012	06-017	10143	-	11407	-	13211		
Executive Assistant - City Council	6017	06-009	5728	-	6437	-	7447		
Executive Assistant - Mayor's Office	6003	06-009	5728	-	6437	-	7447		
Executive Director	6004	06-021	11948	-	13636	-	15561		
Executive Project Coordinator	6006	06-011	6516	-	7320	-	8474		
Government Affairs Director	6005	06-015	8596	-	9660	-	11181		
Municipal Assistant*	6008	06-102	3678	-	4136	-	4785		
Special Projects Manager	6010	06-015	8596	-	9660	-	11181		
<u>B. BUDGET AND FINANCE</u>									
Accountant I	1200	01-018	5633	5913	6206	6519	6850		
Accounting Manager	6051	06-015	8596	-	9660	-	11181		
Assistant Accounting Manager	6049	06-012	6967	-	7831	-	9059		
Budget Manager	6053	06-015	8596	-	9660	-	11181		
City Clerk	6054	06-015	8596	-	9660	-	11181		
Deputy City Clerk	6056	06-010	6100	-	6859	-	7936		
Finance Director/Treasurer	6057	06-019	11167	-	12560	-	14548		
Purchasing Manager	6060	06-014	8006	-	8996	-	10411		
Tax & License Compliance Auditor	6050	06-011	6516	-	7320	-	8474		
Warehouseworker	1430	01-010	3814	4004	4199	4410	4628		
<u>C. COMMUNICATIONS AND MARKETING</u>									
Communications Specialist	6020	06-009	5728	-	6437	-	7447		
Communications Director	6009	06-017	10143	-	11407	-	13211		
Senior Communications Officer	6019	06-012	6967	-	7831	-	9059		
Marketing and Design Specialist	6021	06-009	5728	-	6437	-	7447		
Multimedia Communications Coordinator	6022	06-010	6100	-	6859	-	7936		
Visual Information Specialist	2480	01-014	4628	4864	5113	5366	5633		

SALARY ORDINANCE NO. 3715-19

Classification Title	Occup. Code	Range No.	MIN Step A	Step B	Step C	Step D	Step E	Step F	MAX Step G
<u>D. COMMUNITY PLANNING, AND ECONOMIC DEVELOPMENT</u>									
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	10143	-	11407	-	13211		
Community Development Specialist	6151	06-010	6100	-	6859	-	7936		
Economic Development Director	6013	06-017	10143	-	11407	-	13211		
Environmental Planner	1590	01-020	6155	6463	6777	7111	7411		
Housing & Community Development Program Manager	6152	06-012	6967	-	7831	-	9059		
Housing Improvement Inspector	6155	06-010	6100	-	6859	-	7936		
Land Use Planning Manager	6156	06-015	8596	-	9660	-	11181		
Long Range Planning Manager	6157	06-015	8596	-	9660	-	11181		
Neighborhoods & Community Engagement Coordinator	6002	06-012	6967	-	7831	-	9059		
Planner	1670	01-020	6155	6463	6777	7111	7411		
Planning Director	6158	06-019	11167	-	12560	-	14548		
<u>E. FACILITIES/PROPERTY MANAGEMENT</u>									
Asst. Real Property Manager	6202	06-011	6516	-	7320	-	8474		
Building Caretaker	1910	01-011	4004	4199	4410	4628	4864		
Custodian ⁴	1950	01-008	3459	3629	3814	4004	4199		
Facilities Maintenance Supervisor	6204	06-011	6516	-	7320	-	8474		
Facilities Manager	6205	06-015	8596	-	9660	-	11181		
Facilities Planning & Capital Development Manager	6210	06-013	7464	-	8388	-	9704		
Project Manager - Architect	6206	06-012	6967	-	7831	-	9059		
Real Property Manager	6207	06-015	8596	-	9660	-	11181		
<u>F. FIRE</u>									
Assistant Fire Chief	6250	06-019	11167	-	12560	-	14548		
Assistant Fire Chief/Fire Marshal	6254	06-019	11167	-	12560	-	14548		
Assistant Fire Marshal	2110	04-023	10090	-	-	-	-		
Deputy Fire Chief	6252	06-016	9248	-	10393	-	12027		
Emergency Management Public Education Coordinator	6015	06-010	6100	-	6859	-	7936		
Fire and Emergency Medical Services Analyst	6255	06-009	5728	-	6437	-	7447		
Fire Apparatus/Equipment Mechanic	2145	01-018	5633	5913	6206	6519	6850		
Fire Battalion Chief	2150	04-023	10090	-	-	-	-		
Fire Captain ²	2160	04-021	9009	-	-	-	-		
Fire Chief	6253	06-020	11628	-	13258	-	15146		
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 ³	2230	04-020	8288	-	-	-	-		
Medical Services Officer	2250	04-022	9225	-	-	-	-		

SALARY ORDINANCE NO. 3715-19

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
<u>G. HUMAN RESOURCES</u>									
Assistant Safety Official	6551	06-010	6100	-	6859	-	7936		
City Safety Official	6552	06-012	6967	-	7831	-	9059		
Employee Benefits Coordinator	6553	06-009	5728	-	6437	-	7447		
Human Resources Analyst	6557	06-009	5728	-	6437	-	7447		
Human Resources Assistant*	6556	06-102	3678	-	4136	-	4785		
Human Resources Coordinator	6554	06-008	5381	-	6049	-	7002		
Human Resources Director	6555	06-019	11167	-	12560	-	14548		
Human Resources Manager	6558	06-015	8596	-	9660	-	11181		
Labor & Employee Relations Coordinator	6560	06-011	6516	-	7320	-	8474		
Labor Relations Program Manager	6561	06-012	6967	-	7831	-	9059		
Workers Compensation Coordinator	6559	06-010	6100	-	6859	-	7936		
<u>H. INFORMATIONAL TECHNOLOGY</u>									
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	11167	-	12560	-	14548		
Information Technology Manager	6055	06-016	9248	-	10393	-	12027		
Information Technology Project Manager	6064	06-012	6967	-	7831	-	9059		
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	6100	-	6859	-	7936		
<u>I. INTERDEPARTMENTAL</u>									
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	4783	-	5373	-	6219		
Administrative Coordinator	6302	06-008	5381	-	6049	-	7002		
Administrative Secretary*	6303	06-104	4063	-	4565	-	5282		
Assistant Buyer	1222	01-012	4199	4410	4628	4864	5113		
Associate Engineer - NPE	6304	06-010	6100	-	6859	-	7936		
Associate Engineer - PE	6305	06-012	6967	-	7831	-	9059		
Buyer	1260	01-016	5113	5366	5633	5913	6206		
Capital Projects Coordinator	6313	06-011	6516	-	7320	-	8474		
Community Support Specialist/Social Worker	6312	06-010	6100	-	6859	-	7936		
Development Construction Supervisor	6311	06-011	6516	-	7320	-	8474		
Electrician ⁴	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	5728	-	6437	-	7447		
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	8596	-	9660	-	11181		
Project Coordinator	6308	06-010	6100	-	6859	-	7936		
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	3257	-	3661	-	4237		
Senior Engineer	6310	06-014	8006	-	8996	-	10411		
Senior Financial Analyst	6314	06-011	6516	-	7320	-	8474		
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		

SALARY ORDINANCE NO. 3715-19

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
J. LEGAL									
Assistant City Attorney (PT)	6358	06-102	3678	-	4136	-	4785		
Assistant City Attorney I	6351	06-009	5728	-	6437	-	7447		
Assistant City Attorney II	6352	06-013	7464	-	8388	-	9704		
Assistant City Attorney III	6353	06-015	8596	-	9660	-	11181		
Assistant City Attorney/Safe Streets Manager	6016	06-016	9248	-	10393	-	12027		
City Attorney	6354	06-021	11948	-	13636	-	15561		
Deputy City Attorney	6355	06-017	10143	-	11407	-	13211		
Lead Prosecuting Attorney	6359	06-016	9248	-	10393	-	12027		
Legal Administrator	6356	06-012	6967	-	7831	-	9059		
Legal Intern*	6357	06-102	3678	-	4136	-	4785		
K. LIBRARY									
Assistant Library Director/Librarian IV	6401	06-013	7464	-	8388	-	9704		
Youth Services Manager/Lib III	6402	06-012	6967	-	7831	-	9059		
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	6967	-	7831	-	9059		
Library Director	6404	06-019	11167	-	12560	-	14548		
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	6100	-	6859	-	7936		
Library Technical Services Manager/Librarian III	6407	06-012	6967	-	7831	-	9059		
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		
L. MUNICIPAL COURT									
Assistant Municipal Court Administrator	6451	06-009	5728	-	6437	-	7447		
Detention Monitoring Assistant*	6455	06-107	4783	-	5373	-	6219		
Judicial Assistant	2811	01-012	4199	4410	4628	4864	5113		
Municipal Court Administrator	6452	06-014	8006	-	8996	-	10411		
Municipal Court Security Officer*	6453	06-102	3678	-	4136	-	4785		
Probation Counselor	6454	06-010	6100	-	6859	-	7936		

SALARY ORDINANCE NO. 3715-19

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
<u>M. PARKS AND COMMUNITY SERVICES</u>									
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	6967	-	7831	-	9059		
Animal Services Veterinarian	6750	06-011	6516	-	7320	-	8474		
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	6100	-	6859	-	7936		
Assistant Parks & Recreation Director	6502	06-016	9248	-	10393	-	12027		
Cultural Arts Manager	6014	06-014	8006	-	8996	-	10411		
Fundraising Coordinator	6757	06-010	6100	-	6859	-	7936		
Golf and Grounds Equipment Technician	3025	01-015	4864	5113	5366	5633	5913		
Golf and Park Program Manager	6511	06-012	6967	-	7831	-	9059		
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	01-019	5913	6206	6519	6850	7189		
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	11167	-	12560	-	14548		
Parks and Recreation Program Coordinator	6507	06-010	6100	-	6859	-	7936		
Parks Business Program Manager	6510	06-012	6967	-	7831	-	9059		
Parks Maintenance Technician	3026	01-012	4199	4410	4628	4864	5113		
Parks Planning and Capital Development Manager	6512	06-013	7464	-	8388	-	9704		
Recreation Leader	3160	01-009	3629	3814	4004	4199	4410		
Recreation Supervisor ³	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	6516	-	7320	-	8474		
Shelter Operations Coordinator	6755	06-009	5728	-	6437	-	7447		
Urban Forester	3210	01-017	5366	5633	5913	6206	6519		
Veterinary Clinic Coordinator	6756	06-007	5069	-	5695	-	6590		
Veterinary Technician	1525	01-009	3629	3814	4004	4199	4410		
<u>N. POLICE</u>									
Code Compliance Supervisor	6612	06-011	6516	-	7320	-	8474		
Code Enforcement Officer	6102	06-009	5728	-	6437	-	7447		
Deputy Police Chief	6601	06-019	11167	-	12560	-	14548		
Forensic Imaging Analyst	6611	06-009	5728	-	6437	-	7447		
Parking Enforcement Officer ⁴	3420	01-009	3629	3814	4004	4199	4410		
Police Captain	3430	03-014	-	12879	-	-	-		
Police Chief	6602	06-020	11628	-	13258	-	15146		
Police Crime Analyst	6610	06-009	5728	-	6437	-	7447		
Police Inspector	6604	06-017	10143	-	11407	-	13211		
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	6516	-	7320	-	8474		
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 ⁴	3520	01-012	4199	4410	4628	4864	5113		
Records Information Specialist	3530	01-012	4199	4410	4628	4864	5113		
Records Unit Manager	6607	06-011	6516	-	7320	-	8474		
Support Services Manager	6608	06-011	6516	-	7320	-	8474		

SALARY ORDINANCE NO. 3715-19

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
<u>O. PUBLIC WORKS/ENGINEERING/PUBLIC SERVICES</u>									
Building Inspector	4150	05-023	6315	6864	7425	7722	8033		
Building Official	6701	06-016	9248	-	10393	-	12027		
Chief Inspector	4170	05-024	6864	7425	8102	8434	8780		
City Engineer	6702	06-016	9248	-	10393	-	12027		
City Traffic Engineer	6703	06-015	8596	-	9660	-	11181		
Computer Aided Design (CAD) Manager	6709	06-011	6516	-	7320	-	8474		
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	8596	-	9660	-	11181		
Permit Services Manager	6706	06-014	8006	-	8996	-	10411		
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		

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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
<u>P. PUBLIC WORKS/UTILITIES</u>									
Assistant Construction Manager	6674	06-013	7464	-	8388	-	9704		
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	8006	-	8996	-	10411		
Engineering Superintendent	6665	06-016	9248	-	10393	-	12027		
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	9248	-	10393	-	12027		
Maintenance/Operations Supervisor	6663	06-013	7464	-	8388	-	9704		
Operations Superintendent	6654	06-016	9248	-	10393	-	12027		
Plant/Pump Maintenance Mechanic ¹	3820	01-016	5113	5366	5633	5913	6206		
Pre-Treatment Manager	6655	06-012	6967	-	7831	-	9059		
Public Information/Education Specialist	3809	01-016	5113	5366	5633	5913	6206		
Public Works Director	6667	06-020	11628	-	13258	-	15146		
Public Works Finance Manager	6658	06-014	8006	-	8996	-	10411		
Public Works Information & Education Officer	6656	06-012	6967	-	7831	-	9059		
Public Works Project Manager	6677	06-012	6967	-	7831	-	9059		
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	8006	-	8996	-	10411		
Senior Wastewater Operator	6670	06-012	6967	-	7831	-	9059		
Senior Water Operator	6657	06-012	6967	-	7831	-	9059		
Surface Water Manager	6675	06-015	8596	-	9660	-	11181		
Treatment Plant Operator-in-Training	4070	01-010	3814	4004	4199	4410	4628		
Utilities Electrician & Electrical Safe Worker Program Admin.	3885	01-021	6463	6777	7111	7411	7783		
Utilities GIS Program Manager	6659	06-011	6516	-	7320	-	8474		
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	6100	-	6859	-	7936		
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	6967	-	7831	-	9059		
Wastewater Plant Maintenance Supervisor	6672	06-012	6967	-	7831	-	9059		
Wastewater Plant Manager	6651	06-015	8596	-	9660	-	11181		
Water Filtration Plant Maintenance Supervisor	6676	06-012	6967	-	7831	-	9059		
Water Plant Manager	6669	06-015	8596	-	9660	-	11181		
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		
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	6967	-	7831	-	9059		
Water Quality Technician	4010	01-016	5113	5366	5633	5913	6206		
Water Service Technician ¹	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		

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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
Q. TRANSIT									
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 ⁵	4510	02-010	-	-	-	-	32.86		
Communications Technician	3640	01-019	5913	6206	6519	6850	7189		
Director of Everett Transit	6807	06-019	11167	-	12560	-	14548		
Equipment Mechanic ⁴	3690	01-017	5366	5633	5913	6206	6519		
Equipment Serviceworker	3710	01-014	4628	4864	5113	5366	5633		
Fleet Program Manager	6813	06-011	6516	-	7320	-	8474		
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 ⁵	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	8596	-	9660	-	11181		
Transit Training/Safety Coordinator	6812	06-010	6100	-	6859	-	7936		
Transportation Center Security Officer	2016	01-008	3459	3629	3814	4004	4199		
Transportation Operations Supervisor	6804	06-010	6100	-	6859	-	7936		
Transportation Program Manager	6808	06-011	6516	-	7320	-	8474		
Transportation Services Customer Service Technician	4590	01-010	3814	4004	4199	4410	4628		
Transportation Systems Manager	6809	06-013	7464	-	8388	-	9704		
Vehicle Electronics Technician	3695	01-019	5913	6206	6519	6850	7189		
Vehicle Maintenance Manager	6810	06-015	8596	-	9660	-	11181		
Vehicle Parts Storekeeper	4547	01-011	4004	4199	4410	4628	4864		

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- 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.

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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:

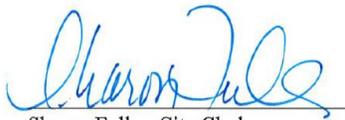
RANGE	JOB
<u>NO.</u>	<u>TITLE</u>
01-010	Custodian
01-011	Parking Enforcement Officer
01-014	Police Specialist
01-017	Recreation Supervisor
01-018	Equipment Mechanic
01-020	Electrician

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

*Non-exempt in accordance with Fair Labor Standards Act



Cassie Franklin, Mayor



Sharon Fuller, City Clerk

Date Passed: 12-11-2019
 Date Valid: 12-17-2019
 Date Published: 12-21-2019
 Effective Date: 1-01-2020

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