

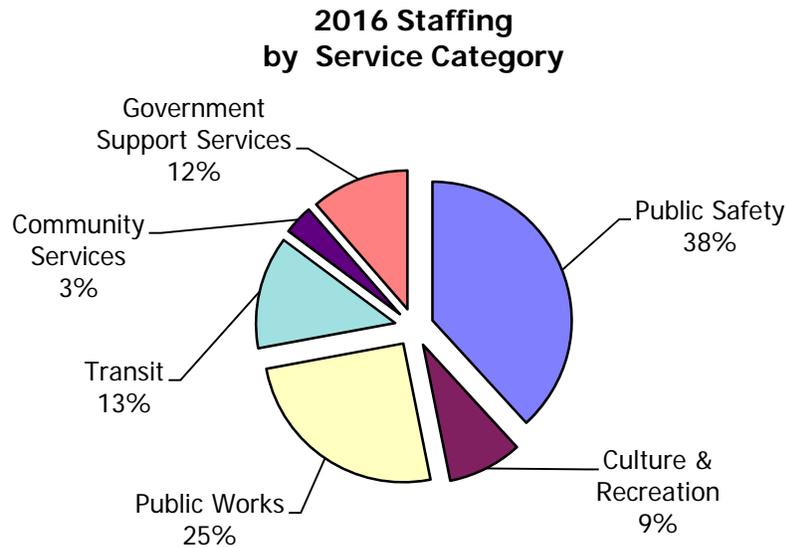
PERSONNEL SUMMARY

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STAFFING BUDGET

The 2016 budget includes a total of 1,167.73 employees measured in full time equivalents (FTEs). The chart below depicts the allocation of FTEs by major service category for 2016. The table on the following page lists employees by individual department for the years 2012 - 2016.



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	2012 Original Budgeted Positions	2013 Original Budgeted Positions	2014 Original Budgeted Positions	2015 Original Budgeted Positions	2015 Mid-Year Changes	2015 Total Authorized	2016 Budgeted Changes	2016 Original Budgeted Position
1	Council	8.00	8.00	8.00	8.00		8.00		8.00
3	Legal	19.00	19.00	18.00	17.00		17.00		17.00
4	Administration	7.00	7.00	7.00	7.00		7.00	1.00	8.00
47	Economic Development	1.90	1.90	1.90	0.90		0.90		0.90
5	Municipal Court	14.65	14.65	14.65	14.85		14.85		14.85
55	Probation	5.45	5.45	5.45	3.45		3.45		3.45
7	Labor Relations/HR	13.50	13.63	13.63	12.13		12.13	1.00	13.13
10	Finance	20.00	20.00	20.00	19.00		19.00		19.00
15	Information Technology	16.80	16.80	16.80	16.00		16.00	1.00	17.00
21	Planning	15.50	16.00	15.00	15.00	0.15	15.15		15.15
22	Neighborhoods	2.00	2.00	2.00	2.00		2.00		2.00
24	Engineering	47.55	47.05	44.05	42.05	1.00	43.05		43.05
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	43.00	43.00	41.00		41.00		41.00
31	Police: Uniformed	201.00	201.00	201.00	201.00		201.00		201.00
32	Fire	143.00	143.00	143.00	143.00		143.00		143.00
38	Facilities	39.00	39.00	38.00	37.00	(11.00)	26.00		26.00
101	Parks	60.00	60.00	57.00	55.00	(2.00)	53.00		53.00
110	Library	41.20	40.80	40.80	38.20	(0.15)	38.05		38.05
112	Municipal Arts Fund	1.10	1.10	1.10	1.85		1.85		1.85
120	Streets	26.55	26.55	26.55	26.55		26.55		26.55
Total General Government FTEs		744.20	743.93	734.93	718.98	(12.00)	706.98	3.00	709.98
Annual Percent Change		-1.2%	0.0%	-1.2%	-2.2%		-3.8%		0.4%
153	EMS	43.00	43.00	43.00	43.00		43.00		43.00
197	Comm. Housing	3.50	3.50	2.50	2.50		2.50		2.50
198	Comm. Development	2.00	1.50	1.50	1.50	(0.15)	1.35		1.35
401	Public Works-Utility	218.30	219.80	222.80	225.30	(2.00)	223.30	1.00	224.30
402	Solid Waste Utility	0.60	0.60	0.60	0.60		0.60		0.60
425	Transit	144.00	144.00	144.87	143.37	10.00	153.37		153.37
440	Parks & Rec - Golf	8.00	8.00	8.00	8.00		8.00		8.00
501	Motor Vehicles Op	24.00	24.00	22.13	21.13	0.50	21.63		21.63
507	Telecomm	3.00	3.00	3.00	3.00		3.00		3.00
Total Non-General Government FTEs		446.40	447.40	448.40	448.40	8.35	456.75	1.00	457.75
Annual Percent Change		-0.2%	0.2%	0.2%	0.0%		1.9%		0.2%
TOTAL CITYWIDE FTEs		1,190.60	1,191.33	1,183.33	1,167.38	(3.65)	1,163.73	4.00	1,167.73
Annual Percent Change-Total City		-0.8%	0.1%	-0.7%	-1.3%		-1.7%		0.3%

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

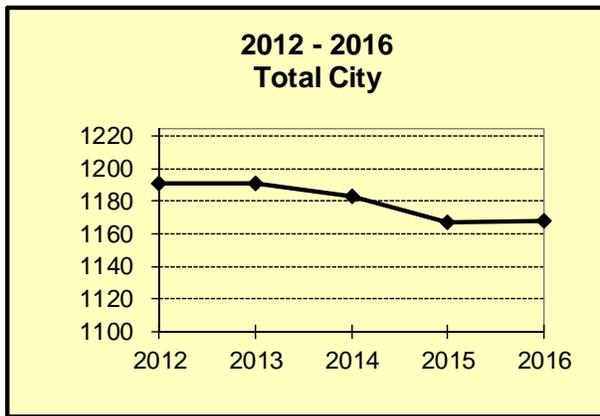
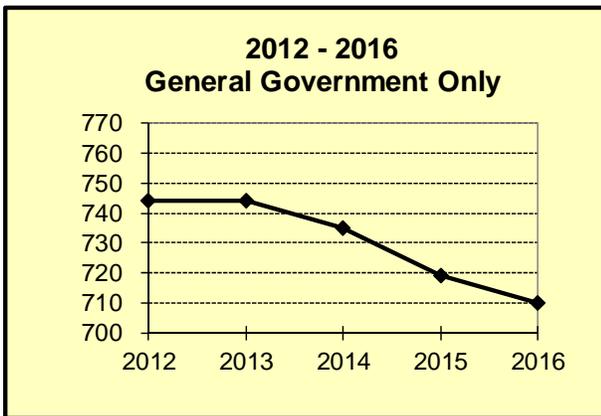
STAFFING CHANGES 2015 – 2016

	General Gov't	Non-Gen Gov't	Total City	Comments
2015 Original Staffing Budget:	718.98	448.40	1,167.38	
2015 Mid-Year Changes				
Additions				
Development Technician Engineering	1.00		1.00	Added due to increased activity
M&O Supervisor Transit and MVD		1.00	1.00	Split 50/50 between Transit and MVD
Transfers				
Community Development Specialist Community Development/Planning	0.15	(0.15)	0.00	Transfer from CDBG fund to Planning - decrease in grant funding
Transportation Security Officer Facilities/Transit	(4.00)	4.00	0.00	Re-org - transfer from Facilities to Transit
Building Caretaker Facilities/Transit	(3.00)	3.00	0.00	Re-org - transfer from Facilities to Transit
Custodian Facilities/Transit	(2.00)	2.00	0.00	Re-org - transfer from Facilities to Transit
Facilities Maintenance Supervisor Facilities/Transit	(1.00)	1.00	0.00	Re-org - transfer from Facilities to Transit
Attrition/Layoffs				
Real Property Manager Facilities	(1.00)		(1.00)	Facilities department reorganization
Administrative Coordinator Parks	(1.00)		(1.00)	Reduction in force
Park/Golf Laborer Parks	(1.00)		(1.00)	Reduction in force
Part-time positions Library	(0.15)		(0.15)	Re-organization of positions and duties
Assistant Planner Utilities		(1.00)	(1.00)	Eliminate vacant position
Associate Engineer Utilities		(1.00)	(1.00)	Eliminate vacant position
Paratransit Operator Transit		(0.50)	(0.50)	Eliminate vacant position
Increase (Decrease) from 2015 Original Budget	(12.00)	8.35	(3.65)	
2015 Amended Staffing Budget	706.98	456.75	1,163.73	
2016 Base Staffing Budget	706.98	456.75	1,163.73	
Planned changes for 2016				
Additions				
Administrative Assistant Administration	1.00		1.00	Reduce day labor costs
Labor Relations Negotiator Labor Relations	1.00		1.00	Succession planning
Network Systems Analyst Information Technology	1.00		1.00	Reduce outside consultant costs
Water Plant Maintenance Supervisor Utilities		1.00	1.00	Increased maintenance requirements
Increase (Decrease) from 2016 Base	3.00	1.00	4.00	
2016 Staffing Budget	709.98	457.75	1,167.73	

STAFFING TRENDS

The table and graphs below show the original budgeted staffing levels, in FTEs, from 2012 - 2016.

	2012 Budget	2013 Budget	2014 Budget	2015 Budget	2016 Budget
General Government Departments	744.20	743.93	734.93	718.98	709.98
All Other Government Departments	446.40	447.40	448.40	448.40	457.75
Total City Budgeted Positions	1,190.60	1,191.33	1,183.33	1,167.38	1,167.73



The 2013 citywide staffing levels were held fairly flat with a net increase of 0.73 FTEs. The general government budget was decreased by 0.27 FTE and the non-general government budget was increased by 1.0 FTE.

In 2014, the citywide staffing budget was reduced by 8.0 FTEs. The general government budget was reduced by 9.0 FTEs as a result of the Mayor and Administration’s efforts to review and manage vacant positions closely—determining whether each position that came open was still critical to the City’s mission. Reductions included the elimination of the following vacant positions; three positions in Engineering, three positions in Parks, one position in Facilities, one in Legal, and one position in Planning. The non-general government budget increased by a net of 1.0 FTE.

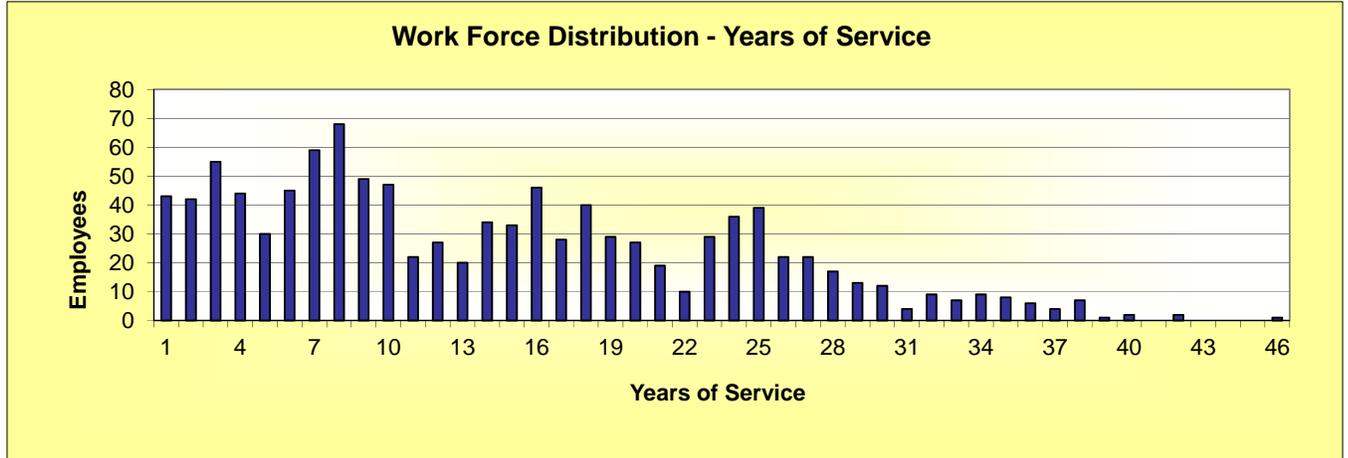
In 2015, as a result of the structural deficit reduction effort, the City labor budget was reduced by a net of 15.95 FTEs. All eliminated positions were vacant and affected numerous City departments. In addition, several transfers were made between funds to move staff to areas where demand for service was greater. Increases to the workforce included; increasing the 0.80 FTE judge to full time; adding a 0.75 FTE Administrative Assistant to the Municipal Arts department to provide year-round support and reduce the reliance on day laborers; and adding an Associate Engineer to the Utilities department in an effort to reduce outside consulting costs.

Citywide staffing levels increased by a net of 0.35 FTEs for 2016. Changes include transferring 10.0 FTEs who provide Everett Station custodial, security, and management services from the Facilities department to the Transit department and eliminating the Facilities Real Property Manager position as part of the department re-organization. Other changes include the transfer of 0.15 FTE from the CBDG fund to the Planning department due to a reduction in grant funding; adding an Administrative Assistant to the Public Information division; adding a Labor Relations Program Manager for succession planning; adding a Network Systems Analyst to the IT department to assist in the department’s workload; adding a Development Technician to the Engineering department due to an increase in activity; adding a Water Plant Maintenance Supervisor to Utilities due to an increase in maintenance requirements; and eliminating two Park positions, two Utility positions, and a half of a Transit position as part of the continued effort to manage vacancies and redistribute workload.

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 46 years. Approximately 306 employees, or 26%, have each provided over 20 years of service to the residents of Everett.

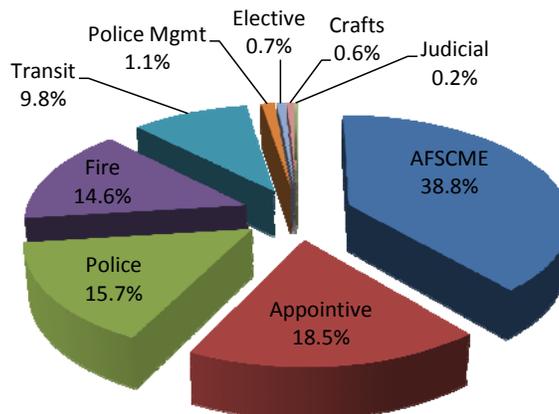


LABOR RELATIONS

The bargaining units listed in the table below represent the majority of City of Everett employees. The City also employs approximately 219 non-represented, full-time employees and up to 200 seasonal/day laborers at different peak seasons of the year. The City and unions typically ratify contracts for three-year periods. The current labor agreements expire in the year noted below.

Union	2014	2015	2016	Approximate # of Employees Represented
Amalgamated Transit Union, Division No. 883			x	115
Everett Firefighters, Local No. 46	x			171
Everett Municipal Employees Union Local No. 113, AFSCME			x	454
Snohomish County Construction Crafts			x	7
Everett Police Officers Association			x	184
Everett Police Management Association			x	13

Personnel by Bargaining Unit



STAFFING BUDGET BY OCCUPATION CODE

Occupation Code	Description	FTE Count	Occupation Code	Description	FTE Count
1200	Accountant I	1.00	2650	Library Assistant	1.60
1222	Assistant Buyer	1.00	2670	Library Associate Senior	2.00
1260	Buyer	4.00	2680	Library Associate/Tech Svcs	1.00
1380	Network Application Specialist	4.00	2740	Library Technician	9.85
1382	Application Support Specialist	2.00	2750	Library Technician Senior	3.00
1390	PC Technician	3.00	2761	Senior Library Page	1.00
1410	Network Systems Analyst	6.00	2762	Library PC Technician	1.00
1430	Warehouse worker	1.00	2811	Judicial Assistant	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	9.00
1540	Assistant Planner	2.00	3025	Golf and Grounds Equip Tech	2.00
1550	Associate Planner	2.00	3035	Golf Course Supervisor	2.00
1670	Planner	5.00	3040	Horticulturist	1.00
1700	Senior Center Coordinator	1.00	3050	Landscaper	2.00
1800	Council Member	7.00	3090	Park Ranger II	3.00
1810	Mayor	1.00	3095	Park Ranger Supervisor	1.00
1910	Building Caretaker	9.00	3100	Parks Structural Maint Supervisor	1.00
1950	Custodian	9.00	3120	Park/Golf Laborer	2.00
1960	Electrician	3.00	3160	Recreation Activity Leader	2.00
1980	Facilities Maintenance Worker	3.00	3190	Recreation Supervisor	6.00
2015	Telecommunications Assistant	1.00	3210	Urban Forester	1.00
2016	Transportation Security Officer	4.00	3420	Parking Enforcement Officer	5.00
2110	Assistant Fire Marshal (>10)	2.00	3430	Police Captain	4.00
2145	Fire Apparatus/Equipment Mech	1.00	3450	Police Lieutenant	9.00
2150	Fire Battalion Chief	4.00	3460	Police Officer	129.00
2160	Fire Captain	32.00	3470	Police Officer Trainee	29.00
2180	Fire Inspector (+6yrs)-Non Sup	4.00	3505	Police Records Supervisor	3.00
2200	Firefighter	60.00	3510	Police Sergeant	26.00
2210	Firefighter/Driver	30.00	3520	Police Specialist	1.00
2230	Firefighter/Paramedic	30.00	3530	Records Information Specialist	11.00
2250	Medical Services Officer	2.00	3531	Police Property Room Specialist	3.00
2251	Division Chief	7.00	3600	Asst Inventory Control Tech	4.00
2300	Accounting Assistant	9.00	3610	Cement Finisher	4.00
2310	Accounting Technician	5.00	3640	Communication Technician	2.00
2370	Maintenance Mechanic	6.00	3690	Equipment Mechanic	11.00
2390	Office Assistant	9.00	3700	Equipment Operator	9.00
2400	Office Specialist	9.00	3710	Equipment Service worker	3.00
2420	Office Technician	10.00	3720	Heavy Equipment Operator	27.00
2425	Public Service Aide	2.00	3730	Industrial Waste Inspector	4.00
2450	Supervisor I	4.00	3740	Inventory Control Technician	1.00
2460	Supervisor II	5.00	3750	Lead Utility Service worker	1.00
2480	Visual Information Specialist	1.00	3809	Public Info/Education Spec	3.00
2600	Librarian I	6.60	3820	Plant/Pump Maintenance Mechanic	2.00
2610	Librarian II	3.00	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	1.00	6012	Executive Administrator	1.00
3878	Utilities Maintenance Tech I	8.00	6013	Economic Development Director	1.00
3879	Utilities Maintenance Tech II	7.00	6014	Cultural Arts Manager	1.00
3880	Utilities Maintenance Tech III	5.00	6015	Emergency Mgmt. Coordinator	1.00
3890	Utility Mapping Supervisor	1.00	6051	Accounting Manager	1.00
3900	Utility Laborer	35.00	6053	Budget Manager	1.00
3920	Utility Service worker	3.00	6054	City Clerk	1.00
3940	Water Pollution Control Op I	1.00	6055	Information Technology Manager	1.00
3950	Water Pollution Control Op II	2.00	6056	Deputy City Clerk	1.00
3960	Water Pollution Control OP III	6.00	6060	Purchasing Manager	1.00
3980	Water Quality Analyst	7.00	6062	IT Director	1.00
3990	Water Quality Control Operator	3.00	6063	Finance Manager/Treasurer	1.00
4010	Water Quality Technician	2.00	6064	IT Project Manager	2.00
4020	Water Service Technician	9.00	6102	Compliance Officer	3.00
4060	Water Treatment Operator III	8.00	6155	Housing Improvement Inspector	2.00
4070	Treatment Plant O-I-T	2.00	6156	Manager of Land Use Planning	1.00
4080	Welder	1.00	6158	Planning & Community Development Dir	1.00
4082	PW Supervisor Sewer/Drainage	2.00	6160	Prg Manager, Housing & Comm Devel	1.00
4083	PW Supervisor Water	3.00	6201	Animal Control Manager	1.00
4084	PW Supervisor TSG	1.00	6203	Facilities & Property Mgmt Director	1.00
4085	PW Supervisor	3.00	6204	Facilities Maintenance Supervisor	1.00
4150	Building Inspector	2.00	6205	Facilities Manager	2.00
4170	Chief Inspector	1.00	6206	Project Manager - Architect	1.00
4210	Construction Inspector	9.00	6251	Assistant Fire Chief	3.00
4220	Development Technician	4.00	6253	Fire Chief	1.00
4230	Electrical Inspector	2.00	6254	Fire Marshal	1.00
4260	Engineering Technician	11.00	6301	Administrative Assistant	20.75
4275	GIS/Programmer Analyst	2.00	6302	Administrative Coordinator	8.00
4320	Permit Development Counter Tech	2.00	6303	Administrative Secretary	4.00
4340	Plumbing Inspector	2.00	6304	Associate Engineer NPE	4.00
4385	Environmental Permit Coord.	1.00	6305	Associate Engineer - PE	9.00
4400	Records System Specialist	2.00	6306	Financial Analyst	5.00
4410	Senior Traffic Signal Tech	1.00	6307	Principal Engineer	2.00
4435	Traffic Signal Technician	2.00	6308	Project Coordinator	11.00
4440	Traffic Technician	1.00	6310	Senior Engineer	7.00
4441	Traffic Operations Supervisor	1.00	6311	Development Construction Super	1.00
4500	Bus Maintenance Person	7.00	6352	Assistant City Attorney II	5.00
4510	Bus Operator	69.00	6353	Assistant City Attorney III	3.00
4530	Paratransit Operator	31.00	6354	City Attorney	1.00
4545	Paratransit Schedule Tech	5.00	6355	Deputy City Attorney	1.00
4550	Transit Inspector	8.00	6356	Legal Administrator	1.00
6001	Chief Administrative Assistant	2.00	6401	Assistant Library Director/Lib IV	1.00
6003	Executive Assist-Mayor's Office	1.00	6402	Childrens/Outreach Svcs Manager	1.00
6004	Executive Director	1.00	6403	Library Branch Manager/Lib III	1.00
6009	Communications Director	1.00	6404	Library Director	1.00

STAFFING BUDGET BY OCCUPATION CODE – Continued

Occupation Code	Description	FTE Count	Occupation Code	Description	FTE Count
6406	Library Specialist	3.00	6656	Public Works Info & Education Mgr	1.00
6407	Library Tech Svcs Mgr/Lib III	1.00	6657	Senior Water Operator	1.00
6451	Asst Municipal Court Administrator	1.00	6658	Public Works Finance Manager	1.00
6452	Municipal Court Administrator	1.00	6660	Utilities Records Manager	1.00
6453	Municipal Court Security Officer	1.30	6662	Maintenance Superintendent	1.00
6454	Probation Counselor	2.00	6663	M & O Supervisor	4.00
6455	Detention Monitoring Assistant	1.00	6664	Construction Manager	1.00
6502	Assistant Park & Rec Director	2.00	6665	Engineering Superintendent	1.00
6504	Parks & Recreation Director	1.00	6667	Public Works Director	1.00
6507	Recreation Program Coordinator	3.00	6668	Senior Environmental Specialist	3.00
6510	Parks Business Program Manager	2.00	6669	Chief Water Operator	1.00
6511	Golf & Park Program Manager	1.00	6670	Senior Wastewater Operator	1.00
6512	Parks Planning & Cap Dev Mgr	1.00	6671	Water Quality Process Analyst	3.00
6551	Assistant Safety Official	1.00	6672	Wastewater Plant Maint Sup	2.00
6552	City Safety Official	1.00	6674	Assistant Construction Manager	2.00
6553	Employee Benefits Coordinator	1.00	6675	Surface Water Manager	1.00
6554	Human Resources Coordinator	2.00	6701	Building Official	1.00
6555	Labor Rel & Human Resources 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	6750	Veterinarian	1.00
6560	Labor & Employee Reltns Coord	2.00	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 - Transp	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-Paratransit	1.00
6609	Police Property Room Manager	1.00	6806	Operations Supervisor - Fixed Route	1.00
6610	Police Crime Analyst	2.00	6807	Transportation & Transit 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	6802	Transit Operations Program Mgr	1.00
6655	Pre-Treatment Manager	1.00	6812	Transit Training/Safety Coord	1.00
TOTAL FTEs					1167.73

SALARY ORDINANCE NO. 3471-15

AN ORDINANCE establishing the basic salary schedule for employees of the City of Everett for 2016, repealing Ordinance No. 3359-13.

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	10902	-	12261	-	14201		
Cultural Arts Manager	6014	06-014	7120	-	8001	-	9260		
Economic Development Director	6013	06-019	9932	-	11171	-	12938		
Executive Director	6004	06-021	10626	-	12128	-	13839		
Executive Administrator	6012	06-017	9021	-	10145	-	11749		
Executive Assistant - Mayor's Office	6003	06-009	5095	-	5725	-	6623		
Government Affairs Director	6005	06-015	7645	-	8592	-	9945		
Municipal Assistant*	6008	06-102	3271	-	3678	-	4256		
Communications Director	6009	06-014	7120	-	8001	-	9260		
Special Projects Manager	6010	06-015	7645	-	8592	-	9945		
<u>B. BUDGET AND FINANCE</u>									
Accountant I	1200	01-018	5267	5528	5803	6095	6405		
Accounting Manager	6051	06-012	6197	-	6964	-	8058		
Budget Manager	6053	06-012	6197	-	6964	-	8058		
City Clerk	6054	06-012	6197	-	6964	-	8058		
Deputy City Clerk	6056	06-009	5095	-	5725	-	6623		
Finance Manager/Treasurer	6063	06-016	8225	-	9243	-	10697		
Purchasing Manager	6060	06-012	6197	-	6964	-	8058		
Warehouseworker	1430	01-010	3566	3744	3926	4123	4327		
<u>C. COMMUNITY DEVELOPMENT</u>									
Assistant Planner	1540	01-016	4780	5017	5267	5528	5803		
Associate Planner	1550	01-018	5267	5528	5803	6095	6405		
Environmental Planner	1590	01-020	5755	6042	6337	6649	6929		
Housing & Community Development Program Manager	6152	06-012	6197	-	6964	-	8058		
Housing Improvement Inspector	6155	06-010	5426	-	6101	-	7059		
Long Range Planning Manager	6157	06-015	7645	-	8592	-	9945		
Manager of Land Use Planning	6156	06-015	7645	-	8592	-	9945		
Planner	1670	01-020	5755	6042	6337	6649	6929		
Planning & Community Development Director	6158	06-019	9932	-	11171	-	12938		

SALARY ORDINANCE NO. 3471-15

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>D. COMMUNITY SERVICES</u>									
Animal Services Manager	6201	06-012	6197	-	6964	-	8058		
Animal Control Officer	1510	01-014	4327	4547	4780	5017	5267		
Animal Shelter Attendant	1530	01-007	3075	3235	3393	3566	3744		
Assistant Animal Services Manager	6754	06-010	5426	-	6101	-	7059		
Senior Center Coordinator	1700	01-015	4547	4780	5017	5267	5528		
Senior Center Manager	6753	06-011	5795	-	6511	-	7537		
Shelter Operations Coordinator	6755	06-009	5095	-	5725	-	6623		
Veterinarian	6750	06-011	5795	-	6511	-	7537		
Veterinary Clinic Coordinator	6756	06-007	4508	-	5065	-	5862		
Veterinary Technician	1525	01-009	3393	3566	3744	3926	4123		
<u>E. FACILITIES/PROPERTY MANAGEMENT</u>									
Asst. Real Property Manager	6202	06-011	5795	-	6511	-	7537		
Building Caretaker	1910	01-011	3744	3926	4123	4327	4547		
Custodian	1950	01-008	3235	3393	3566	3744	3926		
Facilities Maintenance Supervisor	6204	06-011	5795	-	6511	-	7537		
Facilities Manager	6205	06-012	6197	-	6964	-	8058		
Painter	2000	01-015	4547	4780	5017	5267	5528		
Project Manager - Architect	6206	06-012	6197	-	6964	-	8058		
Real Property Director	6203	06-019	9932	-	11171	-	12938		
Transportation Center Security Officer	2016	01-008	3235	3393	3566	3744	3926		
<u>F. FIRE</u>									
Assistant Fire Chief	6251	06-018	9323	-	10484	-	12143		
Assistant Fire Marshal	2110	04-023	8848	-	-	-	-		
Deputy Fire Chief	6252	06-016	8225	-	9243	-	10697		
Emergency Mgt Public Educ Coord	6015	06-010	5426	-	6101	-	7059		
Fire Apparatus/Equipment Mechanic	2145	01-018	5267	5528	5803	6095	6405		
Fire Battalion Chief	2150	04-023	8848	-	-	-	-		
Fire Captain ²	2160	04-021	7900	-	-	-	-		
Fire Chief	6253	06-020	10341	-	11791	-	13471		
Fire Division Chief	2251	04-024	9290	-	-	-	-		
Fire Inspector	2180	04-021	7900	-	-	-	-		
Fire Marshal	6254	06-018	9323	-	10484	-	12143		
Firefighter	2200	04-017	4429	4901	5372	5845	6320		
Firefighter/Driver	2210	04-018	6952	-	-	-	-		
Firefighter/EMTA	2220	04-018	6952	-	-	-	-		
Firefighter/Paramedic ³	2230	04-020	7268	-	-	-	-		
Medical Services Officer	2250	04-022	8090	-	-	-	-		
<u>G. INFORMATIONAL TECHNOLOGY</u>									
Application Support Specialist	1382	01-018	5267	5528	5803	6095	6405		
Client Services Technician	1290	01-014	4327	4547	4780	5017	5267		
Information Technology Manager	6055	06-016	8225	-	9243	-	10697		
Information Technology Director	6062	06-019	9932	-	11171	-	12938		
Information Technology Project Manager	6064	06-012	6197	-	6964	-	8058		
Network Application Specialist	1380	01-018	5267	5528	5803	6095	6405		
Network Support Specialist	1381	01-018	5267	5528	5803	6095	6405		
Network Systems Analyst	1410	01-021	6042	6337	6649	6929	7277		
PC Technician	1390	01-016	4780	5017	5267	5528	5803		
Telecommunications Assistant	2015	01-010	3566	3744	3926	4123	4327		
Telecommunications Manager	6208	06-010	5426	-	6101	-	7059		

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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
<u>H. INTERDEPARTMENTAL</u>									
Accounting Asst/Customer Svc Representative	2300	01-011	3744	3926	4123	4327	4547		
Accounting Technician	2310	01-012	3926	4123	4327	4547	4780		
Administrative Assistant*	6301	06-107	4254	-	4779	-	5531		
Administrative Coordinator	6302	06-008	4787	-	5380	-	6228		
Administrative Secretary*	6303	06-104	3613	-	4060	-	4697		
Assistant Buyer	1222	01-012	3926	4123	4327	4547	4780		
Associate Engineer - NPE	6304	06-010	5426	-	6101	-	7059		
Associate Engineer - PE	6305	06-012	6197	-	6964	-	8058		
Buyer	1260	01-016	4780	5017	5267	5528	5803		
Development Construction Supervisor	6311	06-011	5795	-	6511	-	7537		
Electrician ⁴	1960	01-017	5017	5267	5528	5803	6095		
Engineering Technician	4260	01-016	4780	5017	5267	5528	5803		
Engineering Technician Trainee	4270	01-014	4327	4547	4780	5017	5267		
Facilities Maintenance Worker	1980	01-012	3926	4123	4327	4547	4780		
Financial Analyst	6306	06-009	5095	-	5725	-	6623		
GIS/Programmer Analyst	4275	01-018	5267	5528	5803	6095	6405		
Maintenance Mechanic	2370	01-017	5017	5267	5528	5803	6095		
Office Assistant	2390	01-008	3235	3393	3566	3744	3926		
Office Specialist	2400	01-012	3926	4123	4327	4547	4780		
Office Technician	2420	01-010	3566	3744	3926	4123	4327		
Principal Engineer	6307	06-015	7645	-	8592	-	9945		
Project Coordinator	6308	06-010	5426	-	6101	-	7059		
Public Service Aide	2425	01-002	2413	2533	2662	2793	2932		
Ranger II	3090	01-014	4327	4547	4780	5017	5267		
Receptionist*	6309	06-101	2897	-	3256	-	3768		
Senior Engineer	6310	06-014	7120	-	8001	-	9260		
Small Tool & Equipment Repair Technician	2445	01-015	4547	4780	5017	5267	5528		
Supervisor I	2450	01-017	5017	5267	5528	5803	6095		
Supervisor II	2460	01-020	5755	6042	6337	6649	6929		
Switchboard Operator	2470	01-010	3566	3744	3926	4123	4327		
Transportation Maintenance Technician	3860	01-015	4547	4780	5017	5267	5528		
Visual Information Specialist	2480	01-014	4327	4547	4780	5017	5267		
<u>I. LABOR RELATIONS/HUMAN RESOURCES</u>									
Assistant Safety Official	6551	06-010	5426	-	6101	-	7059		
City Safety Official	6552	06-012	6197	-	6964	-	8058		
Employee Benefits Coordinator	6553	06-009	5095	-	5725	-	6623		
Human Resources Analyst	6557	06-009	5095	-	5725	-	6623		
Human Resources Assistant*	6556	06-102	3271	-	3678	-	4256		
Human Resources Coordinator*	6554	06-107	4254	-	4779	-	5531		
Human Resources Manager	6558	06-015	7645	-	8592	-	9945		
Labor & Employee Relations Coordinator	6560	06-011	5795	-	6511	-	7537		
Labor Relations & Human Resources Director	6555	06-019	9932	-	11171	-	12938		
Labor Relations Program Manager	6561	06-012	6197	-	6964	-	8058		
Workers Compensation Coordinator	6559	06-010	5426	-	6101	-	7059		
<u>J. LEGAL</u>									
Assistant City Attorney I	6351	06-009	5095	-	5725	-	6623		
Assistant City Attorney (PT)	6358	06-102	3271	-	3678	-	4256		
Assistant City Attorney II	6352	06-013	6638	-	7460	-	8632		
Assistant City Attorney III	6353	06-015	7645	-	8592	-	9945		
City Attorney	6354	06-021	10626	-	12128	-	13839		
Deputy City Attorney	6355	06-017	9021	-	10145	-	11749		
Legal Administrator	6356	06-012	6197	-	6964	-	8058		
Legal Intern*	6357	06-102	3271	-	3678	-	4256		

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Classification Title	Occup. Code	Range No.	<u>MIN</u>		Step C	Step D	Step E	Step F	<u>MAX</u>
			Step A	Step B					Step G
<u>K. LIBRARY</u>									
Assistant Library Director/Librarian IV	6401	06-013	6638	-	7460	-	8632		
Children's/Outreach Services Manager/Lib III	6402	06-012	6197	-	6964	-	8058		
Librarian I	2600	01-018	5267	5528	5803	6095	6405		
Librarian II	2610	01-020	5755	6042	6337	6649	6929		
Library Assistant	2650	01-008	3235	3393	3566	3744	3926		
Library Associate	2660	01-012	3926	4123	4327	4547	4780		
Library Associate Sr	2670	01-017	5017	5267	5528	5803	6095		
Library Associate/Technical Services	2680	01-014	4327	4547	4780	5017	5267		
Library Branch Manager/Librarian III	6403	06-012	6197	-	6964	-	8058		
Library Director	6404	06-019	9932	-	11171	-	12938		
Library Office Specialist	2720	01-012	3926	4123	4327	4547	4780		
Library PC Technician	2762	01-016	4780	5017	5267	5528	5803		
Library Specialist	6406	06-010	5426	-	6101	-	7059		
Library Technical Services Manager/Librarian III	6407	06-012	6197	-	6964	-	8058		
Library Technician	2740	01-010	3566	3744	3926	4123	4327		
Library Technician Senior	2750	01-011	3744	3926	4123	4327	4547		
Library Technician Trainee	2760	01-008	3235	3393	3566	3744	3926		
Senior Library Page	0516	01-008	3235	3393	3566	3744	3926		
<u>L. MUNICIPAL COURT</u>									
Assistant Municipal Court Administrator	6451	06-009	5095	-	5725	-	6623		
Detention Monitoring Assistant*	6455	06-107	4254	-	4779	-	5531		
Judicial Assistant	2811	01-012	3926	4123	4327	4547	4780		
Municipal Court Administrator	6452	06-014	7120	-	8001	-	9260		
Municipal Court Security Officer*	6453	06-102	3271	-	3678	-	4256		
Probation Counselor	6454	06-010	5426	-	6101	-	7059		
<u>M. PARKS AND RECREATION</u>									
Arborist	3000	01-015	4547	4780	5017	5267	5528		
Assistant Parks & Recreation Director	6502	06-016	8225	-	9243	-	10697		
Golf and Grounds Equipment Technician	3025	01-015	4547	4780	5017	5267	5528		
Golf and Park Program Manager	6511	06-012	6197	-	6964	-	8058		
Golf Course Supervisor	3035	01-017	5017	5267	5528	5803	6095		
Groundskeeper	3020	01-015	4547	4780	5017	5267	5528		
Horticulturist	3040	01-017	5017	5267	5528	5803	6095		
Landscape	3050	01-015	4547	4780	5017	5267	5528		
Park Ranger I	3080	01-012	3926	4123	4327	4547	4780		
Park Ranger Supervisor	3095	01-017	5017	5267	5528	5803	6095		
Park Structural Maint Supervisor	3100	01-020	5755	6042	6337	6649	6929		
Park/Golf Laborer	3120	01-010	3566	3744	3926	4123	4327		
Parks & Recreation Director	6504	06-019	9932	-	11171	-	12938		
Parks Business Program Manager	6510	06-012	6197	-	6964	-	8058		
Parks Planning and Capital Development Manager	6512	06-013	6638	-	7460	-	8632		
Recreation Leader	3160	01-009	3393	3566	3744	3926	4123		
Parks and Recreation Program Coordinator	6507	06-010	5426	-	6101	-	7059		
Recreation Supervisor ⁴	3190	01-015	4547	4780	5017	5267	5528		
Urban Forester	3210	01-017	5017	5267	5528	5803	6095		

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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
<u>N. POLICE</u>									
Code Compliance Supervisor	6612	06-011	5795	-	6511	-	7537		
Code Enforcement Officer	6102	06-009	5095	-	5725	-	6623		
Deputy Police Chief	6601	06-018	9323	-	10484	-	12143		
Forensic Imaging Analyst	6611	06-009	5095	-	5725	-	6623		
Parking Enforcement Officer ⁴	3420	01-009	3393	3566	3744	3926	4123		
Police Captain	3430	03-014	-	11635	-	-	-		
Police Chief	6602	06-020	10341	-	11791	-	13471		
Police Crime Analyst	6610	06-009	5095	-	5725	-	6623		
Police Inspector	6604	06-016	8225	-	9243	-	10697		
Police Lieutenant	3450	03-013	-	10825	-	-	-		
Police Officer	3460	03-021	-	6059	7251	-	-		
Police Officer (BLEA)	3475	03-021	5533	6059	7251	-	-		
Police Officer Entry-Level	3470	03-021	5533	-	-	-	-		
Police Records Unit Shift Supervisor	3505	01-015	4547	4780	5017	5267	5528		
Police Sergeant	3510	03-012	9067	-	-	-	-		
Police Specialist ⁴	3520	01-012	3926	4123	4327	4547	4780		
Police Property Room Manager	6609	06-011	5795	-	6511	-	7537		
Police Property Room Specialist	3531	01-012	3926	4123	4327	4547	4780		
Records Information Specialist	3530	01-012	3926	4123	4327	4547	4780		
Records Unit Manager	6607	06-009	5095	-	5725	-	6623		
Support Services Manager	6608	06-011	5795	-	6511	-	7537		
<u>O. PUBLIC WORKS/ENGINEERING/PUBLIC SERVICES</u>									
Building Inspector	4150	05-023	5905	6418	6942	7220	7511		
Building Official	6701	06-016	8225	-	9243	-	10697		
Chief Inspector	4170	05-024	6418	6942	7575	7885	8209		
City Engineer	6702	06-016	8225	-	9243	-	10697		
City Traffic Engineer	6703	06-015	7645	-	8592	-	9945		
Computer Aided Design (CAD) Manager	6709	06-011	5795	-	6511	-	7537		
Construction Inspector	4210	01-019	5528	5803	6095	6405	6722		
Development Technician	4220	01-019	5528	5803	6095	6405	6722		
Electrical Inspector	4230	05-023	5905	6418	6942	7220	7511		
Engineering Services Manager	6708	06-015	7645	-	8592	-	9945		
Permit/Development Counter Technician	4320	01-014	4327	4547	4780	5017	5267		
Permit Services Manager	6706	06-014	7120	-	8001	-	9260		
Plumbing/Mechanical Inspector	4340	05-023	5905	6418	6942	7220	7511		
Senior Signal Technician	4410	01-020	5755	6042	6337	6649	6929		
Street Light Maintenance Worker	2010	01-013	4123	4327	4547	4780	5017		
Traffic Electronic Tech. Trainee	4425	01-017	5017	5267	5528	5803	6095		
Traffic Electronic Technician	4420	01-019	5528	5803	6095	6405	6722		
Traffic Operations Supervisor	4441	01-021	6042	6337	6649	6929	7277		
Traffic Signal Electrician	4430	01-019	5528	5803	6095	6405	6722		
Traffic Signal Technician	4435	01-018	5267	5528	5803	6095	6405		
Traffic Technician	4440	01-019	5528	5803	6095	6405	6722		

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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
P. PUBLIC WORKS/UTILITIES									
Assistant Construction Manager	6674	06-013	6638	-	7460	-	8632		
Assistant Inventory Control/Dispatch Technician	3600	01-014	4327	4547	4780	5017	5267		
Cement Finisher	3610	01-015	4547	4780	5017	5267	5528		
Chief Wastewater Treatment Plant Operator	6651	06-014	7120	-	8001	-	9260		
Chief Water Treatment Plant Operator	6669	06-014	7120	-	8001	-	9260		
Construction Manager	6664	06-014	7120	-	8001	-	9260		
Engineering Superintendent	6665	06-016	8225	-	9243	-	10697		
Environmental Permit Coordinator	4385	01-020	5755	6042	6337	6649	6929		
Equipment Operator	3700	01-014	4327	4547	4780	5017	5267		
Heavy Equipment Operator	3720	01-015	4547	4780	5017	5267	5528		
Industrial Waste Inspector	3730	01-019	5528	5803	6095	6405	6722		
Inventory Control Technician	3740	01-017	5017	5267	5528	5803	6095		
Lead Utility Serviceworker	3750	01-017	5017	5267	5528	5803	6095		
Maintenance Superintendent	6662	06-016	8225	-	9243	-	10697		
Maintenance/Operations Supervisor	6663	06-013	6638	-	7460	-	8632		
Operations Superintendent	6654	06-016	8225	-	9243	-	10697		
Plant/Pump Maintenance Mechanic ¹	3820	01-016	4780	5017	5267	5528	5803		
Pre-Treatment Manager	6655	06-012	6197	-	6964	-	8058		
Public Information/Education Specialist	3809	01-016	4780	5017	5267	5528	5803		
Public Works Director	6667	06-020	10341	-	11791	-	13471		
Public Works Finance Manager	6658	06-014	7120	-	8001	-	9260		
Public Works Information & Education Manager	6656	06-012	6197	-	6964	-	8058		
Public Works Supervisor - Sewer/Drainage/Utilities	4082	01-019	5528	5803	6095	6405	6722		
Public Works Supervisor - Streets	4085	01-019	5528	5803	6095	6405	6722		
Public Works Supervisor - TSG/Utilities	4084	01-019	5528	5803	6095	6405	6722		
Public Works Supervisor - Water/Utilities	4083	01-019	5528	5803	6095	6405	6722		
Records Systems Specialist	4400	01-014	4327	4547	4780	5017	5267		
SCADA/Telemetry Technician	3875	01-019	5528	5803	6095	6405	6722		
Senior Environmental Specialist	6668	06-014	7120	-	8001	-	9260		
Senior Wastewater Operator	6670	06-012	6197	-	6964	-	8058		
Senior Water Operator	6657	06-012	6197	-	6964	-	8058		
Surface Water Manager	6675	06-015	7645	-	8592	-	9945		
Treatment Plant Operator-in-Training	4070	01-010	3566	3744	3926	4123	4327		
Utilities GIS Program Manager	6659	06-011	5795	-	6511	-	7537		
Utilities Maintenance Technician I	3878	01-018	5267	5528	5803	6095	6405		
Utilities Maintenance Technician II	3879	01-019	5528	5803	6095	6405	6722		
Utilities Maintenance Technician III	3880	01-020	5755	6042	6337	6649	6929		
Utilities Records Manager	6660	06-010	5426	-	6101	-	7059		
Utility Laborer	3900	01-010	3566	3744	3926	4123	4327		
Utility Mapping Supervisor	3890	01-019	5528	5803	6095	6405	6722		
Utility Service Worker	3920	01-015	4547	4780	5017	5267	5528		
Wastewater Plant Maintenance Supervisor	6672	06-012	6197	-	6964	-	8058		
Water Pollution Control Operator I	3940	01-015	4547	4780	5017	5267	5528		
Water Pollution Control Operator II	3950	01-017	5017	5267	5528	5803	6095		
Water Pollution Control Operator III	3960	01-019	5528	5803	6095	6405	6722		
Water Quality Analyst	3980	01-019	5528	5803	6095	6405	6722		
Water Quality Control Operator	3990	01-017	5017	5267	5528	5803	6095		
Water Quality Process Analyst	6671	06-012	6197	-	6964	-	8058		
Water Quality Technician	4010	01-016	4780	5017	5267	5528	5803		
Water Service Technician ¹	4020	01-016	4780	5017	5267	5528	5803		
Water Treatment Plant Operator I	4040	01-015	4547	4780	5017	5267	5528		
Water Treatment Plant Operator II	4050	01-017	5017	5267	5528	5803	6095		
Water Treatment Plant Operator III	4060	01-019	5528	5803	6095	6405	6722		
Welder	4080	01-018	5267	5528	5803	6095	6405		

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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. TRANSPORTATION/TRANSIT									
Bus Maintenance Person	4500	02-014	20.80	21.77	22.78	23.82	24.94		
Bus Operator	4510	02-110	23.12	24.10	25.10	26.15	27.24	28.37	29.56
Bus Operator ⁵	4510	02-010	-	-	-	-	29.56		
Bus Operator Trainee	4520	02-011	19.90	-	-	-	-		
Communications Technician	3640	01-019	5528	5803	6095	6405	6722		
Equipment Mechanic ⁴	3690	01-017	5017	5267	5528	5803	6095		
Equipment Serviceworker	3710	01-014	4327	4547	4780	5017	5267		
Maint & Operations Supervisor - Transportation	6801	06-010	5426	-	6101	-	7059		
Operations Supervisor - Fixed Route	6806	06-010	5426	-	6101	-	7059		
Operations Supervisor - Para Transit	6804	06-010	5426	-	6101	-	7059		
Paratransit Operator	4530	02-113	17.08	18.92	20.94	22.97	25.53		
Paratransit Operator ⁵	4530	02-013	-	-	-	-	29.56		
Paratransit Operator Trainee	4540	02-009	15.32	-	-	-	-		
Paratransit Schedule Technician	4545	01-010	3566	3744	3926	4123	4327		
Transit Inspector	4550	02-012	33.99	-	-	-	-		
Transit Operations Program Manager	6802	06-011	5795	-	6511	-	7537		
Transit Training/Safety Coordinator	6812	06-010	5426	-	6101	-	7059		
Transportation & Transit Services Director	6807	06-019	9932	-	11171	-	12938		
Transportation Program Manager	6808	06-011	5795	-	6511	-	7537		
Transportation Services Manager	6803	06-015	7645	-	8592	-	9945		
Vehicle Maintenance Manager	6810	06-015	7645	-	8592	-	9945		

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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.
- 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. 3471-15

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, 2016.

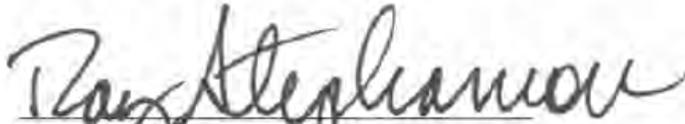
Footnotes:

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

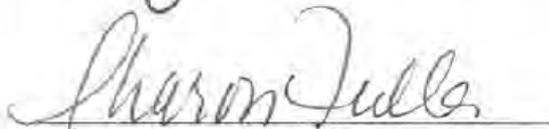
RANGE NO.	JOB TITLE
01-011	Parking Enforcement Officer
01-014	Police Specialist
01-017	Recreation Supervisor
01-018	Equipment Mechanic
01-020	Electrician

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

*Non-exempt in accordance with Fair Labor Standards Act



 Ray Stephanson, Mayor



 Sharon Fuller, City Clerk

Date Passed: 12-09-2015
 Date Valid: 12-15-2015
 Date Published: 12-18-2015

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