

# **PERSONNEL SUMMARY**

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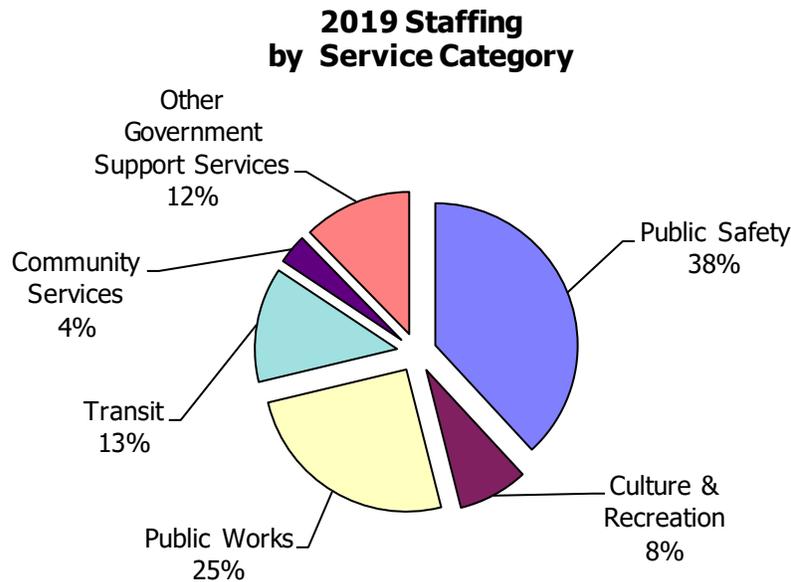
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## STAFFING BUDGET

The 2019 budget includes a total of 1,188.83 employees measured in full time equivalents (FTEs). The chart below depicts the allocation of FTEs by major service category for 2019. The table on the following page lists employees by individual department for the years 2016 - 2019.



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 – Community, Planning & Economic Development, Senior Center, Animal Shelter, and Community Housing
- Government Support Services – City Council, Legal, Administration, Communications & Marketing, Finance, Labor Relations, Information Technology, Facilities, Motor Vehicle Operations, and Telecommunications

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

Fund	Department	2016 Original Budgeted Positions	2017 Original Budgeted Positions	2018 Original Budgeted Positions	2018 Mid-Year Changes	2018 Amended Budget	2019 Budgeted Changes	2019 Original Budgeted Positions
1	Council	8.00	8.00	8.00		8.00		8.00
3	Legal - Civil	7.50	7.50	7.50		7.50	(0.20)	7.30
33	Legal - Prosecutor	9.50	11.50	11.50	(0.25)	11.25		11.25
4	Administration	8.90	12.90	12.90	(3.90)	9.00	(2.00)	7.00
5	Municipal Court	14.85	14.85	14.85		14.85		14.85
55	Probation	3.45	3.45	3.45		3.45		3.45
7	Human Resources	13.13	13.13	13.13		13.13		13.13
10	Finance	19.00	20.00	22.00	(2.00)	20.00	2.00	22.00
15	Information Technology	17.00	19.00	21.00		21.00		21.00
18	Communications & Marketing				4.00	4.00		4.00
21	Community, Planning, & Economic Development	15.15	15.30	15.30	3.15	18.45	(0.30)	18.15
22	Neighborhoods	2.00	2.00	2.00	(2.00)	-		-
24	Engineering	43.05	43.05	45.05		45.05	(2.00)	43.05
26	Animal Shelter	14.00	14.00	14.00		14.00		14.00
27	Senior Center	4.00	4.00	4.00		4.00		4.00
30	Police: Civilian	41.00	45.00	45.00		45.00	(1.00)	44.00
31	Police: Uniformed	201.00	206.00	206.00		206.00		206.00
32	Fire	143.00	143.00	143.00	(8.00)	135.00	(0.50)	134.50
38	Facilities	26.00	27.00	26.00	(1.00)	25.00	0.35	25.35
101	Parks	53.00	49.50	50.50	(1.00)	49.50	(1.00)	48.50
110	Library	38.05	38.65	37.65		37.65	(2.00)	35.65
112	Municipal Arts Fund	1.85	1.85	1.85	(0.10)	1.75		1.75
120	Streets	26.55	29.55	29.55		29.55	(1.10)	28.45
Gen Gvt	<b>TOTAL FTE Positions</b>	<b>709.98</b>	<b>729.23</b>	<b>734.23</b>	<b>(11.10)</b>	<b>723.13</b>	<b>(7.75)</b>	<b>715.38</b>
	<b>Percent Change - Gen. Gov't</b>	<b>-1.3%</b>	<b>2.7%</b>	<b>0.7%</b>		<b>-1.5%</b>		<b>-1.1%</b>

153	EMS	43.00	43.00	43.00	7.00	50.00	0.50	50.50
197	Community Housing Improvement Program (CHIP)	2.50	2.50	2.50		2.50		2.50
198	Community Development Block Grant (CDBG)	1.35	1.20	1.20	0.10	1.30		1.30
401	Public Works-Utility	224.30	226.30	227.30		227.30	0.10	227.40
402	Solid Waste Utility	0.60	0.60	0.60		0.60		0.60
425	Transit	153.37	153.37	157.87	(0.50)	157.37	(1.82)	155.55
440	Golf	8.00	8.50	8.50		8.50		8.50
501	Motor Vehicles Operations	21.63	22.63	23.13		23.13	(0.03)	23.10
507	Telecomm	3.00	4.00	4.00		4.00		4.00
Non-Gen	<b>TOTAL FTE Positions</b>	<b>457.75</b>	<b>462.10</b>	<b>468.10</b>	<b>6.60</b>	<b>474.70</b>	<b>(1.25)</b>	<b>473.45</b>
	<b>Percent Change-Non-Gen.</b>	<b>2.1%</b>	<b>1.0%</b>	<b>1.3%</b>		<b>1.4%</b>		<b>-0.3%</b>

<b>GRAND TOTAL FTEs</b>	<b>1,167.73</b>	<b>1,191.33</b>	<b>1,202.33</b>	<b>(4.50)</b>	<b>1,197.83</b>	<b>(9.00)</b>	<b>1,188.83</b>
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Note: Employee counts exclude Day Laborers and other temporary employees.

Details of the 2018 mid-year and 2019 changes can be found in the individual department sections.

**STAFFING CHANGES  
2018 – 2019**

		General Gov't	Non-Gen Gov't	Total City	Comments
<b>2018 Original Staffing Budget:</b>		<b>734.23</b>	<b>468.10</b>	<b>1,202.33</b>	
<b>2018 Mid-Year Changes</b>					
<b>Additions</b>					
Executive Director (Deputy Mayor)	Administration	1.00		1.00	Re-organization due to new Administration
Executive Assistant	Administration	1.00		1.00	Re-organization due to new Administration
Community Development Director	Comm., Dev. & Neighborhoods	1.00		1.00	To expand and coordinate community outreach efforts
Communications Officer	Economic Development	1.00		1.00	To expand marketing and tourism efforts
Paratransit Operator	Transit		0.50	0.50	To support existing services
<b>Transfers</b>					
Asst. City Attorney III/Safe Streets Mgr.	Administration	(1.00)		(1.00)	Transfer 0.75 to Legal and 0.25 to Comm., Planning, & Econ. Dev.
Asst. City Attorney III/Safe Streets Mgr.	Legal	0.75		0.75	Transfer from Administration
Asst. City Attorney III/Safe Streets Mgr.	Comm., Planning, & Econ. Dev.	0.25		0.25	Transfer from Administration
Economic Development Director	Administration	0.10		0.10	Eliminate allocation of position to Municipal Arts
Economic Development Director	Municipal Arts	(0.10)		(0.10)	Eliminate allocation of position from Administration
Communications Officer	Administration	(1.00)		(1.00)	Transfer to Communications & Marketing
Communications Officer	Communications & Marketing	1.00		1.00	Transfer from Administration
Visual Info. Specialist	Administration	(1.00)		(1.00)	Transfer to Communications & Marketing
Visual Info. Specialist	Communications & Marketing	1.00		1.00	Transfer from Administration
Economic Development Director	Administration	(1.00)		(1.00)	Transfer to Comm., Planning, & Econ. Dev.
Economic Development Director	Comm., Planning, & Econ. Dev.	1.00		1.00	Transfer from Administration
Administrative Assistant	Transit		(1.00)	(1.00)	Transfer to Communications & Marketing
Administrative Assistant	Communications & Marketing	1.00		1.00	Transfer from Transit
Community Outreach Assistant	Neighborhoods	(1.00)		(1.00)	Transfer to Communications & Marketing
Community Outreach Assistant	Communications & Marketing	1.00		1.00	Transfer from Neighborhoods
Housing & Comm. Develop. Prg. Mgr.	Comm., Planning, & Econ. Dev.	(0.30)		(0.30)	Transfer 0.30 to CDBG
Housing & Comm. Develop. Prg. Mgr.	CDBG		0.30	0.30	Transfer from Comm., Planning, & Econ. Dev.
Community Development Specialist	Comm., Planning, & Econ. Dev.	(0.80)		(0.80)	Transfer 0.80 to CDBG
Community Development Specialist	CDBG		0.80	0.80	Transfer from Comm., Planning, & Econ. Dev.
Neighborhood Engagement Coordinator	Neighborhoods	(1.00)		(1.00)	Transfer to Comm. Dev. & Neighborhoods
Neighborhood Engagement Coordinator	Comm., Planning, & Econ. Dev.	1.00		1.00	Transfer from Neighborhoods
Firefighters/EMTs	Fire	(7.00)		(7.00)	Transfer to Emergency Medical Services
Firefighters/EMTs	Emergency Medical Services		7.00	7.00	Transfer from Fire
<b>Eliminations</b>					
Assistant City Attorney I	Legal	(1.00)		(1.00)	Eliminate vacant position
Administrative Assistant	Administration	(1.00)		(1.00)	Eliminate vacant position
Community Outreach Assistant	Administration	(1.00)		(1.00)	Eliminate vacant position
Chief Financial Officer	Finance	(1.00)		(1.00)	Eliminate vacant position
Financial Analyst	Finance	(1.00)		(1.00)	Eliminate vacant position
Division Chief	Fire	(1.00)		(1.00)	Eliminate vacant position
Custodian	Facilities	(1.00)		(1.00)	Eliminate vacant position
Development Construction Supervisor	Parks	(1.00)		(1.00)	Eliminate vacant position
Planner	CDBG		(1.00)	(1.00)	Eliminate vacant position
<b>Increase (Decrease) from 2018 Original Budget</b>		<b>(11.10)</b>	<b>6.60</b>	<b>(4.50)</b>	
<b>2018 Amended Staffing Budget</b>		<b>723.13</b>	<b>474.70</b>	<b>1,197.83</b>	

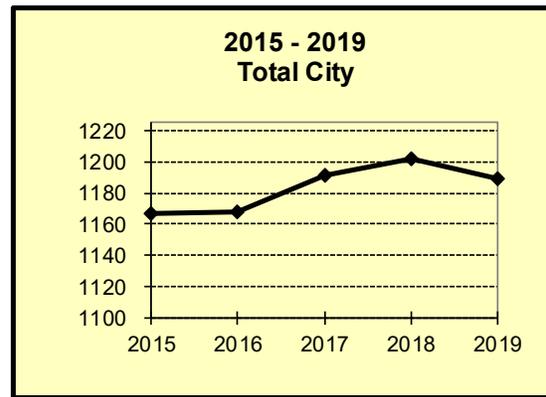
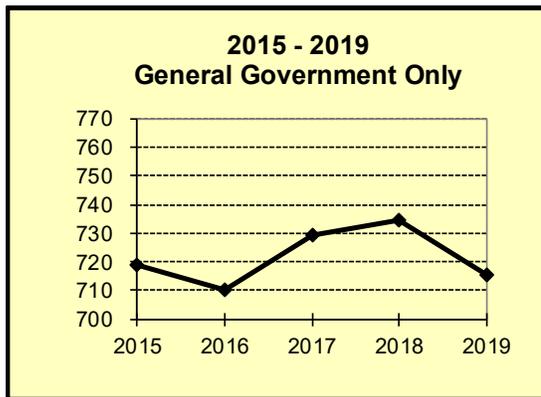
**STAFFING CHANGES (continued)  
2018 – 2019**

		General Gov't	Non-Gen Gov't	Total City	Comments
<b>2019 Base Staffing Budget</b>		<b>723.13</b>	<b>474.70</b>	<b>1,197.83</b>	
<b>Planned changes for 2019</b>					
<b>Additions</b>					
Senior Financial Analyst	Finance	1.00		1.00	To support increased workload
Tax Compliance Auditor	Finance	1.00		1.00	To enhance tax compliance program
Police Officers	Police	2.00		2.00	Re-organize department - see offset below (eliminate Lieutenant and Sergeant)
Firefighters	Fire	2.00		2.00	Re-organize department - offset was elimination of Battalion chief and reduction in overtime
Paratransit Operators	Transit		2.00	2.00	Re-organize department - see offset below (eliminate two Bus Operators)
<b>Transfers:</b>					
Executive Director	Administration	(1.00)		(1.00)	Transfer 0.55 to Transit, 0.35 to Facilities, 0.10 to MVD
Executive Director	Transit		0.55	0.55	Transfer from Administration
Executive Director	Facilities	0.35		0.35	Transfer from Administration
Executive Director	MVD		0.10	0.10	Transfer from Administration
Assistant Fire Chief	Fire	(0.50)		(0.50)	Transfer to Emergency Medical Services
Assistant Fire Chief	Emergency Medical Services		0.50	0.50	Transfer from Fire
Office Technician	Streets	(0.10)		(0.10)	Eliminate allocation of position from Utilities
Office Technician	Utilities		0.10	0.10	Eliminate allocation of position to Streets
Transportation & Transit Director	Transit		0.13	0.13	Eliminate allocation of position to MVD
Transportation & Transit Director	MVD		(0.13)	(0.13)	Eliminate allocation of position from Transit
<b>Eliminations</b>					
Asst. City Attorney II	Legal	(0.20)		(0.20)	Reduce position from 1.0 FTE to 0.80 FTE
Administrative Assistant	Administration	(1.00)		(1.00)	Eliminate position
Planner	Planning	(0.30)		(0.30)	Reduce position from 1.0 FTE to 0.70 FTE
Engineering Technician	Engineering	(1.00)		(1.00)	Eliminate vacant position
Traffic Technician	Engineering	(1.00)		(1.00)	Eliminate vacant position
Lieutenant	Police	(1.00)		(1.00)	Re-organize department - see offset above
Sergeant	Police	(1.00)		(1.00)	Re-organize department - see offset above
Police Specialist	Police	(1.00)		(1.00)	Eliminate position
Assistant Fire Chief	Fire	(1.00)		(1.00)	Eliminate vacant position
Battalion Chief	Fire	(1.00)		(1.00)	Eliminate vacant position
Recreation Supervisor	Parks	(1.00)		(1.00)	Eliminate vacant position
Library Specialist	Library	(1.00)		(1.00)	Eliminate vacant position
Library Technician	Library	(1.00)		(1.00)	Eliminate vacant position
Heavy Equipment Operator	Streets	(1.00)		(1.00)	Eliminate vacant position
Bus Operator	Transit		(2.00)	(2.00)	Re-organize department - see offset above
Administrative Assistant (SnoTrac)	Transit		(0.50)	(0.50)	Eliminate part of grant funded position
Transportation Program Manager	Transit		(1.00)	(1.00)	Eliminate position
Transit Training/Safety Coordinator	Transit		(1.00)	(1.00)	Eliminate position
<b>Increase (Decrease) from 2019 Base</b>		<b>(7.75)</b>	<b>(1.25)</b>	<b>(9.00)</b>	
<b>2019 Staffing Budget</b>		<b>715.38</b>	<b>473.45</b>	<b>1,188.83</b>	
<b>Total Increase (Decrease) from 2018 Original Budget</b>		<b>(18.85)</b>	<b>5.35</b>	<b>(13.50)</b>	

### STAFFING TRENDS

The table and graphs below show the original budgeted staffing levels, in FTEs, from 2015 - 2019.

	2015 Budget	2016 Budget	2017 Budget	2018 Budget	2019 Budget
General Government Departments	718.98	709.98	729.23	734.23	715.38
All Other Government Departments	448.40	457.75	462.10	468.10	473.45
Total City Budgeted Positions	1,167.38	1,167.73	1,191.33	1,202.33	1,188.83



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

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

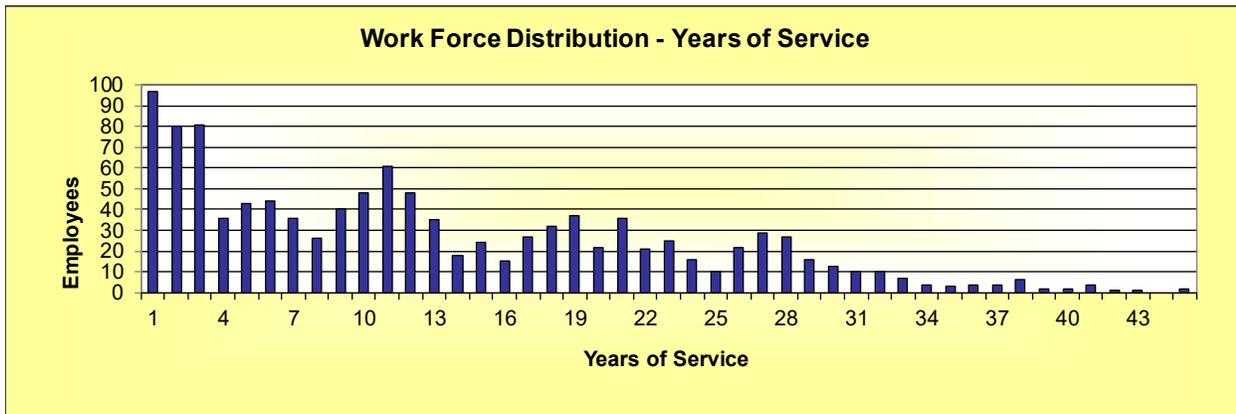
In 2018, Citywide staffing increased by a net of 11 FTEs; five in the general government and six in non-general government funds. General government changes included the addition of an accounting technician and a financial analyst to Finance, a network systems analyst to Information Technology, a traffic technician to Engineering, a park ranger II to Parks, a utility laborer to Streets, and the elimination of a temporary project coordinator position in Facilities. Non-general government changes included adding two bus operators, a security officer, an administrative assistant and 0.50 office assistant in Transit, a utility laborer to Utilities, and 0.50 office assistant to MVD.

As a result of 2019 structural deficit reduction effort, citywide staffing levels were reduced by a net of 13.50 FTEs. Many of the eliminated positions were vacant. In addition, several transfers were made between funds. These changes affected multiple departments, and were implemented to move staff to areas where demand for service was greater and to improve efficiencies

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 45 years. Approximately 297 employees, or 25%, have each provided over 20 years of service to the residents of Everett.

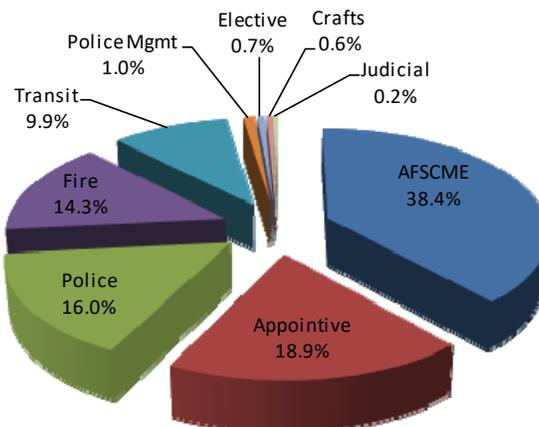


**LABOR RELATIONS**

The bargaining units listed in the table below represent the majority of City of Everett employees. The City and unions typically ratify contracts for three-year periods. The current labor agreements expire in the year noted below. The City also employs approximately 225 non-represented employees, 10 elected employees, and up to 280 seasonal/day laborers at different peak seasons of the year.

Union	2018	2019	2020	Approximate # of Employees Represented
Amalgamated Transit Union, Division No. 883	x			118
Everett Firefighters, Local No. 46		x		170
Everett Municipal Employees Union Local No. 113, AFSCME		x		457
Snohomish County Construction Crafts		x		7
Everett Police Officers Association		x		190
Everett Police Management Association			x	12

**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
1260	Buyer	4.00	2670	Library Associate Senior	2.00
1380	Network Application Specialist	1.00	2680	Library Associate/Tech Svcs	1.00
1381	Network Support Specialist	2.00	2740	Library Technician	9.85
1382	Application Support Specialist	3.00	2750	Library Technician Senior	3.00
1390	PC Technician	3.00	2762	Library PC Technician	1.00
1410	Network Systems Analyst	9.00	2811	Judicial Assistant - AFSCME	10.00
1430	Warehouseworker	1.00	2820	Municipal Court Judge #1	2.00
1510	Animal Control Officer	3.00	3000	Arborist PK9251-99	2.00
1525	Veterinary Technician	1.00	3020	Groundskeeper PK9201-99	10.00
1530	Animal Shelter Attendant	4.00	3025	Golf and Grounds Equip Tech	2.00
1540	Assistant Planner	2.00	3035	Golf Course Supervisor	2.00
1590	Environmental Planner	1.00	3040	Horticulturist PK9251-99	1.00
1670	Planner	3.70	3050	Landscaper	3.00
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	3100	Park Structural Maint Supvr PK9301-9	1.00
1910	Building Caretaker	9.00	3160	Recreation Activity Leader	2.00
1950	Custodian	8.00	3190	Recreation Supervisor	5.00
1960	Electrician	3.00	3210	Urban Forester	1.00
1980	Facilities Maintenance Worker	3.00	3420	Parking Enforcement Officer	7.00
2015	Telecommunications Assistant	1.00	3430	Police Captain	4.00
2016	Transportn Security Officer	5.00	3450	Police Lieutenant	8.00
2110	Assistant Fire Marshall (>10)	2.00	3460	Police Officer	143.00
2145	Fire Apparatus/Equipment Mec	1.00	3470	Police Officer Trainee	20.00
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	58.00	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	2.00	3610	Cement Finisher	5.00
2251	Division Chief	6.00	3640	Communication Technician	2.00
2300	Accounting Assistant/CSR	10.00	3690	Equipment Mechanic	11.00
2310	Accounting Technician	6.00	3700	Equipment Operator	10.00
2370	Maintenance Mechanic	6.00	3710	Equipment Serviceworker	4.00
2390	Office Assistant	10.00	3720	Heavy Equipment Operator	28.00
2400	Office Specialist	7.00	3730	Industrial Waste Inspector	3.00
2420	Office Technician	11.00	3740	Inventory Control Technician	1.00
2425	Public Service Aide	2.00	3750	Lead Utility Serviceworker	1.00
2450	Supervisor I	3.00	3809	Public Info/Education Spec	3.00
2460	Supervisor II PK9201-99	4.00	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	3.00	3878	Utilities Maintenance Tech I	4.00

**STAFFING BUDGET BY OCCUPATION CODE – Continued**

Occupation Code	Description	FTE Count	Occupation Code	Description	FTE Count
3879	Utilities Maintenance Tech II	9.00	6014	Cultural Arts Manager	1.00
3880	Utilities Maintenance Tech III	6.00	6015	Emergency Mngmt Coordinator	1.00
3890	Utility Mapping Supervisor	1.00	6016	Director Public Health/Safety	1.00
3900	Utility Laborer	37.00	6017	Executive Assist-City Council	1.00
3920	Utility Serviceworker	3.00	6019	Communications Officer	2.00
3940	Water Pollution Control Op I	2.00	6020	Comm & Commnty Outreach A	1.00
3960	Water Pollution Control OP III	5.00	6055	Information Technology Manage	1.00
3980	Water Quality Analyst	5.00	6056	Deputy City Clerk	2.00
3990	Water Quality Control Operator	5.00	6057	Finance Director/Treasurer	1.00
4010	Water Quality Technician	3.00	6062	IT Director	1.00
4020	Water Service Technician	9.00	6064	IT Project Manager	2.00
4040	Water Treatment Plant Op I	1.00	6102	Compliance Officer	3.00
4060	Water Treatment Operator III	8.00	6151	Community Develop Specialist	1.00
4070	Treatment Plant O-I-T	3.00	6152	Housing & Comnty Dev Prog M	1.00
4080	Welder	1.00	6155	Housing Improvement Inspecto	2.00
4082	PW Supervisor Sewer/Drainage	2.00	6156	Manager of Land Use Planning	1.00
4083	PW Supervisor Water	3.00	6157	Long Range Planning Manager	1.00
4084	PW Supervisor TSG	1.00	6158	Planning & Comty Developmt D	1.00
4085	PW Supervisor Streets	3.00	6201	Animal Services Manager	1.00
4150	Building Inspector	2.00	6202	Asst. Real Property Manager	1.00
4170	Chief Inspector	1.00	6204	Facilities Maintenance Supervr	4.00
4210	Construction Inspector	9.00	6205	Facilities Manager	2.00
4220	Development Technician	3.00	6206	Project Manager - Architect	1.00
4230	Electrical Inspector	2.00	6207	Real Property Manager	1.00
4260	Engineering Technician	9.00	6253	Fire Chief	1.00
4275	GIS/Programmer Analyst	2.00	6301	Administrative Assistant	18.25
4320	Permit Development Counter Te	3.00	6302	Administrative Coordinator	8.00
4340	Plumbing Inspector	2.00	6303	Administrative Secretary	4.00
4385	Environmental Permit Coord.	1.00	6304	Associate Engineer NPE	3.00
4400	Records System Specialist	2.00	6305	Associate Engineer - PE	12.00
4410	Senior Traffic Signal Tech	1.00	6306	Financial Analyst	5.00
4435	Traffic Signal Technician	2.00	6307	Principal Engineer	1.00
4440	Traffic Technician	1.00	6308	Project Coordinator	8.00
4441	Traffic Operations Supervisor	1.00	6310	Senior Engineer	7.00
4500	Bus Maintenance Person	7.00	6312	Community Support Spec/Soc W	2.00
4510	Bus Operator	69.00	6352	Assistant City Attorney II	4.80
4530	Paratransit Operator TRWSDOT-	33.50	6353	Assistant City Attorney III	1.00
4545	Paratransit Schedule Tech TRWSDOT	5.00	6354	City Attorney	1.00
4547	Vehicle Parts Storekeeper	1.00	6355	Deputy City Attorney	2.00
4549	Fleet Warranty Specialist	1.00	6356	Legal Administrator	1.00
4550	Transit Inspector	8.00	6401	Assistnt Library Directr/LibIV	1.00
6002	Neighbrdh Cmnty Eng Coord	1.00	6402	Childrens/Outreach Svcs Mana	1.00
6003	Executive Assist-Mayor's Offic	2.00	6403	Library Branch Manager/Lib III	1.00
6004	Executive Director	5.00	6404	Library Director	1.00
6013	Economic Development Directo	2.00	6406	Library Specialist	2.00

**STAFFING BUDGET BY OCCUPATION CODE – Continued**

<b>Occupation Code</b>	<b>Description</b>	<b>FTE Count</b>	<b>Occupation Code</b>	<b>Description</b>	<b>FTE Count</b>
6407	Library Tech Svcs Mngr/Lib III	1.00	6657	Senior Water Operator	1.00
6451	Asst Municipl Court Adminstrtr	1.00	6658	Public Works Finance Manager	5.00
6452	Municipal Court Administrator	1.00	6660	Utilities Records Manager	1.00
6453	Municipal Court Security Offcr	1.30	6661	Utility Services Supervisor	1.00
6454	Probation Counselor	3.00	6662	Maintenance Superintendent	1.00
6502	Assistant Park & Rec Director	2.00	6663	M & O Supervisor	5.00
6504	Parks & Recreation Director	1.00	6664	Construction Manager	1.00
6507	Parks & Rec Program Coord	2.00	6665	Engineering Superintendent	2.00
6510	Parks Business Program Mana	1.00	6667	Public Works Director	1.00
6511	Golf & Park Program Manager	1.00	6668	Senior Environmental Specialst	2.00
6512	Parks Planning & Cap Devp MG	1.00	6669	Water Plant Manager	1.00
6551	Assistant Safety Official	1.00	6670	Senior Wastewater Operator	1.00
6552	City Safety Official	1.00	6671	Water Quality Process Analyst	3.00
6553	Employee Benefits Coordinator	1.00	6672	Wstewtr Plnt Maint Sup	1.00
6554	Human Resources Coordinator	2.00	6674	Assistant Construction Manage	2.00
6555	Labor Rel & Human Resourcs D	1.00	6675	Surface Water Manager	1.00
6556	Human Resources Assistant	0.63	6676	Wtr Filt Plant Maint Sup	1.00
6557	Human Resources Analyst	1.00	6701	Building Official	1.00
6558	Human Resources Manager	2.00	6702	City Engineer	1.00
6559	Workers Compensation Coord	1.00	6703	City Traffic Engineer	1.00
6560	Labor & Employee Reltns Coor	2.00	6706	Permit Services Manager	1.00
6561	Labor Relations Prog Mgr	1.00	6708	Engineering Services Manager	1.00
6601	Deputy Police Chief	2.00	6709	Computer Aided Design(CAD)	1.00
6602	Police Chief	1.00	6750	Veterinarian	1.00
6604	Police Inspector	1.00	6753	Senior Center Manager	1.00
6607	Records Unit Manager	1.00	6755	Shelter Operations Coordinator	1.00
6608	Support Services Manager	1.00	6801	Maint & Operations Sup - Trans	1.00
6609	Police Property Room Manager	1.00	6802	Transit Operations Program Mg	1.00
6610	Police Crime Analyst	2.00	6803	Transportation Services Mgr	1.00
6612	Code Compliance Supervisor	1.00	6804	Operations Supervisr-Parantmnt	1.00
6651	Wastewater Plant Manager	1.00	6806	Operations Suprvsr-Fixed Rout	1.00
6654	Operations Superintendent	1.00	6807	Transportation & Trnst Svc Dir	4.00
6655	Pre-Treatment Manager	1.00	6808	Transportation Program Manag	2.00
6656	Public Works Info & Educ Offcr	2.00	6810	Vehicle Maintenance Manager	1.00
<b>TOTAL FTEs</b>					<b>1188.83</b>

## SALARY ORDINANCE NO. 3644-18

AN ORDINANCE establishing the basic salary schedule for employees of the City of Everett for 2019, repealing Ordinance No. 3581-17.

THE CITY OF EVERETT DOES ORDAIN:

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

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

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

Classification Title	Occup. Code	Range No.	<u>MIN</u> Step A	Step B	Step C	Step D	Step E	Step F	<u>MAX</u> Step G
<b><u>A. ADMINISTRATION</u></b>									
Chief Administrative Assistant	6001	06-022	11970	-	13462	-	15592		
Executive Administrator	6012	06-017	9905	-	11140	-	12901		
Executive Assistant - City Council	6017	06-009	5594	-	6286	-	7272		
Executive Assistant - Mayor's Office	6003	06-009	5594	-	6286	-	7272		
Executive Director	6004	06-021	11668	-	13316	-	15196		
Government Affairs Director	6005	06-015	8395	-	9434	-	10919		
Municipal Assistant*	6008	06-102	3592	-	4039	-	4673		
Special Projects Manager	6010	06-015	8395	-	9434	-	10919		
<b><u>B. BUDGET AND FINANCE</u></b>									
Accountant I	1200	01-018	5633	5913	6206	6519	6850		
Accounting Manager	6051	06-015	8395	-	9434	-	10919		
Budget Manager	6053	06-015	8395	-	9434	-	10919		
City Clerk	6054	06-015	8395	-	9434	-	10919		
Deputy City Clerk	6056	06-010	5957	-	6698	-	7750		
Finance Director/Treasurer	6057	06-019	10905	-	12266	-	14207		
Purchasing Manager	6060	06-014	7818	-	8785	-	10167		
Tax & License Compliance Auditor	6050	06-011	6363	-	7148	-	8275		
Warehouseworker	1430	01-010	3814	4004	4199	4410	4628		
<b><u>C. COMMUNICATIONS AND MARKETING</u></b>									
Communications and Community Outreach Assistant	6020	06-107	4671	-	5247	-	6073		
Communications Officer	6019	06-012	6804	-	7647	-	8847		
Marketing and Design Specialist	6021	06-007	4950	-	5562	-	6436		
Visual Information Specialist	2480	01-014	4628	4864	5113	5366	5633		

**SALARY ORDINANCE NO. 3644-18**

Classification Title	Occup. Code	Range No.	<u>MIN</u> Step A	Step B	Step C	Step D	Step E	Step F	<u>MAX</u> Step G
<b><u>D. COMMUNITY, PLANNING, AND ECONOMIC DEVELOPMENT</u></b>									
Assistant Planner	1540	01-016	5113	5366	5633	5913	6206		
Associate Planner	1550	01-018	5633	5913	6206	6519	6850		
Community Development Director	6150	06-017	9905	-	11140	-	12901		
Economic Development Director	6013	06-017	9905	-	11140	-	12901		
Environmental Planner	1590	01-020	6155	6463	6777	7111	7411		
Housing & Community Development Program Manager	6152	06-012	6804	-	7647	-	8847		
Housing Improvement Inspector	6155	06-010	5957	-	6698	-	7750		
Land Use Planning Manager	6156	06-015	8395	-	9434	-	10919		
Long Range Planning Manager	6157	06-015	8395	-	9434	-	10919		
Neighborhoods & Community Engagement Coordinator	6002	06-012	6804	-	7647	-	8847		
Planner	1670	01-020	6155	6463	6777	7111	7411		
Planning & Community Development Director	6158	06-019	10905	-	12266	-	14207		
<b><u>E. FACILITIES/PROPERTY MANAGEMENT</u></b>									
Asst. Real Property Manager	6202	06-011	6363	-	7148	-	8275		
Building Caretaker	1910	01-011	4004	4199	4410	4628	4864		
Custodian <sup>4</sup>	1950	01-008	3459	3629	3814	4004	4199		
Facilities Maintenance Supervisor	6204	06-011	6363	-	7148	-	8275		
Facilities Manager	6205	06-012	6804	-	7647	-	8847		
Project Manager - Architect	6206	06-012	6804	-	7647	-	8847		
Real Property Manager	6207	06-015	8395	-	9434	-	10919		
<b><u>F. FIRE</u></b>									
Assistant Fire Chief	6250	06-019	10905	-	12266	-	14207		
Assistant Fire Chief/Fire Marshal	6254	06-019	10905	-	12266	-	14207		
Assistant Fire Marshal	2110	04-023	10090	-	-	-	-		
Deputy Fire Chief	6252	06-016	9031	-	10149	-	11745		
Emergency Mgt Public Educ Coord	6015	06-010	5957	-	6698	-	7750		
Fire Apparatus/Equipment Mechanic	2145	01-018	5633	5913	6206	6519	6850		
Fire Battalion Chief	2150	04-023	10090	-	-	-	-		
Fire Captain <sup>2</sup>	2160	04-021	9009	-	-	-	-		
Fire Chief	6253	06-020	11355	-	12947	-	14791		
Fire Division Chief	2251	04-024	10594	-	-	-	-		
Fire Inspector	2180	04-021	9009	-	-	-	-		
Fire Marshal	6254	06-018	10237	-	11511	-	13333		
Firefighter	2200	04-017	5050	5588	6125	6663	7207		
Firefighter	2200	04-117	5044	5765	6485	7207			
Firefighter/Driver	2210	04-018	7928	-	-	-	-		
Firefighter/EMTA	2220	04-018	7928	-	-	-	-		
Firefighter/Paramedic <sup>3</sup>	2230	04-020	8288	-	-	-	-		
Medical Services Officer	2250	04-022	9225	-	-	-	-		

**SALARY ORDINANCE NO. 3644-18**

Classification Title	Occup. Code	Range No.	<u>MIN</u> Step A	Step B	Step C	Step D	Step E	Step F	<u>MAX</u> Step G
<b><u>G. HUMAN RESOURCES</u></b>									
Assistant Safety Official	6551	06-010	5957	-	6698	-	7750		
City Safety Official	6552	06-012	6804	-	7647	-	8847		
Employee Benefits Coordinator	6553	06-009	5594	-	6286	-	7272		
Human Resources Analyst	6557	06-009	5594	-	6286	-	7272		
Human Resources Assistant*	6556	06-102	3592	-	4039	-	4673		
Human Resources Coordinator*	6554	06-107	4671	-	5247	-	6073		
Human Resources Director	6555	06-019	10905	-	12266	-	14207		
Human Resources Manager	6558	06-015	8395	-	9434	-	10919		
Labor & Employee Relations Coordinator	6560	06-011	6363	-	7148	-	8275		
Labor Relations Program Manager	6561	06-012	6804	-	7647	-	8847		
Workers Compensation Coordinator	6559	06-010	5957	-	6698	-	7750		
<b><u>H. INFORMATIONAL TECHNOLOGY</u></b>									
Application Support Specialist	1382	01-018	5633	5913	6206	6519	6850		
Client Services Technician	1290	01-014	4628	4864	5113	5366	5633		
Information Technology Director	6062	06-019	10905	-	12266	-	14207		
Information Technology Manager	6055	06-016	9031	-	10149	-	11745		
Information Technology Project Manager	6064	06-012	6804	-	7647	-	8847		
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	5957	-	6698	-	7750		
<b><u>I. INTERDEPARTMENTAL</u></b>									
Accounting Asst/Customer Svc Representative	2300	01-011	4004	4199	4410	4628	4864		
Accounting Technician	2310	01-012	4199	4410	4628	4864	5113		
Administrative Assistant*	6301	06-107	4671	-	5247	-	6073		
Administrative Coordinator	6302	06-008	5255	-	5907	-	6838		
Administrative Secretary*	6303	06-104	3968	-	4458	-	5158		
Assistant Buyer	1222	01-012	4199	4410	4628	4864	5113		
Associate Engineer - NPE	6304	06-010	5957	-	6698	-	7750		
Associate Engineer - PE	6305	06-012	6804	-	7647	-	8847		
Buyer	1260	01-016	5113	5366	5633	5913	6206		
Capital Projects Coordinator	6313	06-011	6363	-	7148	-	8275		
Community Support Specialist/Social Worker	6312	06-010	5957	-	6698	-	7750		
Development Construction Supervisor	6311	06-011	6363	-	7148	-	8275		
Electrician <sup>4</sup>	1960	01-017	5366	5633	5913	6206	6519		
Engineering Technician	4260	01-016	5113	5366	5633	5913	6206		
Engineering Technician Trainee	4270	01-014	4628	4864	5113	5366	5633		
Facilities Maintenance Worker	1980	01-012	4199	4410	4628	4864	5113		
Financial Analyst	6306	06-009	5594	-	6286	-	7272		
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	8395	-	9434	-	10919		
Project Coordinator	6308	06-010	5957	-	6698	-	7750		
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	3181	-	3575	-	4138		
Senior Engineer	6310	06-014	7818	-	8785	-	10167		
Senior Financial Analyst	6314	06-011	6363	-	7148	-	8275		
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. 3644-18**

Classification Title	Occup. Code	Range No.	<u>MIN</u> Step A	Step B	Step C	Step D	Step E	Step F	<u>MAX</u> Step G
<b><u>J. LEGAL</u></b>									
Assistant City Attorney (PT)	6358	06-102	3592	-	4039	-	4673		
Assistant City Attorney I	6351	06-009	5594	-	6286	-	7272		
Assistant City Attorney II	6352	06-013	7289	-	8191	-	9477		
Assistant City Attorney III	6353	06-015	8395	-	9434	-	10919		
Assistant City Attorney/Safe Streets Manager	6016	06-016	9031	-	10149	-	11745		
City Attorney	6354	06-021	11668	-	13316	-	15196		
Deputy City Attorney	6355	06-017	9905	-	11140	-	12901		
Lead Prosecuting Attorney	6359	06-016	9031	-	10149	-	11745		
Legal Administrator	6356	06-012	6804	-	7647	-	8847		
Legal Intern*	6357	06-102	3592	-	4039	-	4673		
<b><u>K. LIBRARY</u></b>									
Assistant Library Director/Librarian IV	6401	06-013	7289	-	8191	-	9477		
Children's/Outreach Services Manager/Lib III	6402	06-012	6804	-	7647	-	8847		
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	6804	-	7647	-	8847		
Library Director	6404	06-019	10905	-	12266	-	14207		
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	5957	-	6698	-	7750		
Library Technical Services Manager/Librarian III	6407	06-012	6804	-	7647	-	8847		
Library Technician	2740	01-010	3814	4004	4199	4410	4628		
Library Technician Senior	2750	01-011	4004	4199	4410	4628	4864		
Senior Library Page	0516	01-008	3459	3629	3814	4004	4199		
<b><u>L. MUNICIPAL COURT</u></b>									
Assistant Municipal Court Administrator	6451	06-009	5594	-	6286	-	7272		
Detention Monitoring Assistant*	6455	06-107	4671	-	5247	-	6073		
Judicial Assistant	2811	01-012	4199	4410	4628	4864	5113		
Municipal Court Administrator	6452	06-014	7818	-	8785	-	10167		
Municipal Court Security Officer*	6453	06-102	3592	-	4039	-	4673		
Probation Counselor	6454	06-010	5957	-	6698	-	7750		

**SALARY ORDINANCE NO. 3644-18**

Classification Title	Occup. Code	Range No.	MIN Step A	Step B	Step C	Step D	Step E	Step F	MAX Step G
<b><u>M. PARKS AND COMMUNITY SERVICES</u></b>									
Animal Control Officer	1510	01-014	4628	4864	5113	5366	5633		
Animal Services Manager	6201	06-012	6804	-	7647	-	8847		
Animal Services Veterinarian	6750	06-011	6363	-	7148	-	8275		
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	5957	-	6698	-	7750		
Assistant Parks & Recreation Director	6502	06-016	9031	-	10149	-	11745		
Cultural Arts Manager	6014	06-014	7818	-	8785	-	10167		
Golf and Grounds Equipment Technician	3025	01-015	4864	5113	5366	5633	5913		
Golf and Park Program Manager	6511	06-012	6804	-	7647	-	8847		
Golf Course Supervisor	3035	01-017	5366	5633	5913	6206	6519		
Groundskeeper	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 Supervisor	3095	01-017	5366	5633	5913	6206	6519		
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	10905	-	12266	-	14207		
Parks and Recreation Program Coordinator	6507	06-010	5957	-	6698	-	7750		
Parks Business Program Manager	6510	06-012	6804	-	7647	-	8847		
Parks Planning and Capital Development Manager	6512	06-013	7289	-	8191	-	9477		
Recreation Leader	3160	01-009	3629	3814	4004	4199	4410		
Recreation Supervisor <sup>4</sup>	3190	01-015	4864	5113	5366	5633	5913		
Senior Center Coordinator	1700	01-015	4864	5113	5366	5633	5913		
Senior Center Manager	6753	06-011	6363	-	7148	-	8275		
Shelter Operations Coordinator	6755	06-009	5594	-	6286	-	7272		
Urban Forester	3210	01-017	5366	5633	5913	6206	6519		
Veterinary Clinic Coordinator	6756	06-007	4950	-	5562	-	6436		
Veterinary Technician	1525	01-009	3629	3814	4004	4199	4410		
<b><u>N. POLICE</u></b>									
Code Compliance Supervisor	6612	06-011	6363	-	7148	-	8275		
Code Enforcement Officer	6102	06-009	5594	-	6286	-	7272		
Deputy Police Chief	6601	06-018	10237	-	11511	-	13333		
Forensic Imaging Analyst	6611	06-009	5594	-	6286	-	7272		
Parking Enforcement Officer <sup>4</sup>	3420	01-009	3629	3814	4004	4199	4410		
Police Captain	3430	03-014	-	12565	-	-	-		
Police Chief	6602	06-020	11355	-	12947	-	14791		
Police Crime Analyst	6610	06-009	5594	-	6286	-	7272		
Police Inspector	6604	06-016	9031	-	10149	-	11745		
Police Lieutenant	3450	03-013	-	11692	-	-	-		
Police Officer	3460	03-021	-	6588	7885	-	-		
Police Officer (BLEA)	3475	03-021	6016	6588	7885	-	-		
Police Officer Entry-Level	3470	03-021	6016	-	-	-	-		
Police Property Room Manager	6609	06-011	6363	-	7148	-	8275		
Police Property Room Specialist	3531	01-012	4199	4410	4628	4864	5113		
Police Records Unit Shift Supervisor	3505	01-015	4864	5113	5366	5633	5913		
Police Sergeant	3510	03-012	9860	-	-	-	-		
Police Specialist <sup>4</sup>	3520	01-012	4199	4410	4628	4864	5113		
Records Information Specialist	3530	01-012	4199	4410	4628	4864	5113		
Records Unit Manager	6607	06-009	5594	-	6286	-	7272		
Support Services Manager	6608	06-011	6363	-	7148	-	8275		

**SALARY ORDINANCE NO. 3644-18**

Classification Title	Occup. Code	Range No.	<u>MIN</u> Step A	Step B	Step C	Step D	Step E	Step F	<u>MAX</u> Step G
<b><u>O. PUBLIC WORKS/ENGINEERING/PUBLIC SERVICES</u></b>									
Building Inspector	4150	05-023	6315	6864	7425	7722	8033		
Building Official	6701	06-016	9031	-	10149	-	11745		
Chief Inspector	4170	05-024	6864	7425	8102	8434	8780		
City Engineer	6702	06-016	9031	-	10149	-	11745		
City Traffic Engineer	6703	06-015	8395	-	9434	-	10919		
Computer Aided Design (CAD) Manager	6709	06-011	6363	-	7148	-	8275		
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	8395	-	9434	-	10919		
Permit Services Manager	6706	06-014	7818	-	8785	-	10167		
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		

**SALARY ORDINANCE NO. 3644-18**

Classification Title	Occup. Code	Range No.	MIN Step A	Step B	Step C	Step D	Step E	Step F	MAX Step G
<b>P. PUBLIC WORKS/UTILITIES</b>									
Assistant Construction Manager	6674	06-013	7289	-	8191	-	9477		
Assistant Inventory Control/Dispatch Technician	3600	01-014	4628	4864	5113	5366	5633	5913	
Cement Finisher	3610	01-015	4864	5113	5366	5633	5913		
Construction Manager	6664	06-014	7818	-	8785	-	10167		
Engineering Superintendent	6665	06-016	9031	-	10149	-	11745		
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	9031	-	10149	-	11745		
Maintenance/Operations Supervisor	6663	06-013	7289	-	8191	-	9477		
Operations Superintendent	6654	06-016	9031	-	10149	-	11745		
Plant/Pump Maintenance Mechanic <sup>1</sup>	3820	01-016	5113	5366	5633	5913	6206		
Pre-Treatment Manager	6655	06-012	6804	-	7647	-	8847		
Public Information/Education Specialist	3809	01-016	5113	5366	5633	5913	6206		
Public Works Director	6667	06-020	11355	-	12947	-	14791		
Public Works Finance Manager	6658	06-014	7818	-	8785	-	10167		
Public Works Information & Education Officer	6656	06-012	6804	-	7647	-	8847		
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	7818	-	8785	-	10167		
Senior Wastewater Operator	6670	06-012	6804	-	7647	-	8847		
Senior Water Operator	6657	06-012	6804	-	7647	-	8847		
Surface Water Manager	6675	06-015	8395	-	9434	-	10919		
Treatment Plant Operator-in-Training	4070	01-010	3814	4004	4199	4410	4628		
Utilities GIS Program Manager	6659	06-011	6363	-	7148	-	8275		
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	5957	-	6698	-	7750		
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	6804	-	7647	-	8847		
Wastewater Plant Maintenance Supervisor	6672	06-012	6804	-	7647	-	8847		
Wastewater Plant Manager	6651	06-014	7818	-	8785	-	10167		
Water Filtration Plant Maintenance Supervisor	6676	06-012	6804	-	7647	-	8847		
Water Plant Manager	6669	06-014	7818	-	8785	-	10167		
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 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	6804	-	7647	-	8847		
Water Quality Technician	4010	01-016	5113	5366	5633	5913	6206		
Water Service Technician <sup>1</sup>	4020	01-016	5113	5366	5633	5913	6206		
Water Treatment Plant Operator I	4040	01-015	4864	5113	5366	5633	5913		
Water Treatment Plant Operator II	4050	01-017	5366	5633	5913	6206	6519		
Water Treatment Plant Operator III	4060	01-019	5913	6206	6519	6850	7189		
Welder	4080	01-018	5633	5913	6206	6519	6850		

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Classification Title	Occup. Code	Range No.	<u>MIN</u>						Step F	<u>MAX</u> Step G
			Step A	Step B	Step C	Step D	Step E			
<b>Q. TRANSIT</b>										
Bus Maintenance Person	4500	02-014	21.79	22.81	23.86	24.95	26.13			
Bus Operator	4510	02-110	24.22	25.25	26.29	27.40	28.54	29.71	30.97	
Bus Operator Trainee	4520	02-011	20.85	-	-	-	-			
Bus Operator <sup>5</sup>	4510	02-010	-	-	-	-	30.97			
Communications Technician	3640	01-019	5913	6206	6519	6850	7189			
Equipment Mechanic <sup>4</sup>	3690	01-017	5366	5633	5913	6206	6519			
Equipment Serviceworker	3710	01-014	4628	4864	5113	5366	5633			
Fleet Warranty Specialist	4749	01-012	4199	4410	4628	4864	5113			
Maint & Operations Supervisor - Transportation	6801	06-010	5957	-	6698	-	7750			
Operations Supervisor - Fixed Route	6806	06-010	5957	-	6698	-	7750			
Operations Supervisor - Para Transit	6804	06-010	5957	-	6698	-	7750			
Paratransit Operator	4530	02-113	17.90	19.82	21.94	24.07	26.74			
Paratransit Operator Trainee	4540	02-009	16.05	-	-	-	-			
Paratransit Operator <sup>5</sup>	4530	02-013	-	-	-	-	30.97			
Paratransit Schedule Technician	4545	01-010	3814	4004	4199	4410	4628			
Transit Inspector	4550	02-012	35.62	-	-	-	-			
Transit Operations Program Manager	6802	06-011	6363	-	7148	-	8275			
Transit Training/Safety Coordinator	6812	06-010	5957	-	6698	-	7750			
Transportation & Transit Services Director	6807	06-019	10905	-	12266	-	14207			
Transportation Center Security Officer	2016	01-008	3459	3629	3814	4004	4199			
Transportation Program Manager	6808	06-011	6363	-	7148	-	8275			
Transportation Services Customer Service Technician	4590	01-010	3814	4004	4199	4410	4628			
Transportation Services Manager	6803	06-015	8395	-	9434	-	10919			
Vehicle Maintenance Manager	6810	06-015	8395	-	9434	-	10919			
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.
- Section 14: The addition of new classification(s) within salary ranges may be made by Council resolution during the life of this ordinance.

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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, 2019.

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

Sharon Fuller, City Clerk

Cassie Franklin, Mayor

Date Passed: 12/ 5/ 2018  
 Date Valid 12/ 6/ 2018  
 Date Published 12/ 10/ 2018  
 Date Effective: 12/21/2018

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