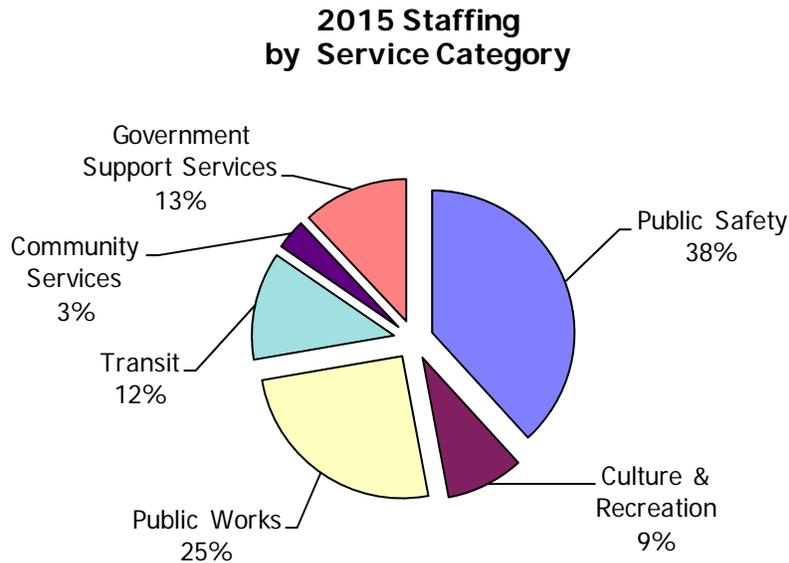

PERSONNEL SUMMARY

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STAFFING BUDGET

The 2015 budget includes a total of 1,167.38 employees measured in full time equivalents (FTEs). The chart below depicts the allocation of FTEs by major service category for 2015. The table on the following page lists employees by individual department for the years 2011 - 2015.



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 | 2011 Original Budgeted Positions | 2012 Original Budgeted Positions | 2013 Original Budgeted Positions | 2014 Original Budgeted Positions | 2014 Mid-Year Changes | 2014 Total Authorized | 2015 Budgeted Changes | 2015 Original Budgeted Position |
|------------------------------------|------------------------|---|---|---|---|-----------------------------|-----------------------------|-----------------------------|--|
| 1 | Council | 8.00 | 8.00 | 8.00 | 8.00 | | 8.00 | | 8.00 |
| 3 | Legal | 20.00 | 19.00 | 19.00 | 18.00 | | 18.00 | (1.00) | 17.00 |
| 4 | Administration | 7.00 | 7.00 | 7.00 | 7.00 | | 7.00 | | 7.00 |
| 47 | Economic Development | 1.90 | 1.90 | 1.90 | 1.90 | | 1.90 | (1.00) | 0.90 |
| 5 | Municipal Court | 14.65 | 14.65 | 14.65 | 14.65 | | 14.65 | 0.20 | 14.85 |
| 55 | Probation | 5.45 | 5.45 | 5.45 | 5.45 | | 5.45 | (2.00) | 3.45 |
| 7 | Labor Relations/HR | 13.50 | 13.50 | 13.63 | 13.63 | (0.50) | 13.13 | (1.00) | 12.13 |
| 10 | Finance | 20.80 | 20.00 | 20.00 | 20.00 | | 20.00 | (1.00) | 19.00 |
| 15 | Information Technology | 16.80 | 16.80 | 16.80 | 16.80 | 0.20 | 17.00 | (1.00) | 16.00 |
| 21 | Planning | 16.50 | 15.50 | 16.00 | 15.00 | | 15.00 | | 15.00 |
| 22 | Neighborhoods | 2.00 | 2.00 | 2.00 | 2.00 | | 2.00 | | 2.00 |
| 24 | Engineering | 47.65 | 47.55 | 47.05 | 44.05 | | 44.05 | (2.00) | 42.05 |
| 26 | Animal Shelter | 15.00 | 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 | 45.00 | 43.00 | 43.00 | 43.00 | | 43.00 | (2.00) | 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 | 41.00 | 39.00 | 39.00 | 38.00 | | 38.00 | (1.00) | 37.00 |
| 101 | Parks | 60.00 | 60.00 | 60.00 | 57.00 | | 57.00 | (2.00) | 55.00 |
| 110 | Library | 42.20 | 41.20 | 40.80 | 40.80 | | 40.80 | (2.60) | 38.20 |
| 112 | Municipal Arts Fund | 1.10 | 1.10 | 1.10 | 1.10 | | 1.10 | 0.75 | 1.85 |
| 120 | Streets | 26.55 | 26.55 | 26.55 | 26.55 | | 26.55 | | 26.55 |
| Gen Gvt TOTAL FTE Positions | | 753.10 | 744.20 | 743.93 | 734.93 | (0.30) | 734.63 | (15.65) | 718.98 |
| Annual Percent Change - Gen. Gov't | | -0.8% | -1.2% | 0.0% | -1.2% | | -1.3% | | -2.1% |

| | | | | | | | | | |
|----------------------------------|----------------------|----------|----------|----------|----------|------|----------|---------|----------|
| 153 | EMS | 43.00 | 43.00 | 43.00 | 43.00 | | 43.00 | | 43.00 |
| 197 | Comm. Housing | 3.50 | 3.50 | 3.50 | 2.50 | | 2.50 | | 2.50 |
| 198 | Comm. Development | 2.00 | 2.00 | 1.50 | 1.50 | | 1.50 | | 1.50 |
| 401 | Public Works-Utility | 217.20 | 218.30 | 219.80 | 222.80 | 0.50 | 223.30 | 2.00 | 225.30 |
| 402 | Solid Waste Utility | 0.60 | 0.60 | 0.60 | 0.60 | | 0.60 | | 0.60 |
| 425 | Transit | 144.00 | 144.00 | 144.00 | 144.87 | | 144.87 | (1.50) | 143.37 |
| 440 | Parks & Rec - Golf | 8.00 | 8.00 | 8.00 | 8.00 | | 8.00 | | 8.00 |
| 501 | Motor Vehicles Op | 26.00 | 24.00 | 24.00 | 22.13 | | 22.13 | (1.00) | 21.13 |
| 507 | Telecomm | 3.00 | 3.00 | 3.00 | 3.00 | | 3.00 | | 3.00 |
| Non-Gen TOTAL FTE Positions | | 447.30 | 446.40 | 447.40 | 448.40 | 0.50 | 448.90 | (0.50) | 448.40 |
| Annual Percent Change-Non-Gen. | | 0.3% | -0.2% | 0.2% | 0.2% | | 0.3% | | -0.1% |
| GRAND TOTAL FTEs | | 1,200.40 | 1,190.60 | 1,191.33 | 1,183.33 | 0.20 | 1,183.53 | (16.15) | 1,167.38 |
| Annual Percent Change-Total City | | -0.4% | -0.8% | 0.1% | -0.7% | | | | -1.4% |

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

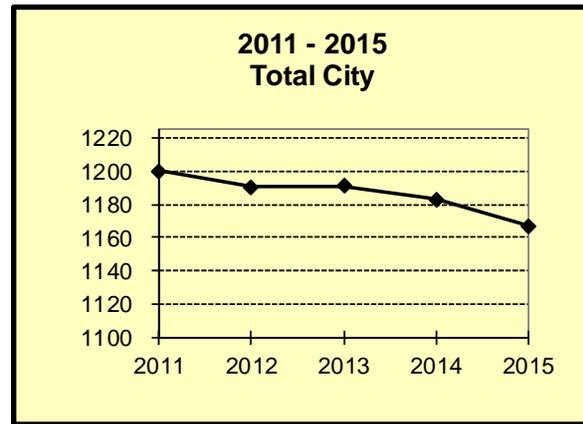
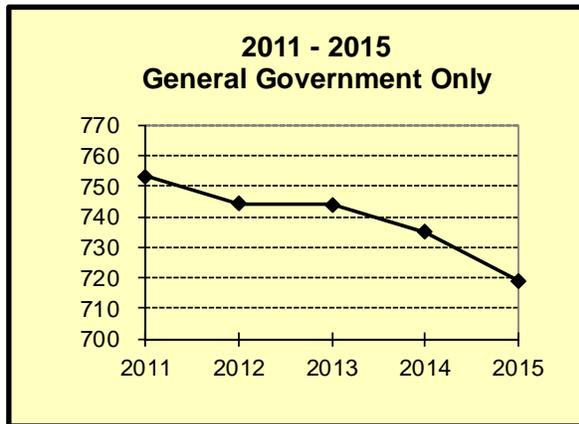
STAFFING CHANGES 2014 – 2015

| | General Gov't | Non-Gen Gov't | Total City | Comments |
|---|------------------|------------------|-----------------|-----------------------------------|
| 2014 Original Staffing Budget: | 734.93 | 448.40 | 1,183.33 | |
| 2014 Mid-Year Changes | | | | |
| Transfers: | | | | |
| City Safety Official Labor Relations/HR | (0.50) | | (0.50) | Re-org/transfer to Utilities |
| City Safety Official Utilities | | 0.50 | 0.50 | Re-org/transfer from HR |
| Additions: | | | | |
| Client Service Technician Information Technology | 0.20 | | 0.20 | Increase position to full-time |
| Increase (Decrease) from 2014 Original Budget | (0.30) | 0.50 | 0.20 | |
| 2014 Amended Staffing Budget | 734.63 | 448.90 | 1,183.53 | |
| 2015 Base Staffing Budget | 734.63 | 448.90 | 1,183.53 | |
| Planned changes for 2015 | | | | |
| Attrition: | | | | |
| Assistant Attorney II Legal | (1.00) | | (1.00) | Eliminate vacant position |
| Economic Development Director Economic Development | (1.00) | | (1.00) | Eliminate vacant position |
| Judicial Assistants Municipal Court | (2.00) | | (2.00) | Eliminate vacant position |
| Human Resources Coordinator Labor Relations/HR | (1.00) | | (1.00) | Eliminate vacant position |
| Information Technology Manager Information Technology | (1.00) | | (1.00) | Eliminate vacant position |
| Traffic Signal Tech Engineering | (1.00) | | (1.00) | Eliminate vacant position |
| Transp Maint Tech Engineering | (1.00) | | (1.00) | Eliminate vacant position |
| Administrative Secretary Police: Civilian | (1.00) | | (1.00) | Eliminate vacant position |
| Administrative Assistant Police: Civilian | (1.00) | | (1.00) | Eliminate vacant position |
| Caretaker Facilities | (1.00) | | (1.00) | Eliminate vacant position |
| Develop Construction Super Parks | (1.00) | | (1.00) | Eliminate vacant position |
| Recreation Activity Leader Parks | (1.00) | | (1.00) | Eliminate vacant position |
| Librarian I Library | (1.00) | | (1.00) | Eliminate vacant position |
| Library Technician Library | (1.00) | | (1.00) | Eliminate vacant position |
| Library Assistant Library | (0.60) | | (0.60) | Eliminate vacant position |
| Paratransit Operator Transit | | (0.50) | (0.50) | Eliminate vacant position |
| Office Assistant Transit | | (1.00) | (1.00) | Eliminate vacant position |
| Assistant Buyer Motor Vehicle Department | | (1.00) | (1.00) | Eliminate vacant position |
| Transfers: | | | | |
| Assistant Buyer Finance | (1.00) | | (1.00) | Re-org/ Transfer to MVD |
| Project Coordinator Engineering | (0.60) | | (0.60) | Re-org/ Transfer to Utilities |
| Accounting Tech Engineering | (0.40) | | (0.40) | Re-org/ Transfer to Utilities |
| Transp Maint Tech Engineering | 1.00 | | 1.00 | Re-org/ Transfer from Transit |
| Transp Maint Tech Transit | | (1.00) | (1.00) | Re-org/ Transfer to Engineering |
| Office Technician Motor Vehicle Department | | (1.00) | (1.00) | Re-org/ Transfer to Transit |
| Project Coordinator Utilities | | 0.60 | 0.60 | Re-org/ Transfer from Engineering |
| Accounting Tech Utilities | | 0.40 | 0.40 | Re-org/ Transfer from Engineering |
| Office Technician Transit | | 1.00 | 1.00 | Re-org/ Transfer from MVD |
| Assistant Buyer Motor Vehicle Department | | 1.00 | 1.00 | Re-org/ Transfer from Finance |
| Additions: | | | | |
| Judge Municipal Court | 0.20 | | 0.20 | Increase position to full-time |
| Administrative Assistant Municipal Arts Fund | 0.75 | | 0.75 | Reduce day labor costs |
| Associate Engineer Utilities | | 1.00 | 1.00 | Reduce outside consultant costs |
| Increase (Decrease) from 2015 Base | (15.65) | (0.50) | (16.15) | |
| 2015 Staffing Budget | 718.98 | 448.40 | 1,167.38 | |

STAFFING TRENDS

The table and graphs below show the original budgeted staffing levels, in FTEs, from 2011 - 2015.

| | 2011 Budget | 2012 Budget | 2013 Budget | 2014 Budget | 2015 Budget |
|----------------------------------|----------------|----------------|----------------|----------------|----------------|
| General Government Departments | 753.10 | 744.20 | 743.93 | 734.93 | 718.98 |
| All Other Government Departments | 447.30 | 446.40 | 447.40 | 448.40 | 448.40 |
| Total City Budgeted Positions | 1,200.40 | 1,190.60 | 1,191.33 | 1,183.33 | 1,167.38 |



The 2012 general government budget was reduced by 8.90 FTEs as a result of the Mayor and Administration's efforts to manage staff vacancies closely-determining whether each position that came open was still critical to the City's mission and eliminating underutilized positions through attrition or moving staff to areas where demand was greater. The 2012 non-general government budget was decreased by a net of 0.90 FTEs. This included the elimination of 1.0 FTE in the Motor Vehicle Department through attrition.

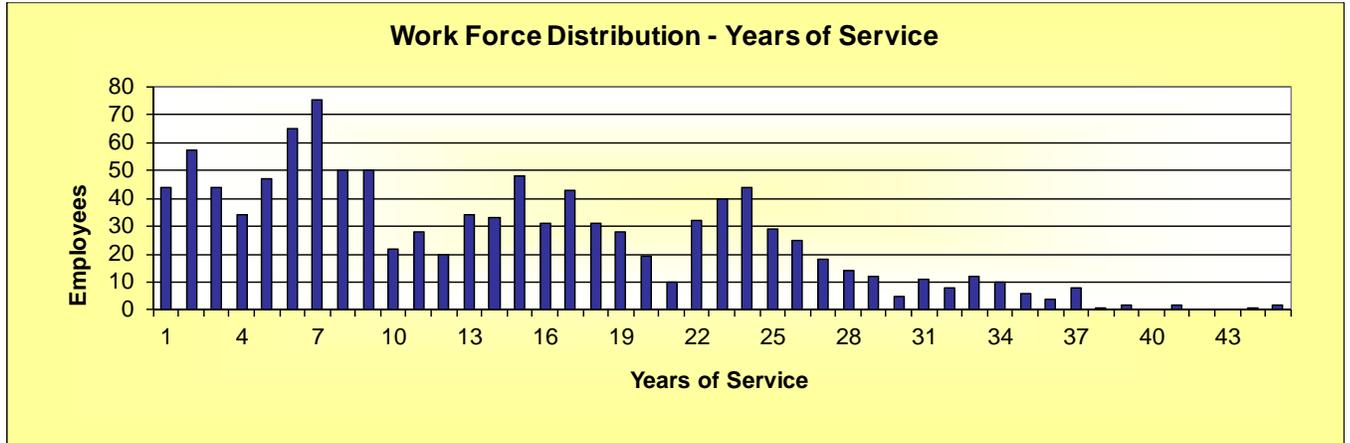
In 2013, citywide staffing levels were held fairly flat with a net increase of just 0.73 FTEs. The general government budget was decreased by 0.27 FTE and the non-general government budget was increased by 1.0 FTE. Changes included the addition of 1.0 FTE to the Utility department due to increased maintenance requirements, the transfer of a 0.50 FTE to the general government from the CDBG fund as a result of a reduction in grant funding; and the transfer of a 0.50 FTE from the general government to the Utility department due to a reassignment of duties.

In 2014, the general government labor budget was reduced by 7.0 FTEs as the City continued its efforts to manage vacant positions and redistribute workload. Reductions included the elimination of three vacant positions in Engineering, three vacant positions in Parks and Recreation, and one vacant position in Facilities. The 2014 non-general government budget increased by a net of 2.0 FTEs, including the addition of Utility Laborer and a Drinking Water Analyst to the Utility department to support increased maintenance requirements.

For 2015, as a result of the structural deficit reduction effort, the City is eliminating a net of 15.65 FTEs from the general government labor budget and a 0.50 FTE from the non-general government funds. As shown in the Staffing Changes table on the prior page, 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 Utility department in an effort to reduce outside consulting costs. 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 315 employees, or 27%, have each provided over 20 years of service to the citizens of Everett.



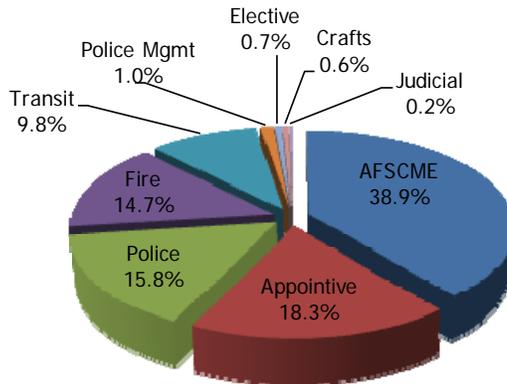
LABOR RELATIONS

The bargaining units listed in the table below represent the majority of City of Everett employees. The City also employs approximately 224 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 | 2012 | 2013 | 2014 | 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 | 2600 | Librarian I | 6.00 |
| 1222 | Assistant Buyer | 1.00 | 2610 | Librarian II | 3.00 |
| 1260 | Buyer | 4.00 | 2650 | Library Assistant | 1.60 |
| 1290 | Client Services Technician | 1.00 | 2670 | Library Associate Senior | 2.00 |
| 1380 | Network Application Specialist | 6.00 | 2740 | Library Technician | 10.00 |
| 1390 | PC Technician | 2.00 | 2750 | Library Technician Senior | 3.00 |
| 1410 | Network Systems Analyst | 5.00 | 2761 | Senior Library Page | 1.00 |
| 1430 | Warehouse worker | 1.00 | 2762 | Library PC Technician | 1.00 |
| 1510 | Animal Control Officer | 3.00 | 2820 | Municipal Court Judge #1 | 2.00 |
| 1525 | Veterinary Technician | 1.00 | 3000 | Arborist | 2.00 |
| 1530 | Animal Shelter Attendant | 4.00 | 3020 | Groundskeeper | 10.00 |
| 1540 | Assistant Planner | 1.00 | 3040 | Horticulturist | 1.00 |
| 1670 | Planner | 6.00 | 3050 | Landscaper | 1.00 |
| 1700 | Senior Center Coordinator | 1.00 | 3090 | Park Ranger II | 3.00 |
| 1800 | Council Member | 7.00 | 3095 | Park Ranger Supervisor | 1.00 |
| 1810 | Mayor | 1.00 | 3120 | Park/Golf Laborer | 3.00 |
| 1910 | Building Caretaker | 9.00 | 3160 | Recreation Activity Leader | 2.00 |
| 1950 | Custodian | 9.00 | 3190 | Recreation Supervisor | 6.00 |
| 1960 | Electrician | 3.00 | 3420 | Parking Enforcement Officer | 5.00 |
| 1980 | Facilities Maintenance Worker | 3.00 | 3430 | Police Captain | 4.00 |
| 2015 | Telecommunications Assistant | 1.00 | 3450 | Police Lieutenant | 9.00 |
| 2016 | Transportation Security Officer | 4.00 | 3460 | Police Officer | 147.00 |
| 2110 | Assistant Fire Marshall (>10) | 2.00 | 3470 | Police Officer Trainee | 11.00 |
| 2145 | Fire Apparatus/Equipment Mech | 1.00 | 3505 | Police Records Supervisor | 3.00 |
| 2150 | Fire Battalion Chief | 4.00 | 3510 | Police Sergeant | 26.00 |
| 2160 | Fire Captain | 32.00 | 3520 | Police Specialist | 1.00 |
| 2180 | Fire Inspector (+6yrs)-Non Sup | 4.00 | 3530 | Records Information Specialist | 11.00 |
| 2200 | Firefighter | 59.00 | 3531 | Police Property Room Specialist | 3.00 |
| 2210 | Firefighter/Driver | 32.00 | 3600 | Asst Inventory Control Tech | 4.00 |
| 2230 | Firefighter/Paramedic | 29.00 | 3610 | Cement Finisher | 4.00 |
| 2250 | Medical Services Officer | 2.00 | 3640 | Communication Technician | 2.00 |
| 2251 | Division Chief | 7.00 | 3690 | Equipment Mechanic | 11.00 |
| 2300 | Accounting Assistant | 9.00 | 3700 | Equipment Operator | 9.00 |
| 2310 | Accounting Technician | 6.00 | 3710 | Equipment Service worker | 3.00 |
| 2370 | Maintenance Mechanic | 6.00 | 3720 | Heavy Equipment Operator | 28.00 |
| 2390 | Office Assistant | 9.00 | 3730 | Industrial Waste Inspector | 4.00 |
| 2400 | Office Specialist | 9.00 | 3740 | Inventory Control Technician | 1.00 |
| 2410 | Office Supervisor | 1.00 | 3750 | Lead Utility Service worker | 1.00 |
| 2420 | Office Technician | 10.00 | 3809 | Public Info/Education Spec | 2.00 |
| 2425 | Public Service Aide | 2.00 | 3820 | Plant/Pump Maintenance Mechanic | 3.00 |
| 2450 | Supervisor I | 4.00 | 3860 | Transportation Maint Tech | 4.00 |
| 2460 | Supervisor II | 5.00 | 3878 | Utilities Maintenance Tech I | 9.00 |
| 2480 | Visual Information Specialist | 1.00 | 3879 | Utilities Maintenance Tech II | 6.00 |

STAFFING BUDGET BY OCCUPATION CODE – Continued

| Occupation Code | Description | FTE Count | Occupation Code | Description | FTE Count |
|-----------------|---------------------------------|-----------|-----------------|------------------------------------|-----------|
| 3880 | Utilities Maintenance Tech III | 5.00 | 6063 | Finance Manager/Treasurer | 1.00 |
| 3890 | Utility Mapping Supervisor | 1.00 | 6064 | IT Project Manager | 2.00 |
| 3900 | Utility Laborer | 35.00 | 6102 | Compliance Officer | 3.00 |
| 3920 | Utility Service worker | 3.00 | 6151 | Community Develop Specialist | 1.00 |
| 3940 | Water Pollution Control Op I | 3.00 | 6155 | Housing Improvement Inspector | 2.00 |
| 3950 | Water Pollution Control Op II | 3.00 | 6156 | Manager of Land Use Planning | 1.00 |
| 3960 | Water Pollution Control OP III | 3.00 | 6157 | Mgr/Long Range Planning Cmt Dv | 1.00 |
| 3980 | Water Quality Analyst | 7.00 | 6158 | Planning & Comty Development Dir | 1.00 |
| 3990 | Water Quality Control Operator | 3.00 | 6201 | Animal Control Manager | 1.00 |
| 4010 | Water Quality Technician | 2.00 | 6203 | Facilities & Property Mgmt Dir | 1.00 |
| 4020 | Water Service Technician | 9.00 | 6204 | Facilities Maintenance Supervisor | 1.00 |
| 4060 | Water Treatment Operator III | 8.00 | 6205 | Facilities Manager | 2.00 |
| 4080 | Welder | 1.00 | 6206 | Project Manager - Architect | 1.00 |
| 4150 | Building Inspector | 2.00 | 6207 | Real Property Manager | 1.00 |
| 4170 | Chief Inspector | 1.00 | 6251 | Assistant Fire Chief | 3.00 |
| 4210 | Construction Inspector | 9.00 | 6253 | Fire Chief | 1.00 |
| 4220 | Development Technician | 4.00 | 6254 | Fire Marshal | 1.00 |
| 4230 | Electrical Inspector | 2.00 | 6301 | Administrative Assistant | 18.75 |
| 4260 | Engineering Technician | 11.00 | 6302 | Administrative Coordinator | 9.00 |
| 4275 | GIS/Programmer Analyst | 2.00 | 6303 | Administrative Secretary | 5.00 |
| 4320 | Permit Development Counter Tech | 2.00 | 6304 | Associate Engineer NPE | 4.00 |
| 4340 | Plumbing Inspector | 2.00 | 6305 | Associate Engineer - PE | 9.00 |
| 4385 | Environmental Permit Coord. | 1.00 | 6306 | Financial Analyst | 6.00 |
| 4400 | Records System Specialist | 2.00 | 6307 | Principal Engineer | 2.00 |
| 4410 | Senior Traffic Signal Tech | 1.00 | 6308 | Project Coordinator | 10.00 |
| 4435 | Traffic Signal Technician | 2.00 | 6310 | Senior Engineer | 7.00 |
| 4440 | Traffic Technician | 1.00 | 6311 | Development Construction Super | 1.00 |
| 4441 | Traffic Operations Supervisor | 1.00 | 6353 | Assistant City Attorney III | 3.00 |
| 4500 | Bus Maintenance Person | 7.00 | 6354 | City Attorney | 1.00 |
| 4510 | Bus Operator | 69.00 | 6355 | Deputy City Attorney | 1.00 |
| 4530 | Paratransit Operator | 31.50 | 6356 | Legal Administrator | 1.00 |
| 4545 | Paratransit Schedule Tech | 5.00 | 6401 | Assistant Library Director/LibIV | 1.00 |
| 4550 | Transit Inspector | 7.00 | 6402 | Childrens/Outreach Svcs Manager | 1.00 |
| 6001 | Chief Administrative Assistant | 2.00 | 6403 | Library Branch Manager/Lib III | 1.00 |
| 6003 | Executive Assist-Mayor's Office | 1.00 | 6404 | Library Director | 1.00 |
| 6004 | Executive Director | 1.00 | 6406 | Library Specialist | 3.00 |
| 6012 | Executive Administrator | 1.00 | 6407 | Library Tech Svcs Mngr/Lib III | 1.00 |
| 6013 | Economic Development Director | 1.00 | 6451 | Asst Municipal Court Administrator | 1.00 |
| 6014 | Cultural Arts Manager | 1.00 | 6452 | Municipal Court Administrator | 1.00 |
| 6015 | Emergency Mngmt Coordinator | 1.00 | 6453 | Municipal Court Security Officer | 1.30 |
| 6053 | Budget Manager | 1.00 | 6454 | Probation Counselor | 2.00 |
| 6054 | City Clerk | 1.00 | 6455 | Detention Monitoring Assistant | 1.00 |
| 6055 | Information Technology Manager | 1.00 | 6502 | Assistant Park & Rec Director | 2.00 |
| 6056 | Deputy City Clerk | 1.00 | 6504 | Parks & Recreation Director | 1.00 |
| 6060 | Purchasing Manager | 1.00 | 6507 | Recreation Program Coordinator | 3.00 |
| 6062 | IT Director | 1.00 | 6510 | Parks Business Program Manager | 1.00 |

STAFFING BUDGET BY OCCUPATION CODE – Continued

| Occupation Code | Description | FTE Count | Occupation Code | Description | FTE Count |
|-------------------|---------------------------------|-----------|-----------------|-----------------------------------|----------------|
| 6511 | Golf & Park Program Manager | 1.00 | 6675 | Surface Water Manager | 1.00 |
| 6512 | Parks Planning & Cap Devp MGR | 1.00 | 6701 | Building Official | 1.00 |
| 6551 | Assistant Safety Official | 1.00 | 6702 | City Engineer | 1.00 |
| 6552 | City Safety Official | 1.00 | 6703 | City Traffic Engineer | 1.00 |
| 6553 | Employee Benefits Coordinator | 1.00 | 6706 | Permit Services Manager | 1.00 |
| 6554 | Human Resources Coordinator | 2.00 | 6708 | Engineering Services Manager | 1.00 |
| 6555 | Labor Rel & Human Resources Dir | 1.00 | 6750 | Veterinarian | 1.00 |
| 6556 | Human Resources Assistant | 0.63 | 6753 | Senior Center Manager | 1.00 |
| 6557 | Human Resources Analyst | 1.00 | 6755 | Shelter Operations Coordinator | 1.00 |
| 6558 | Human Resources Manager | 2.00 | 6803 | Transportation Services Mgr | 1.00 |
| 6559 | Workers Compensation Coord | 1.00 | 6804 | Operations Supervisor-Paratransit | 1.00 |
| 6560 | Labor & Employee Reltns Coord | 2.00 | 6807 | Transportation & Trnst Svc Dir | 1.00 |
| 6601 | Deputy Police Chief | 2.00 | 6808 | Transportation Program Manager | 3.00 |
| 6602 | Police Chief | 1.00 | 6810 | Vehicle Maintenance Manager | 1.00 |
| 6604 | Police Inspector | 1.00 | 6802 | Transit Operations Program Mgr | 1.00 |
| 6607 | Records Unit Manager | 1.00 | 4085 | PW Supervisor Streets | 3.00 |
| 6608 | Support Services Manager | 1.00 | 4082 | PW Supervisor Sewer/Drainage | 2.00 |
| 6609 | Police Property Room Manager | 1.00 | 2680 | Library Associate/Tech Svcs | 1.00 |
| 6610 | Police Crime Analyst | 2.00 | 2811 | Judicial Assistant - AFSCME | 10.00 |
| 6611 | Forensic Imaging Analyst | 1.00 | 4083 | PW Supervisor Water | 3.00 |
| 6612 | Code Compliance Supervisor | 1.00 | 6658 | Public Works Finance Manager | 1.00 |
| 6654 | Operations Superintendent | 1.00 | 4084 | PW Supervisor TSG | 1.00 |
| 6655 | Pre-Treatment Manager | 1.00 | 6806 | Operations Supervisor-Fixed Route | 1.00 |
| 6656 | Public Works Infor & Educ Mngr | 1.00 | 1550 | Associate Planner | 2.00 |
| 6657 | Senior Water Operator | 1.00 | 3025 | Golf and Grounds Equip Tech | 2.00 |
| 6660 | Utilities Records Manager | 1.00 | 3100 | Park Structural Maint Supervisor | 1.00 |
| 6662 | Maintenance Superintendent | 1.00 | 4070 | Treatment Plant O-I-T | 2.00 |
| 6663 | M & O Supervisor | 4.00 | 6812 | Transit Training/Safety Coord | 1.00 |
| 6664 | Construction Manager | 1.00 | 2760 | Library Technician Trainee | 0.60 |
| 6665 | Engineering Superintendent | 1.00 | 3035 | Golf Course Supervisor | 2.00 |
| 6667 | Public Works Director | 1.00 | 6671 | Water Quality Process Analyst | 3.00 |
| 6668 | Senior Environmental Specialist | 3.00 | 6051 | Accounting Manager | 1.00 |
| 6669 | Chief Water Operator | 1.00 | 6352 | Assistant City Attorney II | 5.00 |
| 6670 | Senior Wastewater Operator | 1.00 | 6009 | Communications Director | 1.00 |
| 6672 | Wastewater Plant Maint Sup | 1.00 | 3210 | Urban Forester | 1.00 |
| 6674 | Assistant Construction Manager | 2.00 | | | |
| TOTAL FTEs | | | | | 1167.38 |

SALARY ORDINANCE NO. 3419-14

AN ORDINANCE establishing the basic salary schedule for employees of the City of Everett for 2015, 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 | 10433 | - | 11733 | - | 13589 | | |
| Cultural Arts Manager | 6014 | 06-014 | 6813 | - | 7656 | - | 8861 | | |
| Economic Development Director | 6013 | 06-019 | 9504 | - | 10690 | - | 12381 | | |
| Executive Director | 6004 | 06-021 | 10168 | - | 11606 | - | 13243 | | |
| Executive Administrator | 6012 | 06-017 | 8633 | - | 9708 | - | 11243 | | |
| Executive Assistant - Mayor's Office | 6003 | 06-009 | 4876 | - | 5478 | - | 6338 | | |
| Government Affairs Director | 6005 | 06-015 | 7316 | - | 8222 | - | 9517 | | |
| Municipal Assistant* | 6008 | 06-102 | 3130 | - | 3520 | - | 4073 | | |
| Communications Director | 6009 | 06-014 | 6813 | - | 7656 | - | 8861 | | |
| Special Projects Manager | 6010 | 06-015 | 7316 | - | 8222 | - | 9517 | | |
| <u>B. BUDGET AND FINANCE</u> | | | | | | | | | |
| Accountant I | 1200 | 01-018 | 4920 | 5164 | 5421 | 5693 | 5982 | | |
| Accounting Manager | 6051 | 06-012 | 5930 | - | 6664 | - | 7711 | | |
| Accounting Supervisor | 6061 | 06-011 | 5545 | - | 6231 | - | 7212 | | |
| Budget Manager | 6053 | 06-012 | 5930 | - | 6664 | - | 7711 | | |
| City Clerk | 6054 | 06-012 | 5930 | - | 6664 | - | 7711 | | |
| Deputy City Clerk | 6056 | 06-009 | 4876 | - | 5478 | - | 6338 | | |
| Finance Manager/Treasurer | 6063 | 06-016 | 7871 | - | 8845 | - | 10236 | | |
| Pension Board Specialist | 1375 | 01-014 | 4042 | 4248 | 4465 | 4686 | 4920 | | |
| Purchasing Manager | 6060 | 06-012 | 5930 | - | 6664 | - | 7711 | | |
| Warehouseworker | 1430 | 01-010 | 3331 | 3497 | 3668 | 3851 | 4042 | | |
| <u>C. COMMUNITY DEVELOPMENT</u> | | | | | | | | | |
| Assistant Planner | 1540 | 01-016 | 4465 | 4686 | 4920 | 5164 | 5421 | | |
| Associate Planner | 1550 | 01-018 | 4920 | 5164 | 5421 | 5693 | 5982 | | |
| Community Development Specialist | 6151 | 06-010 | 5192 | - | 5838 | - | 6755 | | |
| Environmental Planner | 1590 | 01-020 | 5376 | 5644 | 5919 | 6211 | 6472 | | |
| Housing Finance Advisor | 6153 | 06-009 | 4876 | - | 5478 | - | 6338 | | |
| Housing Improvement Advisor | 6154 | 06-009 | 4876 | - | 5478 | - | 6338 | | |
| Housing Improvement Inspector | 6155 | 06-010 | 5192 | - | 5838 | - | 6755 | | |
| Manager of Land Use Planning | 6156 | 06-015 | 7316 | - | 8222 | - | 9517 | | |
| Mgr/Long Range Planning CmDv | 6157 | 06-015 | 7316 | - | 8222 | - | 9517 | | |
| Planner | 1670 | 01-020 | 5376 | 5644 | 5919 | 6211 | 6472 | | |
| Planning & Community Development Director | 6158 | 06-019 | 9504 | - | 10690 | - | 12381 | | |
| Planning Technician | 1680 | 01-012 | 3668 | 3851 | 4042 | 4248 | 4465 | | |
| Planning Technician II | 1685 | 01-016 | 4465 | 4686 | 4920 | 5164 | 5421 | | |

SALARY ORDINANCE NO. 3419-14

| 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 | 5930 | - | 6664 | - | 7711 | | |
| Animal Control Officer | 1510 | 01-014 | 4042 | 4248 | 4465 | 4686 | 4920 | | |
| Animal Shelter Attendant | 1530 | 01-006 | 2740 | 2872 | 3022 | 3170 | 3331 | | |
| Assistant Animal Services Manager | 6754 | 06-010 | 5192 | - | 5838 | - | 6755 | | |
| Assistant Senior Center Manager | 6751 | 06-009 | 4876 | - | 5478 | - | 6338 | | |
| Senior Center Coordinator | 1700 | 01-015 | 4248 | 4465 | 4686 | 4920 | 5164 | | |
| Senior Center Manager | 6753 | 06-011 | 5545 | - | 6231 | - | 7212 | | |
| Shelter Operations Coordinator | 6755 | 06-009 | 4876 | - | 5478 | - | 6338 | | |
| Veterinarian | 6750 | 06-011 | 5545 | - | 6231 | - | 7212 | | |
| Veterinary Clinic Coordinator | 6756 | 06-007 | 4314 | - | 4847 | - | 5610 | | |
| Veterinary Technician | 1525 | 01-008 | 3022 | 3170 | 3331 | 3497 | 3668 | | |
| <u>E. FACILITIES/PROPERTY MANAGEMENT</u> | | | | | | | | | |
| Architectural Drafter | 1900 | 01-016 | 4465 | 4686 | 4920 | 5164 | 5421 | | |
| Asst. Real Property Manager | 6202 | 06-011 | 5545 | - | 6231 | - | 7212 | | |
| Building Caretaker | 1910 | 01-011 | 3497 | 3668 | 3851 | 4042 | 4248 | | |
| Carpenter | 1920 | 01-015 | 4248 | 4465 | 4686 | 4920 | 5164 | | |
| Construction Energy Projects Tech | 1940 | 01-019 | 5164 | 5421 | 5693 | 5982 | 6279 | | |
| Custodian | 1950 | 01-008 | 3022 | 3170 | 3331 | 3497 | 3668 | | |
| Facilities & Property Mgmt Dir | 6203 | 06-019 | 9504 | - | 10690 | - | 12381 | | |
| Facilities Maintenance Supervisor | 6204 | 06-011 | 5545 | - | 6231 | - | 7212 | | |
| Facilities Manager | 6205 | 06-012 | 5930 | - | 6664 | - | 7711 | | |
| Painter | 2000 | 01-015 | 4248 | 4465 | 4686 | 4920 | 5164 | | |
| Project Manager - Architect | 6206 | 06-012 | 5930 | - | 6664 | - | 7711 | | |
| Real Estate/LID Technician | 4380 | 01-019 | 5164 | 5421 | 5693 | 5982 | 6279 | | |
| Real Property Manager | 6207 | 06-015 | 7316 | - | 8222 | - | 9517 | | |
| Transportation Center Security Officer | 2016 | 01-008 | 3022 | 3170 | 3331 | 3497 | 3668 | | |
| <u>F. FIRE</u> | | | | | | | | | |
| Assistant Fire Chief | 6251 | 06-018 | 8922 | - | 10033 | - | 11620 | | |
| Assistant Fire Marshal | 2110 | 04-023 | 8848 | - | - | - | - | | |
| Deputy Fire Chief | 6252 | 06-016 | 7871 | - | 8845 | - | 10236 | | |
| Emergency Mgt Public Educ Coord | 6015 | 06-010 | 5192 | - | 5838 | - | 6755 | | |
| Fire Apparatus/Equipment Mechanic | 2145 | 01-018 | 4920 | 5164 | 5421 | 5693 | 5982 | | |
| Fire Battalion Chief | 2150 | 04-023 | 8848 | - | - | - | - | | |
| Fire Captain ³ | 2160 | 04-021 | 7900 | - | - | - | - | | |
| Fire Chief | 6253 | 06-020 | 9896 | - | 11283 | - | 12891 | | |
| Fire Department Community Outreach Specialist | 6225 | 06-010 | 5192 | - | 5838 | - | 6755 | | |
| Fire Division Chief | 2251 | 04-024 | 9290 | - | - | - | - | | |
| Fire Inspector | 2180 | 04-021 | 7900 | - | - | - | - | | |
| Fire Marshal | 6254 | 06-018 | 8922 | - | 10033 | - | 11620 | | |
| Firefighter | 2200 | 04-017 | 4429 | 4901 | 5372 | 5845 | 6320 | | |
| Firefighter/Driver | 2210 | 04-018 | 6952 | - | - | - | - | | |
| Firefighter/EMTA | 2220 | 04-018 | 6952 | - | - | - | - | | |
| Firefighter/Paramedic ⁴ | 2230 | 04-020 | 7268 | - | - | - | - | | |
| Medical Services Officer | 2250 | 04-022 | 8090 | - | - | - | - | | |

SALARY ORDINANCE NO. 3419-14

| Classification Title | Occup. Code | Range No. | <u>MIN</u> Step A | Step B | Step C | Step D | Step E | Step F | <u>MAX</u> Step G |
|---|----------------|--------------|-------------------------|-----------|-----------|-----------|-----------|-----------|-------------------------|
| <u>G. INFORMATIONAL TECHNOLOGY</u> | | | | | | | | | |
| Application Support Specialist | 1382 | 01-018 | 4920 | 5164 | 5421 | 5693 | 5982 | | |
| Client Services Technician | 1290 | 01-014 | 4042 | 4248 | 4465 | 4686 | 4920 | | |
| Information Technology Manager | 6055 | 06-016 | 7871 | - | 8845 | - | 10236 | | |
| Information Technology Director | 6062 | 06-019 | 9504 | - | 10690 | - | 12381 | | |
| Information Technology Project Manager | 6064 | 06-012 | 5930 | - | 6664 | - | 7711 | | |
| Network Application Specialist | 1380 | 01-018 | 4920 | 5164 | 5421 | 5693 | 5982 | | |
| Network Services Program Manager | 6059 | 06-012 | 5930 | - | 6664 | - | 7711 | | |
| Network Support Specialist | 1381 | 01-018 | 4920 | 5164 | 5421 | 5693 | 5982 | | |
| Network Systems Analyst | 1410 | 01-021 | 5644 | 5919 | 6211 | 6472 | 6798 | | |
| PC Technician | 1390 | 01-016 | 4465 | 4686 | 4920 | 5164 | 5421 | | |
| Telecommunications Assistant | 2015 | 01-010 | 3331 | 3497 | 3668 | 3851 | 4042 | | |
| Telecommunications Manager | 6208 | 06-010 | 5192 | - | 5838 | - | 6755 | | |
| <u>H. INTERDEPARTMENTAL</u> | | | | | | | | | |
| Accounting Asst/Customer Svc Representative | 2300 | 01-011 | 3497 | 3668 | 3851 | 4042 | 4248 | | |
| Accounting Technician | 2310 | 01-012 | 3668 | 3851 | 4042 | 4248 | 4465 | | |
| Administrative Assistant* | 6301 | 06-107 | 4071 | - | 4573 | - | 5293 | | |
| Administrative Coordinator | 6302 | 06-008 | 4581 | - | 5148 | - | 5960 | | |
| Administrative Secretary* | 6303 | 06-104 | 3457 | - | 3885 | - | 4495 | | |
| Assistant Buyer | 1222 | 01-012 | 3668 | 3851 | 4042 | 4248 | 4465 | | |
| Associate Engineer - NPE | 6304 | 06-010 | 5192 | - | 5838 | - | 6755 | | |
| Associate Engineer - PE | 6305 | 06-012 | 5930 | - | 6664 | - | 7711 | | |
| Buyer | 1260 | 01-016 | 4465 | 4686 | 4920 | 5164 | 5421 | | |
| Data Entry Operator | 2365 | 01-001 | 2143 | 2254 | 2366 | 2486 | 2609 | | |
| Development Construction Supervisor | 6311 | 06-011 | 5545 | - | 6231 | - | 7212 | | |
| Electrician ⁵ | 1960 | 01-017 | 4686 | 4920 | 5164 | 5421 | 5693 | | |
| Engineering Technician | 4260 | 01-016 | 4465 | 4686 | 4920 | 5164 | 5421 | | |
| Engineering Technician Trainee | 4270 | 01-014 | 4042 | 4248 | 4465 | 4686 | 4920 | | |
| Facilities Maintenance Worker | 1980 | 01-012 | 3668 | 3851 | 4042 | 4248 | 4465 | | |
| Financial Analyst | 6306 | 06-009 | 4876 | - | 5478 | - | 6338 | | |
| General Laborer | 2367 | 01-002 | 2254 | 2366 | 2486 | 2609 | 2740 | | |
| GIS/Programmer Analyst | 4275 | 01-018 | 4920 | 5164 | 5421 | 5693 | 5982 | | |
| Mail Processing Clerk | 1370 | 01-008 | 3022 | 3170 | 3331 | 3497 | 3668 | | |
| Maintenance Mechanic | 2370 | 01-017 | 4686 | 4920 | 5164 | 5421 | 5693 | | |
| Office Assistant | 2390 | 01-008 | 3022 | 3170 | 3331 | 3497 | 3668 | | |
| Office Specialist | 2400 | 01-012 | 3668 | 3851 | 4042 | 4248 | 4465 | | |
| Office Supervisor ⁵ | 2410 | 01-015 | 4248 | 4465 | 4686 | 4920 | 5164 | | |
| Office Technician | 2420 | 01-010 | 3331 | 3497 | 3668 | 3851 | 4042 | | |
| Principal Engineer | 6307 | 06-015 | 7316 | - | 8222 | - | 9517 | | |
| Project Coordinator | 6308 | 06-010 | 5192 | - | 5838 | - | 6755 | | |
| Public Service Aide | 2425 | 01-002 | 2254 | 2366 | 2486 | 2609 | 2740 | | |
| Ranger II | 3090 | 01-014 | 4042 | 4248 | 4465 | 4686 | 4920 | | |
| Receptionist* | 6309 | 06-101 | 2772 | - | 3116 | - | 3606 | | |
| Senior Engineer | 6310 | 06-014 | 6813 | - | 7656 | - | 8861 | | |
| Small Tool & Equipment Repair Technician | 2445 | 01-015 | 4248 | 4465 | 4686 | 4920 | 5164 | | |
| Supervisor I | 2450 | 01-017 | 4686 | 4920 | 5164 | 5421 | 5693 | | |
| Supervisor II | 2460 | 01-020 | 5376 | 5644 | 5919 | 6211 | 6472 | | |
| Switchboard Operator | 2470 | 01-010 | 3331 | 3497 | 3668 | 3851 | 4042 | | |
| Transportation Maintenance Technician | 3860 | 01-015 | 4248 | 4465 | 4686 | 4920 | 5164 | | |
| Visual Information Specialist | 2480 | 01-014 | 4042 | 4248 | 4465 | 4686 | 4920 | | |

SALARY ORDINANCE NO. 3419-14

| Classification Title | Occup. Code | Range No. | <u>MIN</u> Step A | Step B | Step C | Step D | Step E | Step F | <u>MAX</u> Step G |
|--|----------------|--------------|-------------------------|-----------|-----------|-----------|-----------|-----------|-------------------------|
| <u>I. LABOR RELATIONS/HUMAN RESOURCES</u> | | | | | | | | | |
| Assistant Safety Official | 6551 | 06-010 | 5192 | - | 5838 | - | 6755 | | |
| City Safety Official | 6552 | 06-012 | 5930 | - | 6664 | - | 7711 | | |
| Employee Benefits Coordinator | 6553 | 06-009 | 4876 | - | 5478 | - | 6338 | | |
| Human Resources Analyst | 6557 | 06-009 | 4876 | - | 5478 | - | 6338 | | |
| Human Resources Assistant* | 6556 | 06-102 | 3130 | - | 3520 | - | 4073 | | |
| Human Resources Coordinator* | 6554 | 06-107 | 4071 | - | 4573 | - | 5293 | | |
| Human Resources Manager | 6558 | 06-015 | 7316 | - | 8222 | - | 9517 | | |
| Labor & Employee Relations Coordinator | 6560 | 06-011 | 5545 | - | 6231 | - | 7212 | | |
| Labor Relations & Human Resources Director | 6555 | 06-019 | 9504 | - | 10690 | - | 12381 | | |
| Workers Compensation Coordinator | 6559 | 06-010 | 5192 | - | 5838 | - | 6755 | | |
| <u>J. LEGAL</u> | | | | | | | | | |
| Assistant City Attorney I | 6351 | 06-009 | 4876 | - | 5478 | - | 6338 | | |
| Assistant City Attorney (PT) | 6358 | 06-102 | 3130 | - | 3520 | - | 4073 | | |
| Assistant City Attorney II | 6352 | 06-013 | 6352 | - | 7139 | - | 8260 | | |
| Assistant City Attorney III | 6353 | 06-015 | 7316 | - | 8222 | - | 9517 | | |
| City Attorney | 6354 | 06-021 | 10168 | - | 11606 | - | 13243 | | |
| Deputy City Attorney | 6355 | 06-017 | 8633 | - | 9708 | - | 11243 | | |
| Legal Administrator | 6356 | 06-012 | 5930 | - | 6664 | - | 7711 | | |
| Legal Intern* | 6357 | 06-102 | 3130 | - | 3520 | - | 4073 | | |
| <u>K. LIBRARY</u> | | | | | | | | | |
| Assistant Library Director/Librarian IV | 6401 | 06-013 | 6352 | - | 7139 | - | 8260 | | |
| Children's/Outreach Services Manager/Lib III | 6402 | 06-012 | 5930 | - | 6664 | - | 7711 | | |
| Librarian I | 2600 | 01-018 | 4920 | 5164 | 5421 | 5693 | 5982 | | |
| Librarian II | 2610 | 01-020 | 5376 | 5644 | 5919 | 6211 | 6472 | | |
| Library Assistant | 2650 | 01-008 | 3022 | 3170 | 3331 | 3497 | 3668 | | |
| Library Associate | 2660 | 01-012 | 3668 | 3851 | 4042 | 4248 | 4465 | | |
| Library Associate Sr | 2670 | 01-017 | 4686 | 4920 | 5164 | 5421 | 5693 | | |
| Library Associate/Mobile Services | 2690 | 01-014 | 4042 | 4248 | 4465 | 4686 | 4920 | | |
| Library Associate/Technical Services | 2680 | 01-014 | 4042 | 4248 | 4465 | 4686 | 4920 | | |
| Library Branch Manager/Librarian III | 6403 | 06-012 | 5930 | - | 6664 | - | 7711 | | |
| Library Client Services Technician | 2695 | 01-014 | 4042 | 4248 | 4465 | 4686 | 4920 | | |
| Library Computer System Coordinator | 2700 | 01-018 | 4920 | 5164 | 5421 | 5693 | 5982 | | |
| Library Director | 6404 | 06-019 | 9504 | - | 10690 | - | 12381 | | |
| Library Office Administrator* | 6405 | 06-107 | 4071 | - | 4573 | - | 5293 | | |
| Library Office Specialist | 2720 | 01-012 | 3668 | 3851 | 4042 | 4248 | 4465 | | |
| Library PC Technician | 2762 | 01-016 | 4465 | 4686 | 4920 | 5164 | 5421 | | |
| Library Specialist | 6406 | 06-010 | 5192 | - | 5838 | - | 6755 | | |
| Library Technical Services Manager/Librarian III | 6407 | 06-012 | 5930 | - | 6664 | - | 7711 | | |
| Library Technician | 2740 | 01-010 | 3331 | 3497 | 3668 | 3851 | 4042 | | |
| Library Technician Senior | 2750 | 01-011 | 3497 | 3668 | 3851 | 4042 | 4248 | | |
| Library Technician Trainee | 2760 | 01-008 | 3022 | 3170 | 3331 | 3497 | 3668 | | |
| Senior Library Page | 0516 | 01-008 | 3022 | 3170 | 3331 | 3497 | 3668 | | |

SALARY ORDINANCE NO. 3419-14

| Classification Title | Occup. Code | Range No. | <u>MIN</u> Step A | Step B | Step C | Step D | Step E | Step F | <u>MAX</u> Step G |
|--|----------------|--------------|-------------------------|-----------|-----------|-----------|-----------|-----------|-------------------------|
| <u>L. MUNICIPAL COURT</u> | | | | | | | | | |
| Assistant Municipal Court Administrator | 6451 | 06-009 | 4876 | - | 5478 | - | 6338 | | |
| Detention Monitoring Assistant* | 6455 | 06-107 | 4071 | - | 4573 | - | 5293 | | |
| Judicial Assistant | 2811 | 01-012 | 3668 | 3851 | 4042 | 4248 | 4465 | | |
| Municipal Court Administrator | 6452 | 06-014 | 6813 | - | 7656 | - | 8861 | | |
| Municipal Court Data Entry Operator | 2815 | 01-001 | 2143 | 2254 | 2366 | 2486 | 2609 | | |
| Municipal Court Office Assistant | 2391 | 01-008 | 3022 | 3170 | 3331 | 3497 | 3668 | | |
| Municipal Court Security Officer* | 6453 | 06-102 | 3130 | - | 3520 | - | 4073 | | |
| Probation Counselor | 6454 | 06-010 | 5192 | - | 5838 | - | 6755 | | |
| <u>M. PARKS AND RECREATION</u> | | | | | | | | | |
| Arborist | 3000 | 01-015 | 4248 | 4465 | 4686 | 4920 | 5164 | | |
| Assistant Parks & Recreation Director | 6502 | 06-016 | 7871 | - | 8845 | - | 10236 | | |
| Golf and Grounds Equipment Technician | 3025 | 01-015 | 4248 | 4465 | 4686 | 4920 | 5164 | | |
| Golf and Park Program Manager | 6511 | 06-012 | 5930 | - | 6664 | - | 7711 | | |
| Golf Course Supervisor | 3035 | 01-017 | 4686 | 4920 | 5164 | 5421 | 5693 | | |
| Groundskeeper | 3020 | 01-015 | 4248 | 4465 | 4686 | 4920 | 5164 | | |
| Horticulturist | 3040 | 01-017 | 4686 | 4920 | 5164 | 5421 | 5693 | | |
| Landscaper | 3050 | 01-015 | 4248 | 4465 | 4686 | 4920 | 5164 | | |
| Park Ranger I | 3080 | 01-012 | 3668 | 3851 | 4042 | 4248 | 4465 | | |
| Park Ranger Supervisor | 3095 | 01-017 | 4686 | 4920 | 5164 | 5421 | 5693 | | |
| Park Structural Maint Supervisor | 3100 | 01-020 | 5376 | 5644 | 5919 | 6211 | 6472 | | |
| Park/Golf Laborer | 3120 | 01-010 | 3331 | 3497 | 3668 | 3851 | 4042 | | |
| Parks Business Program Manager | 6510 | 06-012 | 5930 | - | 6664 | - | 7711 | | |
| Parks Planning and Capital Development Manager | 6512 | 06-013 | 6352 | - | 7139 | - | 8260 | | |
| Parks & Recreation Director | 6504 | 06-019 | 9504 | - | 10690 | - | 12381 | | |
| Recreation Leader | 3160 | 01-009 | 3170 | 3331 | 3497 | 3668 | 3851 | | |
| Recreation Program Coordinator | 6507 | 06-010 | 5192 | - | 5838 | - | 6755 | | |
| Recreation Supervisor ⁵ | 3190 | 01-015 | 4248 | 4465 | 4686 | 4920 | 5164 | | |
| Urban Forester | 3210 | 01-017 | 4686 | 4920 | 5164 | 5421 | 5693 | | |
| <u>N. POLICE</u> | | | | | | | | | |
| Code Compliance Supervisor | 6612 | 06-011 | 5545 | - | 6231 | - | 7212 | | |
| Code Enforcement Officer | 6102 | 06-009 | 4876 | - | 5478 | - | 6338 | | |
| Deputy Police Chief | 6601 | 06-018 | 8922 | - | 10033 | - | 11620 | | |
| Forensic Imaging Analyst | 6611 | 06-009 | 4876 | - | 5478 | - | 6338 | | |
| Parking Enforcement Officer ⁵ | 3420 | 01-009 | 3170 | 3331 | 3497 | 3668 | 3851 | | |
| Police Captain | 3430 | 03-014 | - | 10378 | - | - | - | | |
| Police Chief | 6602 | 06-020 | 9896 | - | 11283 | - | 12891 | | |
| Police Crime Analyst | 6610 | 06-009 | 4876 | - | 5478 | - | 6338 | | |
| Police Fleet & Inventory Coordinator* | 6603 | 06-107 | 4071 | - | 4573 | - | 5293 | | |
| Police Inspector | 6604 | 06-016 | 7871 | - | 8845 | - | 10236 | | |
| Police Lieutenant | 3450 | 03-013 | - | 9656 | - | - | - | | |
| Police Officer | 3460 | 03-021 | - | 5545 | 6636 | - | - | | |
| Police Officer (BLEA) | 3475 | 03-021 | 5064 | 5545 | 6636 | - | - | | |
| Police Officer Entry-Level | 3470 | 03-021 | 5064 | - | - | - | - | | |
| Police Planner/Analyst | 6605 | 08-009 | 4714 | - | 5297 | - | 6128 | | |
| Police Records Unit Shift Supervisor | 3505 | 01-015 | 4248 | 4465 | 4686 | 4920 | 5164 | | |
| Police Sergeant | 3510 | 03-012 | 8297 | - | - | - | - | | |
| Police Specialist ⁵ | 3520 | 01-012 | 3668 | 3851 | 4042 | 4248 | 4465 | | |
| Police Property Room Manager | 6609 | 06-011 | 5545 | - | 6231 | - | 7212 | | |
| Police Property Room Specialist | 3531 | 01-012 | 3668 | 3851 | 4042 | 4248 | 4465 | | |
| Records Information Specialist | 3530 | 01-012 | 3668 | 3851 | 4042 | 4248 | 4465 | | |
| Records Unit Manager | 6607 | 06-009 | 4876 | - | 5478 | - | 6338 | | |
| Support Services Manager | 6608 | 06-011 | 5545 | - | 6231 | - | 7212 | | |

SALARY ORDINANCE NO. 3419-14

| Classification Title | Occup. Code | Range No. | <u>MIN</u> | Step B | Step C | Step D | Step E | Step F | <u>MAX</u> |
|---|----------------|--------------|------------|-----------|-----------|-----------|-----------|-----------|------------|
| | | | Step A | | | | | | Step G |
| <u>O. PUBLIC WORKS/ENGINEERING/PUBLIC SERVICES</u> | | | | | | | | | |
| Building Inspector | 4150 | 05-021 | 5157 | 5455 | 5776 | 6117 | 6486 | | |
| Building Inspector ² | 4150 | 05-023 | 5408 | 5921 | 6445 | 6723 | 7014 | | |
| Building Official | 6701 | 06-016 | 7871 | - | 8845 | - | 10236 | | |
| Chief Inspector | 4170 | 05-022 | 5642 | 5977 | 6332 | 6713 | 7121 | | |
| Chief Inspector ² | 4170 | 05-024 | 5921 | 6445 | 7078 | 7388 | 7712 | | |
| City Engineer | 6702 | 06-016 | 7871 | - | 8845 | - | 10236 | | |
| City Traffic Engineer | 6703 | 06-015 | 7316 | - | 8222 | - | 9517 | | |
| Construction Inspector | 4210 | 01-019 | 5164 | 5421 | 5693 | 5982 | 6279 | | |
| Development Technician | 4220 | 01-019 | 5164 | 5421 | 5693 | 5982 | 6279 | | |
| Electrical Inspector | 4230 | 05-021 | 5157 | 5455 | 5776 | 6117 | 6486 | | |
| Electrical Inspector ² | 4230 | 05-023 | 5408 | 5921 | 6445 | 6723 | 7014 | | |
| Eng & Planning Program Manager | 6704 | 06-014 | 6813 | - | 7656 | - | 8861 | | |
| Engineering Services Manager | 6708 | 06-015 | 7316 | - | 8222 | - | 9517 | | |
| Paint Supervisor II | 3790 | 01-020 | 5376 | 5644 | 5919 | 6211 | 6472 | | |
| Permit/Development Counter Technician | 4320 | 01-014 | 4042 | 4248 | 4465 | 4686 | 4920 | | |
| Permit Services Manager | 6706 | 06-014 | 6813 | - | 7656 | - | 8861 | | |
| Plan Examiner | 4330 | 01-020 | 5376 | 5644 | 5919 | 6211 | 6472 | | |
| Plumbing/Mechanical Inspector | 4340 | 05-021 | 5157 | 5455 | 5776 | 6117 | 6486 | | |
| Plumbing/Mechanical Inspector ² | 4340 | 05-023 | 5408 | 5921 | 6445 | 6723 | 7014 | | |
| Senior Signal Technician | 4410 | 01-020 | 5376 | 5644 | 5919 | 6211 | 6472 | | |
| Street Light Maintenance Worker | 2010 | 01-013 | 3851 | 4042 | 4248 | 4465 | 4686 | | |
| Traffic Electronic Tech. Trainee | 4425 | 01-017 | 4686 | 4920 | 5164 | 5421 | 5693 | | |
| Traffic Electronic Technician | 4420 | 01-019 | 5164 | 5421 | 5693 | 5982 | 6279 | | |
| Traffic Operations Supervisor | 4441 | 01-021 | 5644 | 5919 | 6211 | 6472 | 6798 | | |
| Traffic Signal Electrician | 4430 | 01-019 | 5164 | 5421 | 5693 | 5982 | 6279 | | |
| Traffic Signal Technician | 4435 | 01-018 | 4920 | 5164 | 5421 | 5693 | 5982 | | |
| Traffic Technician | 4440 | 01-019 | 5164 | 5421 | 5693 | 5982 | 6279 | | |
| <u>P. PUBLIC WORKS/UTILITIES</u> | | | | | | | | | |
| Assistant Construction Manager | 6674 | 06-013 | 6352 | - | 7139 | - | 8260 | | |
| Assistant Inventory Control/Dispatch Technician | 3600 | 01-014 | 4042 | 4248 | 4465 | 4686 | 4920 | | |
| Cement Finisher | 3610 | 01-015 | 4248 | 4465 | 4686 | 4920 | 5164 | | |
| Chief Wastewater Treatment Plant Operator | 6651 | 06-014 | 6813 | - | 7656 | - | 8861 | | |
| Chief Water Treatment Plant Operator | 6669 | 06-014 | 6813 | - | 7656 | - | 8861 | | |
| Construction Manager | 6664 | 06-014 | 6813 | - | 7656 | - | 8861 | | |
| Engineering Superintendent | 6665 | 06-016 | 7871 | - | 8845 | - | 10236 | | |
| Environmental Permit Coordinator | 4385 | 01-020 | 5376 | 5644 | 5919 | 6211 | 6472 | | |
| Environmental Quality Manager | 6652 | 06-013 | 6352 | - | 7139 | - | 8260 | | |
| Equipment Operator | 3700 | 01-014 | 4042 | 4248 | 4465 | 4686 | 4920 | | |
| Heavy Equipment Operator | 3720 | 01-015 | 4248 | 4465 | 4686 | 4920 | 5164 | | |
| Industrial Waste Inspector | 3730 | 01-019 | 5164 | 5421 | 5693 | 5982 | 6279 | | |
| Inventory Control Technician | 3740 | 01-017 | 4686 | 4920 | 5164 | 5421 | 5693 | | |
| Lead Utility Serviceworker | 3750 | 01-017 | 4686 | 4920 | 5164 | 5421 | 5693 | | |
| Maintenance Superintendent | 6662 | 06-016 | 7871 | - | 8845 | - | 10236 | | |
| Maintenance/Operations Supervisor | 6663 | 06-013 | 6352 | - | 7139 | - | 8260 | | |
| Management Forester | 6653 | 06-013 | 6352 | - | 7139 | - | 8260 | | |
| Meter Reader | 4081 | 01-012 | 3668 | 3851 | 4042 | 4248 | 4465 | | |
| Operations Superintendent | 6654 | 06-016 | 7871 | - | 8845 | - | 10236 | | |
| Plant/Pump Maintenance Mechanic ¹ | 3820 | 01-016 | 4465 | 4686 | 4920 | 5164 | 5421 | | |
| Pre-Treatment Manager | 6655 | 06-012 | 5930 | - | 6664 | - | 7711 | | |
| Public Information/Education Specialist | 3809 | 01-016 | 4465 | 4686 | 4920 | 5164 | 5421 | | |

SALARY ORDINANCE NO. 3419-14

| Classification Title | Occup. Code | Range No. | <u>MIN</u> | | | Step D | Step E | Step F | <u>MAX</u> |
|--|----------------|--------------|------------|-----------|-----------|-----------|-----------|-----------|------------|
| | | | Step A | Step B | Step C | | | | Step G |
| Public Works Director | 6667 | 06-020 | 9896 | - | 11283 | - | 12891 | | |
| Public Works Finance Manager | 6658 | 06-014 | 6813 | - | 7656 | - | 8861 | | |
| Public Works Information & Education Manager | 6656 | 06-012 | 5930 | - | 6664 | - | 7711 | | |
| Public Works Supervisor - Sewer/Drainage/Utilities | 4082 | 01-019 | 5164 | 5421 | 5693 | 5982 | 6279 | | |
| Public Works Supervisor - Streets | 4085 | 01-019 | 5164 | 5421 | 5693 | 5982 | 6279 | | |
| Public Works Supervisor - TSG/Utilities | 4084 | 01-019 | 5164 | 5421 | 5693 | 5982 | 6279 | | |
| Public Works Supervisor - Water/Utilities | 4083 | 01-019 | 5164 | 5421 | 5693 | 5982 | 6279 | | |
| Records Systems Specialist | 4400 | 01-014 | 4042 | 4248 | 4465 | 4686 | 4920 | | |
| SCADA/Telemetry Technician | 3875 | 01-019 | 5164 | 5421 | 5693 | 5982 | 6279 | | |
| Senior Environmental Specialist | 6668 | 06-014 | 6813 | - | 7656 | - | 8861 | | |
| Senior Wastewater Operator | 6670 | 06-012 | 5930 | - | 6664 | - | 7711 | | |
| Senior Water Operator | 6657 | 06-012 | 5930 | - | 6664 | - | 7711 | | |
| Surface Water Manager | 6675 | 06-015 | 7316 | - | 8222 | - | 9517 | | |
| Treatment Plant Operator-in-Training | 4070 | 01-010 | 3331 | 3497 | 3668 | 3851 | 4042 | | |
| Utilities GIS Program Manager | 6659 | 06-011 | 5545 | - | 6231 | - | 7212 | | |
| Utilities Maintenance Technician I | 3878 | 01-018 | 4920 | 5164 | 5421 | 5693 | 5982 | | |
| Utilities Maintenance Technician II | 3879 | 01-019 | 5164 | 5421 | 5693 | 5982 | 6279 | | |
| Utilities Maintenance Technician III | 3880 | 01-020 | 5376 | 5644 | 5919 | 6211 | 6472 | | |
| Utilities Records Manager | 6660 | 06-010 | 5192 | - | 5838 | - | 6755 | | |
| Utilities Services Supervisor | 6661 | 06-010 | 5192 | - | 5838 | - | 6755 | | |
| Utility Laborer | 3900 | 01-010 | 3331 | 3497 | 3668 | 3851 | 4042 | | |
| Utility Mapping Supervisor | 3890 | 01-019 | 5164 | 5421 | 5693 | 5982 | 6279 | | |
| Utility Service Worker | 3920 | 01-015 | 4248 | 4465 | 4686 | 4920 | 5164 | | |
| Wastewater Plant Maintenance Supervisor | 6672 | 06-012 | 5930 | - | 6664 | - | 7711 | | |
| Water Pollution Control Operator I | 3940 | 01-015 | 4248 | 4465 | 4686 | 4920 | 5164 | | |
| Water Pollution Control Operator II | 3950 | 01-017 | 4686 | 4920 | 5164 | 5421 | 5693 | | |
| Water Pollution Control Operator III | 3960 | 01-019 | 5164 | 5421 | 5693 | 5982 | 6279 | | |
| Water Pollution Control Operator IV | 3965 | 01-020 | 5376 | 5644 | 5919 | 6211 | 6472 | | |
| Water Quality Analyst | 3980 | 01-019 | 5164 | 5421 | 5693 | 5982 | 6279 | | |
| Water Quality Control Operator | 3990 | 01-017 | 4686 | 4920 | 5164 | 5421 | 5693 | | |
| Water Quality Process Analyst | 6671 | 06-012 | 5930 | - | 6664 | - | 7711 | | |
| Water Quality Technician | 4010 | 01-016 | 4465 | 4686 | 4920 | 5164 | 5421 | | |
| Water Service Technician ¹ | 4020 | 01-016 | 4465 | 4686 | 4920 | 5164 | 5421 | | |
| Water Station Operator | 4030 | 01-015 | 4248 | 4465 | 4686 | 4920 | 5164 | | |
| Water Treatment Operator I | 4040 | 01-015 | 4248 | 4465 | 4686 | 4920 | 5164 | | |
| Water Treatment Operator II | 4050 | 01-017 | 4686 | 4920 | 5164 | 5421 | 5693 | | |
| Water Treatment Operator III | 4060 | 01-019 | 5164 | 5421 | 5693 | 5982 | 6279 | | |
| Water Treatment Operator IV | 4065 | 01-020 | 5376 | 5644 | 5919 | 6211 | 6472 | | |
| Welder | 4080 | 01-018 | 4920 | 5164 | 5421 | 5693 | 5982 | | |

SALARY ORDINANCE NO. 3419-14

| 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 | 19.70 | 20.62 | 21.58 | 22.57 | 23.62 | | | |
| Bus Operator | 4510 | 02-110 | 21.90 | 22.83 | 23.78 | 24.77 | 25.80 | 26.87 | 28.00 | |
| Bus Operator ⁶ | 4510 | 02-010 | - | - | - | - | 28.00 | | | |
| Bus Operator Trainee | 4520 | 02-011 | 18.85 | - | - | - | - | | | |
| Communications Technician | 3640 | 01-019 | 5164 | 5421 | 5693 | 5982 | 6279 | | | |
| Equipment Mechanic ⁵ | 3690 | 01-017 | 4686 | 4920 | 5164 | 5421 | 5693 | | | |
| Equipment Serviceworker | 3710 | 01-014 | 4042 | 4248 | 4465 | 4686 | 4920 | | | |
| Maint & Operations Supervisor - Transportation | 6801 | 06-010 | 5192 | - | 5838 | - | 6755 | | | |
| Operations Supervisor - Fixed Route | 6806 | 06-010 | 5192 | - | 5838 | - | 6755 | | | |
| Operations Supervisor - Para Transit | 6804 | 06-010 | 5192 | - | 5838 | - | 6755 | | | |
| Paratransit Operator | 4530 | 02-113 | 16.18 | 17.92 | 19.83 | 21.76 | 24.19 | | | |
| Paratransit Operator ⁶ | 4530 | 02-013 | - | - | - | - | 28.00 | | | |
| Paratransit Operator Trainee | 4540 | 02-009 | 14.51 | - | - | - | - | | | |
| Paratransit Schedule Technician | 4545 | 01-010 | 3331 | 3497 | 3668 | 3851 | 4042 | | | |
| Transit Inspector | 4550 | 02-012 | 32.20 | - | - | - | - | | | |
| Transit Operations Program Manager | 6802 | 06-011 | 5545 | - | 6231 | - | 7212 | | | |
| Transit Training/Safety Coordinator | 6812 | 06-010 | 5192 | - | 5838 | - | 6755 | | | |
| Transportation & Transit Services Director | 6807 | 06-019 | 9504 | - | 10690 | - | 12381 | | | |
| Transportation Program Manager | 6808 | 06-011 | 5545 | - | 6231 | - | 7212 | | | |
| Transportation Services Manager | 6803 | 06-015 | 7316 | - | 8222 | - | 9517 | | | |
| Vehicle Maintenance Manager | 6810 | 06-015 | 7316 | - | 8222 | - | 9517 | | | |

SALARY ORDINANCE NO. 3419-14

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. 3419-14

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, 2014.

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 Inspectors hired prior to 1/1/09 in the inspector classification
- 3 Fire Captain - 3% added to base salary while assigned as Station Captain
- 4 Firefighter/Paramedic classification - 3% added to base salary while assigned as Lead Paramedic
- 5 Employees represented by AFSCME Local 113 who were hired prior to 8/1/96 in the following classifications shall continue to be compensated at the range listed below:

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

- 6 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: 12/17/2014

Date Valid: 12/22/2014

Date Published: 12/26/2014