
FINANCIAL & PERSONNEL SUMMARIES

TABLE OF CONTENTS

	PAGE
2021 Operating Budget – Summary by Fund	3 - 1
General Government Four-Year Comparison	3 - 3
Staffing Budget by Department	3 - 5
Salary Ordinance	3 - 7

2021 OPERATING BUDGET SUMMARY BY FUND

	2021			2021		
	Beginning Fund Balance	2021 Revenues	2021 Total Resources	2021 Expenses	Ending Fund Balance	2021 Total Appropriation
GENERAL GOVERNMENT						
002 General Fund Revenues	\$ 33,266,230	\$ 113,961,590	\$ 147,227,820	\$ -	\$ -	\$ -
001 City Council	-	-	-	603,891	-	603,891
003 Legal	-	-	-	4,375,968	-	4,375,968
004 Administration	-	-	-	1,055,379	-	1,055,379
005 Municipal Court	-	-	-	2,278,277	-	2,278,277
007 Human Resources	-	-	-	1,732,339	-	1,732,339
009 Gen Gov't Non-Dept.	-	-	-	23,532,380	30,116,242	53,648,622
010 Finance	-	-	-	2,874,152	-	2,874,152
015 Information Technology	-	-	-	2,787,940	-	2,787,940
018 Communications/Marketing	-	-	-	405,458	-	405,458
021 Community, Planning, & Economic Development	-	-	-	2,802,008	-	2,802,008
024 Engineering/Public Services	-	-	-	7,242,021	-	7,242,021
026 Animal Services	-	-	-	1,771,021	-	1,771,021
031 Police	-	-	-	39,588,933	-	39,588,933
032 Fire	-	-	-	22,173,759	-	22,173,759
038 Facilities/Property Mgmt.	-	-	-	3,888,052	-	3,888,052
Total General Fund	\$ 33,266,230	\$ 113,961,590	\$ 147,227,820	\$ 117,111,578	\$ 30,116,242	\$ 147,227,820
101 Parks & Recreation	200,000	6,398,581	6,598,581	6,598,581	-	6,598,581
110 Library	100,000	4,479,726	4,579,726	4,579,726	-	4,579,726
112 Municipal Arts	50,000	425,125	475,125	475,125	-	475,125
114 Conference Center	-	2,739,882	2,739,882	2,739,882	-	2,739,882
119 Street Improvements	-	2,865,188	2,865,188	2,865,188	-	2,865,188
120 Streets	300,000	2,367,561	2,667,561	2,667,561	-	2,667,561
TOTAL GENERAL GOVERNMENT	\$ 33,916,230	\$ 133,237,653	\$ 167,153,883	\$ 137,037,641	\$ 30,116,242	\$ 167,153,883

Note: The 2021 Beginning Fund Balance is an estimate and therefore is unaudited as of the printing of this document.

2021 OPERATING BUDGET SUMMARY BY FUND - CONTINUED

	2021			2021 Expenses	2021 Ending Fund Balance	2021 Total Approp- riation
	Beginning Fund Balance	2021 Revenues	2021 Total Resources			
126 Motor Vehicle/Equip. Repl.	\$ 3,479,923	\$ 1,592,918	\$ 5,072,841	\$ 1,824,600	\$ 3,248,241	\$ 5,072,841
138 Hotel Motel Tax Fund	536,690	402,652	939,342	250,000	689,342	939,342
145 Real Property Acquisition	2,001,615	690,700	2,692,315	156,750	2,535,565	2,692,315
146 Property Management	816,040	2,218,748	3,034,788	2,116,298	918,490	3,034,788
148 Cumulative Reserve /Parks	1,956,079	771,051	2,727,130	598,750	2,128,380	2,727,130
149 Senior Center Reserve	518,380	7,000	525,380	3,900	521,480	525,380
151 Fund for Animals	462,929	184,245	647,174	173,860	473,314	647,174
152 Cumulative Reserve /Library	451,174	80,200	531,374	83,630	447,744	531,374
153 Emergency Medical Services	10,388,100	15,315,295	25,703,395	14,912,506	10,790,889	25,703,395
154 Real Estate Excise Tax Fund	5,180,384	2,240,757	7,421,141	468,792	6,952,349	7,421,141
155 Gen Gov Special Projects	826,534	11,500	838,034	200,500	637,534	838,034
156 Criminal Justice Fund	10,314,895	3,043,058	13,357,953	4,210,908	9,147,045	13,357,953
157 Traffic Mitigation	5,742,549	411,340	6,153,889	2,390,000	3,763,889	6,153,889
159 Transp. Benefit District	1,790,875	10,000	1,800,875	-	1,800,875	1,800,875
160 Rainy Day Fund	4,508,945	-	4,508,945	-	4,508,945	4,508,945
162 Capital Reserve	22,939,787	6,267,280	29,207,067	(1,459,510)	30,666,577	29,207,067
197 CHIP Loan Program	14,135,366	2,341,976	16,477,342	2,321,007	14,156,335	16,477,342
198 Comm Develop. Block Grants	806,139	1,042,432	1,848,571	1,033,442	815,129	1,848,571
TOTAL SPECIAL REVENUE	\$ 86,856,404	\$ 36,631,152	\$ 123,487,556	\$ 29,285,433	\$ 94,202,123	\$ 123,487,556
210 Bond Redemption Fund	-	4,065,490	4,065,490	4,065,490	-	4,065,490
243 LID Guaranty Fund	762	16,200	16,962	16,000	962	16,962
299 LID Redemption	14,458	2,000	16,458	16,000	458	16,458
TOTAL DEBT SERVICE	\$ 15,220	\$ 4,083,690	\$ 4,098,910	\$ 4,097,490	\$ 1,420	\$ 4,098,910
401 Water/Sewer Utility	42,987,825	153,775,102	196,762,927	153,775,102	42,987,825	196,762,927
402 Solid Waste Utility	3,385,782	2,425,000	5,810,782	2,425,000	3,385,782	5,810,782
425 Transit	11,607,087	27,738,650	39,345,737	27,981,131	11,364,606	39,345,737
430 Everpark Garage	1,829,986	344,000	2,173,986	861,272	1,312,714	2,173,986
440 Golf	1,825,295	4,515,440	6,340,735	4,515,440	1,825,295	6,340,735
450 Sno River Reg Water Auth.	-	18,000	18,000	18,000	-	18,000
TOTAL ENTERPRISE FUNDS	\$ 61,635,975	\$ 188,816,192	\$ 250,452,167	\$ 189,575,945	\$ 60,876,222	\$ 250,452,167
501 Motor Vehicle Division	\$ 1,497,022	\$ 6,784,768	\$ 8,281,790	\$ 8,093,395	\$ 188,395	\$ 8,281,790
503 Self-Insurance Fund	10,670,874	8,284,828	18,955,702	9,207,057	9,748,645	18,955,702
505 Computer Reserve Fund	1,865,424	2,890,818	4,756,242	2,938,973	1,817,269	4,756,242
507 Telecommunications Fund	640,488	1,124,761	1,765,249	1,467,957	297,292	1,765,249
508 Health Benefits Reserve	10,593,098	15,974,161	26,567,259	19,835,184	6,732,075	26,567,259
TOTAL INTERNAL SERVICE	\$ 25,266,906	\$ 35,059,336	\$ 60,326,242	\$ 41,542,566	\$ 18,783,676	\$ 60,326,242
637 Police Pension Fund	17,347,025	305,000	17,652,025	1,803,000	15,849,025	17,652,025
638 Fire Pension Fund	28,199,694	505,000	28,704,694	2,569,000	26,135,694	28,704,694
TOTAL TRUST FUNDS	\$ 45,546,719	\$ 810,000	\$ 46,356,719	\$ 4,372,000	\$ 41,984,719	\$ 46,356,719
TOTAL CITY BUDGET	\$ 253,237,454	\$ 398,638,023	\$ 651,875,477	\$ 405,911,075	\$ 245,964,402	\$ 651,875,477

Note: The 2021 Beginning Fund Balance is an estimate and therefore is unaudited as of the printing of this document.

**GENERAL GOVERNMENT
FOUR-YEAR COMPARISON
RESOURCES AND EXPENDITURES BY FUNCTION**

	2018 Actual Results	2019 Actual Results	2020 Adopted Budget	2020 Amended Budget	2021 Proposed Budget
RESOURCES					
Beginning Fund Balance	\$ 32,585,017	\$ 38,592,108	\$ 36,218,425	\$ 38,609,544	\$ 33,916,230
Revenue					
Property Tax	36,756,667	37,658,988	38,198,865	38,198,865	38,953,606
Sales Tax	28,634,235	29,611,481	29,667,883	29,667,883	27,430,000
B&O Tax	21,445,948	21,232,514	21,068,702	21,068,702	18,569,494
Utility Tax	14,260,550	14,099,617	14,680,525	14,680,525	13,812,613
Other Taxes	7,874,880	8,812,295	8,573,516	8,573,516	8,279,178
Licenses & Franchise Fees	2,008,052	2,081,935	2,001,030	2,001,030	1,902,434
Construction Permits	2,200,251	2,178,184	1,989,495	1,989,495	2,058,505
Grants	456,060	318,645	65,000	311,231	108,000
State Revenues	4,390,053	4,213,934	5,597,552	5,597,552	5,540,069
Interfund Service Charges	3,977,411	4,278,418	4,245,599	4,245,599	4,653,308
Chgs. for Goods & Services	4,152,676	6,403,307	4,605,833	4,617,833	3,567,694
Fines & Forfeits	1,477,876	1,346,026	1,461,000	1,461,000	1,084,700
Misc Revenues	7,768,527	7,620,381	8,566,569	7,728,986	7,278,051
Annual Revenues	\$ 135,403,186	\$ 139,855,725	\$ 140,721,569	\$ 140,142,217	\$ 133,237,653
Annual Revenue Growth Rate		3.29%	0.62%	0.20%	-5.32%
Total Resources	\$ 167,988,203	\$ 178,447,833	\$ 176,939,994	\$ 178,751,761	\$ 167,153,883

GENERAL GOVERNMENT FOUR-YEAR COMPARISON EXPENDITURES BY DEPARTMENT

Department	2018 Actual Results	2019 Actual Results	2020 Adopted Budget	2020 Amended Budget	2021 Proposed Budget
City Council	\$ 567,254	\$ 567,489	\$ 681,535	\$ 631,535	\$ 603,891
Legal	4,245,976	4,575,625	4,609,424	4,661,913	4,375,968
Administration	1,857,072	1,499,181	1,562,764	1,519,788	1,055,379
Municipal Court	2,052,895	2,151,016	2,260,270	2,238,800	2,278,277
Human Resources	1,767,287	1,670,204	1,622,007	1,622,007	1,732,339
Gen Gov't Non-Dept.	20,939,180	27,675,054	30,081,073	27,868,835	23,532,380
Finance	2,197,977	2,593,674	2,860,708	2,868,328	2,874,152
Information Technology	2,480,340	2,592,279	2,705,673	2,751,472	2,787,940
Communications/Marketing	348,276	488,651	650,284	535,590	405,458
Community, Planning & Economic Development	2,420,230	2,555,614	2,855,300	2,910,909	2,802,008
Neighborhoods	188,952	-	-	-	-
Engineering/Public Services	6,564,704	6,565,749	6,862,086	6,808,806	7,242,021
Animal Services	1,445,920	1,538,399	1,716,417	1,736,993	1,771,021
Senior Center	558,002	619,142	646,035	392,390	-
Police	34,107,296	35,968,743	38,772,672	38,469,975	39,588,933
Fire	23,298,682	23,161,326	22,019,481	22,301,424	22,173,759
Facilities/Property Mgmt.	2,903,979	3,323,163	3,382,667	3,710,333	3,888,052
Parks & Recreation	8,937,692	8,297,112	9,754,361	8,072,218	6,598,581
Library	5,021,847	4,668,457	5,471,477	4,647,180	4,579,726
Municipal Arts	930,327	862,825	732,876	868,502	475,125
Conference Center	965,591	1,147,530	2,338,092	2,338,092	2,739,882
Special Projects	149,515	115,000	-	-	-
Street Improvements	3,746,702	1,752,908	3,882,607	4,803,463	2,865,188
Streets	2,959,446	2,946,660	3,272,186	3,076,979	2,667,561
Total Gen Govt Expenditures	\$ 130,655,142	\$ 137,335,801	\$ 148,739,995	\$ 144,835,532	\$ 137,037,641

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

Fund	Department	2019 Original Budgeted Positions	2020 Original Budgeted Positions	Total 2020 Mid-Year Changes	2020 Revised Positions	2021 Proposed Changes	2021 Proposed Budget
1	Council	8.00	8.00	-	8.00		8.00
3	Legal - Civil	7.30	6.30	(1.20)	5.10		5.10
33	Legal - Prosecutor	11.25	11.50	(0.60)	10.90		10.90
33	Legal - Prosecutor - Seasonal	0.67	0.67	-	0.67		0.67
4	Administration	7.00	6.75	(2.55)	4.20		4.20
5	Municipal Court	14.85	13.85	0.50	14.35		14.35
55	Probation	3.45	3.45	-	3.45		3.45
7	Human Resources	13.13	10.50	-	10.50		10.50
10	Finance	22.00	22.00	-	22.00		22.00
10	Finance - Seasonal	0.41	0.41	(0.41)	-		-
15	Information Technology	21.00	20.00	-	20.00		20.00
18	Communications & Marketing	4.00	4.60	(1.85)	2.75	0.15	2.90
21	Community, Planning, & Economic Development (CPED)						
	Community Development	2.95	2.45	(1.00)	1.45	3.05	4.50
	Planning	13.20	12.70	(1.70)	11.00		11.00
	Economic Development	2.00	2.00	-	2.00	(0.10)	1.90
	Total CPED	18.15	17.15	(2.70)	14.45	2.95	17.40
24	Engineering	43.05	43.10	(0.85)	42.25	5.00	47.25
24	Engineering - Seasonal	3.17	3.17	(1.00)	2.17	0.68	2.85
26	Animal Shelter	14.00	15.00	-	15.00		15.00
26	Animal Shelter - Seasonal	3.08	3.10	-	3.10		3.10
27	Senior Center	4.00	4.00	(4.00)	-		-
27	Senior Center - Seasonal	1.00	1.00	(1.00)	-		-
31	Police						
	Uniform Mgmt	15.00	15.00	(1.00)	14.00		14.00
	Uniform Staff	191.00	191.00	1.00	192.00		192.00
	Civilian	44.00	44.00	(1.00)	43.00	(7.00)	36.00
	Total Police	250.00	250.00	(1.00)	249.00	(7.00)	242.00
32	Fire						
	Uniform Mgmt	7.50	7.20	(0.60)	6.60		6.60
	Uniform staff	117.00	116.00	(4.00)	112.00	(1.00)	111.00
	Civilian	10.00	7.50	(0.20)	7.30		7.30
	Total Fire	134.50	130.70	(4.80)	125.90	(1.00)	124.90
38	Facilities	25.35	25.40	3.60	29.00		29.00
101	Parks	48.50	48.10	(14.60)	33.50	6.95	40.45
101	Parks - Seasonal	46.26	45.38	(29.10)	16.28	(6.75)	9.53
110	Library	35.65	37.65	(10.00)	27.65	4.80	32.45
110	Library - Seasonal	12.08	13.87	(11.96)	1.91	1.69	3.60
112	Municipal Arts Fund	1.75	1.75	(1.00)	0.75	0.30	1.05
112	Municipal Arts Fund - Seasonal	0.25	0.25	(0.25)	-		-
120	Streets	28.45	27.45	(4.90)	22.55		22.55
Total Gen Govt. Regular FTEs		715.38	707.25	(45.95)	661.30	12.15	673.45
Total Gen Govt. Seasonal FTEs		66.92	67.85	(43.72)	24.13	(4.38)	19.75
TOTAL GENERAL GOVERNMENT FTEs		782.30	775.10	(89.67)	685.43	7.77	693.20

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

Fund	Department	2019 Original Budgeted Positions	2020 Original Budgeted Positions	Total 2020 Mid-Year Changes	2020 Revised Positions	2021 Proposed Changes	2021 Proposed Budget
153	EMS						
	Uniform Mgmt	1.50	1.80	0.60	2.40		2.40
	Uniform staff	48.00	50.00	14.00	64.00		64.00
	Civilian	1.00	3.50	0.20	3.70		3.70
	Total EMS	50.50	55.30	14.80	70.10	-	70.10
197	Community Housing Improvement Program (CHIP)	2.50	2.50	-	2.50	0.05	2.55
198	Community Development Block Grant (CDBG)	1.30	1.55	0.12	1.67	0.15	1.82
401	Public Works-Utility	227.40	226.60	1.65	228.25		228.25
401	Public Works-Utility - Seasonal	10.75	10.75	-	10.75	(0.67)	10.08
402	Solid Waste Utility	0.60	0.60	-	0.60		0.60
402	Solid Waste Utility - Seasonal	0.50	0.50	-	0.50		0.50
425	Transit	155.55	155.80	(6.32)	149.48	(18.50)	130.98
425	Transit - Seasonal	0.48	0.24	-	0.24	(0.24)	-
440	Golf	8.50	8.55	(0.05)	8.50		8.50
440	Golf - Seasonal	8.00	8.00	-	8.00		8.00
501	Motor Vehicles Operations	23.10	22.05	-	22.05		22.05
501	MVD - Seasonal	0.50	0.50	-	0.50		0.50
507	Telecomm	4.00	4.00	(1.00)	3.00		3.00
507	Telecomm - Seasonal	0.50	0.50	-	0.50		0.50
Total Non-Gen Govt. Regular FTEs		473.45	476.95	9.20	486.15	(18.30)	467.85
Total Non-Gen Govt. Seasonal FTEs		20.73	20.49	-	20.49	(0.91)	19.58
TOTAL NON-GENERAL GOVERNMENT FTEs		494.18	497.44	9.20	506.64	(19.21)	487.43

Total Citywide Regular FTEs	1,188.83	1,184.20	(36.75)	1,147.45	(6.15)	1,141.30
Total Citywide Seasonal FTEs	87.65	88.34	(43.72)	44.62	(5.29)	39.33
TOTAL CITYWIDE FTEs	1,276.48	1,272.54	(80.47)	1,192.07	(11.44)	1,180.63

Details of the 2020 mid-year changes and 2021 requested changes can be found in the individual department sections.

SALARY ORDINANCE NO. 3715-19

AN ORDINANCE establishing the basic salary schedule for employees of the City of Everett for 2020, repealing Ordinance No. 3644-18.

THE CITY OF EVERETT DOES ORDAIN:

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

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

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

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

SALARY ORDINANCE NO. 3715-19

Classification Title	Occup. Code	Range No.	MIN Step A	Step B	Step C	Step D	Step E	Step F	MAX Step G
<u>D. COMMUNITY PLANNING AND ECONOMIC DEVELOPMENT</u>									
Assistant Planner	1540	01-016	5113	5366	5633	5913	6206		
Associate Planner	1550	01-018	5633	5913	6206	6519	6850		
Community Development Director	6150	06-017	10143	-	11407	-	13211		
Community Development Specialist	6151	06-010	6100	-	6859	-	7936		
Economic Development Director	6013	06-017	10143	-	11407	-	13211		
Environmental Planner	1590	01-020	6155	6463	6777	7111	7411		
Housing & Community Development Program Manager	6152	06-012	6967	-	7831	-	9059		
Housing Improvement Inspector	6155	06-010	6100	-	6859	-	7936		
Land Use Planning Manager	6156	06-015	8596	-	9660	-	11181		
Long Range Planning Manager	6157	06-015	8596	-	9660	-	11181		
Neighborhoods & Community Engagement Coordinator	6002	06-012	6967	-	7831	-	9059		
Planner	1670	01-020	6155	6463	6777	7111	7411		
Planning Director	6158	06-019	11167	-	12560	-	14548		
<u>E. FACILITIES/PROPERTY MANAGEMENT</u>									
Asst. Real Property Manager	6202	06-011	6516	-	7320	-	8474		
Building Caretaker	1910	01-011	4004	4199	4410	4628	4864		
Custodian ⁴	1950	01-008	3459	3629	3814	4004	4199		
Facilities Maintenance Supervisor	6204	06-011	6516	-	7320	-	8474		
Facilities Manager	6205	06-015	8596	-	9660	-	11181		
Facilities Planning & Capital Development Manager	6210	06-013	7464	-	8388	-	9704		
Project Manager - Architect	6206	06-012	6967	-	7831	-	9059		
Real Property Manager	6207	06-015	8596	-	9660	-	11181		
<u>F. FIRE</u>									
Assistant Fire Chief	6250	06-019	11167	-	12560	-	14548		
Assistant Fire Chief/Fire Marshal	6254	06-019	11167	-	12560	-	14548		
Assistant Fire Marshal	2110	04-023	10090	-	-	-	-		
Deputy Fire Chief	6252	06-016	9248	-	10393	-	12027		
Emergency Management Public Education Coordinator	6015	06-010	6100	-	6859	-	7936		
Fire and Emergency Medical Services Analyst	6255	06-009	5728	-	6437	-	7447		
Fire Apparatus/Equipment Mechanic	2145	01-018	5633	5913	6206	6519	6850		
Fire Battalion Chief	2150	04-023	10090	-	-	-	-		
Fire Captain ²	2160	04-021	9009	-	-	-	-		
Fire Chief	6253	06-020	11628	-	13258	-	15146		
Fire Division Chief	2251	04-024	10594	-	-	-	-		
Fire Inspector	2180	04-021	9009	-	-	-	-		
Firefighter	2200	04-017	5050	5588	6125	6663	7207		
Firefighter	2200	04-117	5044	5765	6485	7207			
Firefighter/Driver	2210	04-018	7928	-	-	-	-		
Firefighter/EMTA	2220	04-018	7928	-	-	-	-		
Firefighter/Paramedic ³	2230	04-020	8288	-	-	-	-		
Medical Services Officer	2250	04-022	9225	-	-	-	-		

SALARY ORDINANCE NO. 3715-19

Classification Title	Occup. Code	Range No.	<u>MIN</u> Step A	Step B	Step C	Step D	Step E	Step F	<u>MAX</u> Step G
<u>G. HUMAN RESOURCES</u>									
Assistant Safety Official	6551	06-010	6100	-	6859	-	7936		
City Safety Official	6552	06-012	6967	-	7831	-	9059		
Employee Benefits Coordinator	6553	06-009	5728	-	6437	-	7447		
Human Resources Analyst	6557	06-009	5728	-	6437	-	7447		
Human Resources Assistant*	6556	06-102	3678	-	4136	-	4785		
Human Resources Coordinator	6554	06-008	5381	-	6049	-	7002		
Human Resources Director	6555	06-019	11167	-	12560	-	14548		
Human Resources Manager	6558	06-015	8596	-	9660	-	11181		
Labor & Employee Relations Coordinator	6560	06-011	6516	-	7320	-	8474		
Labor Relations Program Manager	6561	06-012	6967	-	7831	-	9059		
Workers Compensation Coordinator	6559	06-010	6100	-	6859	-	7936		
<u>H. INFORMATIONAL TECHNOLOGY</u>									
Application Support Specialist	1382	01-018	5633	5913	6206	6519	6850		
Client Services Technician	1290	01-014	4628	4864	5113	5366	5633		
Information Technology Director	6062	06-019	11167	-	12560	-	14548		
Information Technology Manager	6055	06-016	9248	-	10393	-	12027		
Information Technology Project Manager	6064	06-012	6967	-	7831	-	9059		
Network Application Specialist	1380	01-018	5633	5913	6206	6519	6850		
Network Support Specialist	1381	01-018	5633	5913	6206	6519	6850		
Network Systems Analyst	1410	01-021	6463	6777	7111	7411	7783		
PC Technician	1390	01-016	5113	5366	5633	5913	6206		
Telecommunications Assistant	2015	01-010	3814	4004	4199	4410	4628		
Telecommunications Manager	6208	06-010	6100	-	6859	-	7936		
<u>I. INTERDEPARTMENTAL</u>									
Accounting Asst/Customer Svc Representative	2300	01-011	4004	4199	4410	4628	4864		
Accounting Technician	2310	01-012	4199	4410	4628	4864	5113		
Administrative Assistant*	6301	06-107	4783	-	5373	-	6219		
Administrative Coordinator	6302	06-008	5381	-	6049	-	7002		
Administrative Secretary*	6303	06-104	4063	-	4565	-	5282		
Assistant Buyer	1222	01-012	4199	4410	4628	4864	5113		
Associate Engineer - NPE	6304	06-010	6100	-	6859	-	7936		
Associate Engineer - PE	6305	06-012	6967	-	7831	-	9059		
Buyer	1260	01-016	5113	5366	5633	5913	6206		
Capital Projects Coordinator	6313	06-011	6516	-	7320	-	8474		
Community Support Specialist/Social Worker	6312	06-010	6100	-	6859	-	7936		
Development Construction Supervisor	6311	06-011	6516	-	7320	-	8474		
Electrician ⁴	1960	01-017	5366	5633	5913	6206	6519		
Engineering Technician	4260	01-016	5113	5366	5633	5913	6206		
Engineering Technician Trainee	4270	01-014	4628	4864	5113	5366	5633		
Facilities Maintenance Worker	1980	01-012	4199	4410	4628	4864	5113		
Financial Analyst	6306	06-009	5728	-	6437	-	7447		
GIS/Programmer Analyst	4275	01-018	5633	5913	6206	6519	6850		
Maintenance Mechanic	2370	01-017	5366	5633	5913	6206	6519		
Office Assistant	2390	01-008	3459	3629	3814	4004	4199		
Office Specialist	2400	01-012	4199	4410	4628	4864	5113		
Office Technician	2420	01-010	3814	4004	4199	4410	4628		
Principal Engineer	6307	06-015	8596	-	9660	-	11181		
Project Coordinator	6308	06-010	6100	-	6859	-	7936		
Public Service Aide	2425	01-002	2580	2709	2847	2987	3137		
Ranger II	3090	01-014	4628	4864	5113	5366	5633		
Receptionist*	6309	06-101	3257	-	3661	-	4237		
Senior Engineer	6310	06-014	8006	-	8996	-	10411		
Senior Financial Analyst	6314	06-011	6516	-	7320	-	8474		
Small Tool & Equipment Repair Technician	2445	01-015	4864	5113	5366	5633	5913		
Supervisor I	2450	01-017	5366	5633	5913	6206	6519		
Supervisor II	2460	01-020	6155	6463	6777	7111	7411		
Transportation Maintenance Technician	3860	01-015	4864	5113	5366	5633	5913		

SALARY ORDINANCE NO. 3715-19

Classification Title	Occup. Code	Range No.	<u>MIN</u> Step A	Step B	Step C	Step D	Step E	Step F	<u>MAX</u> Step G
J. LEGAL									
Assistant City Attorney (PT)	6358	06-102	3678	-	4136	-	4785		
Assistant City Attorney I	6351	06-009	5728	-	6437	-	7447		
Assistant City Attorney II	6352	06-013	7464	-	8388	-	9704		
Assistant City Attorney III	6353	06-015	8596	-	9660	-	11181		
Assistant City Attorney/Safe Streets Manager	6016	06-016	9248	-	10393	-	12027		
City Attorney	6354	06-021	11948	-	13636	-	15561		
Deputy City Attorney	6355	06-017	10143	-	11407	-	13211		
Lead Prosecuting Attorney	6359	06-016	9248	-	10393	-	12027		
Legal Administrator	6356	06-012	6967	-	7831	-	9059		
Legal Intern*	6357	06-102	3678	-	4136	-	4785		
K. LIBRARY									
Assistant Library Director/Librarian IV	6401	06-013	7464	-	8388	-	9704		
Youth Services Manager/Lib III	6402	06-012	6967	-	7831	-	9059		
Librarian I	2600	01-018	5633	5913	6206	6519	6850		
Librarian II	2610	01-020	6155	6463	6777	7111	7411		
Library Assistant	2650	01-008	3459	3629	3814	4004	4199		
Library Associate	2660	01-012	4199	4410	4628	4864	5113		
Library Associate Sr	2670	01-017	5366	5633	5913	6206	6519		
Library Associate/Technical Services	2680	01-014	4628	4864	5113	5366	5633		
Library Branch Manager/Librarian III	6403	06-012	6967	-	7831	-	9059		
Library Director	6404	06-019	11167	-	12560	-	14548		
Library Office Specialist	2720	01-012	4199	4410	4628	4864	5113		
Library PC Technician	2762	01-016	5113	5366	5633	5913	6206		
Library Specialist	6406	06-010	6100	-	6859	-	7936		
Library Technical Services Manager/Librarian III	6407	06-012	6967	-	7831	-	9059		
Library Technician	2740	01-010	3814	4004	4199	4410	4628		
Library Technician Senior	2750	01-011	4004	4199	4410	4628	4864		
Senior Library Page	0516	01-008	3459	3629	3814	4004	4199		
L. MUNICIPAL COURT									
Assistant Municipal Court Administrator	6451	06-009	5728	-	6437	-	7447		
Detention Monitoring Assistant*	6455	06-107	4783	-	5373	-	6219		
Judicial Assistant	2811	01-012	4199	4410	4628	4864	5113		
Municipal Court Administrator	6452	06-014	8006	-	8996	-	10411		
Municipal Court Security Officer*	6453	06-102	3678	-	4136	-	4785		
Probation Counselor	6454	06-010	6100	-	6859	-	7936		

SALARY ORDINANCE NO. 3715-19

Classification Title	Occup. Code	Range No.	<u>MIN</u>					<u>MAX</u>	
			Step A	Step B	Step C	Step D	Step E	Step F	Step G
<u>M. PARKS AND COMMUNITY SERVICES</u>									
Animal Care and Customer Service Assistant	1535	01-008	3459	3629	3814	4004	4199		
Animal Control Officer	1510	01-014	4628	4864	5113	5366	5633		
Animal Services Manager	6201	06-012	6967	-	7831	-	9059		
Animal Services Veterinarian	6750	06-011	6516	-	7320	-	8474		
Animal Shelter Attendant	1530	01-007	3288	3459	3629	3814	4004		
Arborist	3000	01-015	4864	5113	5366	5633	5913		
Assistant Animal Services Manager	6754	06-010	6100	-	6859	-	7936		
Assistant Parks & Recreation Director	6502	06-016	9248	-	10393	-	12027		
Cultural Arts Manager	6014	06-014	8006	-	8996	-	10411		
Fundraising Coordinator	6757	06-010	6100	-	6859	-	7936		
Golf and Grounds Equipment Technician	3025	01-015	4864	5113	5366	5633	5913		
Golf and Park Program Manager	6511	06-012	6967	-	7831	-	9059		
Golf Course Supervisor	3035	01-017	5366	5633	5913	6206	6519		
Groundskeeper/Park Maintenance Technician II	3020	01-015	4864	5113	5366	5633	5913		
Horticulturist	3040	01-017	5366	5633	5913	6206	6519		
Landscaper	3050	01-015	4864	5113	5366	5633	5913		
Park Ranger I	3080	01-012	4199	4410	4628	4864	5113		
Park Ranger and Animal Control Supervisor	3095	01-019	5913	6206	6519	6850	7189		
Park Structural Maint Supervisor	3100	01-020	6155	6463	6777	7111	7411		
Park/Golf Laborer	3120	01-010	3814	4004	4199	4410	4628		
Parks & Recreation Director	6504	06-019	11167	-	12560	-	14548		
Parks and Recreation Program Coordinator	6507	06-010	6100	-	6859	-	7936		
Parks Business Program Manager	6510	06-012	6967	-	7831	-	9059		
Parks Maintenance Technician	3026	01-012	4199	4410	4628	4864	5113		
Parks Planning and Capital Development Manager	6512	06-013	7464	-	8388	-	9704		
Recreation Leader	3160	01-009	3629	3814	4004	4199	4410		
Recreation Supervisor ⁴	3190	01-015	4864	5113	5366	5633	5913		
Senior Center Coordinator	1700	01-015	4864	5113	5366	5633	5913		
Senior Center Manager	6753	06-011	6516	-	7320	-	8474		
Shelter Operations Coordinator	6755	06-009	5728	-	6437	-	7447		
Urban Forester	3210	01-017	5366	5633	5913	6206	6519		
Veterinary Clinic Coordinator	6756	06-007	5069	-	5695	-	6590		
Veterinary Technician	1525	01-009	3629	3814	4004	4199	4410		
<u>N. POLICE</u>									
Code Compliance Supervisor	6612	06-011	6516	-	7320	-	8474		
Code Enforcement Officer	6102	06-009	5728	-	6437	-	7447		
Deputy Police Chief	6601	06-019	11167	-	12560	-	14548		
Forensic Imaging Analyst	6611	06-009	5728	-	6437	-	7447		
Parking Enforcement Officer ⁴	3420	01-009	3629	3814	4004	4199	4410		
Police Captain	3430	03-014	-	12879	-	-	-		
Police Chief	6602	06-020	11628	-	13258	-	15146		
Police Crime Analyst	6610	06-009	5728	-	6437	-	7447		
Police Inspector	6604	06-017	10143	-	11407	-	13211		
Police Lieutenant	3450	03-013	-	11984	-	-	-		
Police Officer	3460	03-021	-	6556	7846	-	-		
Police Officer (BLEA)	3475	03-021	6016	6556	7846	-	-		
Police Officer Entry-Level	3470	03-021	6016	-	-	-	-		
Police Property Room Manager	6609	06-011	6516	-	7320	-	8474		
Police Property Room Specialist	3531	01-012	4199	4410	4628	4864	5113		
Police Records Unit Shift Supervisor	3505	01-015	4864	5113	5366	5633	5913		
Police Sergeant	3510	03-012	9860	-	-	-	-		
Police Specialist ⁴	3520	01-012	4199	4410	4628	4864	5113		
Records Information Specialist	3530	01-012	4199	4410	4628	4864	5113		
Records Unit Manager	6607	06-011	6516	-	7320	-	8474		
Support Services Manager	6608	06-011	6516	-	7320	-	8474		

SALARY ORDINANCE NO. 3715-19

Classification Title	Occup. Code	Range No.	<u>MIN</u>					<u>MAX</u>	
			Step A	Step B	Step C	Step D	Step E	Step F	Step G
<u>O. PUBLIC WORKS/ENGINEERING/PUBLIC SERVICES</u>									
Building Inspector	4150	05-023	6315	6864	7425	7722	8033		
Building Official	6701	06-016	9248	-	10393	-	12027		
Chief Inspector	4170	05-024	6864	7425	8102	8434	8780		
City Engineer	6702	06-016	9248	-	10393	-	12027		
City Traffic Engineer	6703	06-015	8596	-	9660	-	11181		
Computer Aided Design (CAD) Manager	6709	06-011	6516	-	7320	-	8474		
Construction Inspector	4210	01-019	5913	6206	6519	6850	7189		
Development Technician	4220	01-019	5913	6206	6519	6850	7189		
Electrical Inspector	4230	05-023	6315	6864	7425	7722	8033		
Engineering Services Manager	6708	06-015	8596	-	9660	-	11181		
Permit Services Manager	6706	06-014	8006	-	8996	-	10411		
Permit/Development Counter Technician	4320	01-014	4628	4864	5113	5366	5633		
Plumbing/Mechanical Inspector	4340	05-023	6315	6864	7425	7722	8033		
Senior Signal Technician	4410	01-020	6155	6463	6777	7111	7411		
Traffic Electronic Tech. Trainee	4425	01-017	5366	5633	5913	6206	6519		
Traffic Electronic Technician	4420	01-019	5913	6206	6519	6850	7189		
Traffic Operations Supervisor	4441	01-021	6463	6777	7111	7411	7783		
Traffic Signal Electrician	4430	01-019	5913	6206	6519	6850	7189		
Traffic Signal Technician	4435	01-018	5633	5913	6206	6519	6850		
Traffic Technician	4440	01-019	5913	6206	6519	6850	7189		

SALARY ORDINANCE NO. 3715-19

Classification Title	Occup. Code	Range No.	<u>MIN</u>					<u>MAX</u>		
			Step A	Step B	Step C	Step D	Step E	Step F	Step G	
P. PUBLIC WORKS/UTILITIES										
Assistant Construction Manager	6674	06-013	7464	-	8388	-	9704			
Assistant Inventory Control/Dispatch Technician	3600	01-014	4628	4864	5113	5366	5633			
Cement Finisher	3610	01-015	4864	5113	5366	5633	5913			
Construction Manager	6664	06-014	8006	-	8996	-	10411			
Engineering Superintendent	6665	06-016	9248	-	10393	-	12027			
Environmental Permit Coordinator	4385	01-020	6155	6463	6777	7111	7411			
Equipment Operator	3700	01-014	4628	4864	5113	5366	5633			
Heavy Equipment Operator	3720	01-015	4864	5113	5366	5633	5913			
Industrial Waste Inspector	3730	01-019	5913	6206	6519	6850	7189			
Inventory Control Technician	3740	01-017	5366	5633	5913	6206	6519			
Lead Utility Serviceworker	3750	01-017	5366	5633	5913	6206	6519			
Maintenance Superintendent	6662	06-016	9248	-	10393	-	12027			
Maintenance/Operations Supervisor	6663	06-013	7464	-	8388	-	9704			
Operations Superintendent	6654	06-016	9248	-	10393	-	12027			
Plant/Pump Maintenance Mechanic ¹	3820	01-016	5113	5366	5633	5913	6206			
Pre-Treatment Manager	6655	06-012	6967	-	7831	-	9059			
Public Information/Education Specialist	3809	01-016	5113	5366	5633	5913	6206			
Public Works Director	6667	06-020	11628	-	13258	-	15146			
Public Works Finance Manager	6658	06-014	8006	-	8996	-	10411			
Public Works Information & Education Officer	6656	06-012	6967	-	7831	-	9059			
Public Works Project Manager	6677	06-012	6967	-	7831	-	9059			
Public Works Supervisor - Sewer/Drainage/Utilities	4082	01-019	5913	6206	6519	6850	7189			
Public Works Supervisor - Streets	4085	01-019	5913	6206	6519	6850	7189			
Public Works Supervisor - TSG/Utilities	4084	01-019	5913	6206	6519	6850	7189			
Public Works Supervisor - Water/Utilities	4083	01-019	5913	6206	6519	6850	7189			
Records Systems Specialist	4400	01-014	4628	4864	5113	5366	5633			
SCADA/Telemetry Technician	3875	01-019	5913	6206	6519	6850	7189			
Senior Environmental Specialist	6668	06-014	8006	-	8996	-	10411			
Senior Wastewater Operator	6670	06-012	6967	-	7831	-	9059			
Senior Water Operator	6657	06-012	6967	-	7831	-	9059			
Surface Water Manager	6675	06-015	8596	-	9660	-	11181			
Treatment Plant Operator-in-Training	4070	01-010	3814	4004	4199	4410	4628			
Utilities Electrician & Electrical Safe Worker Program Admin.	3885	01-021	6463	6777	7111	7411	7783			
Utilities GIS Program Manager	6659	06-011	6516	-	7320	-	8474			
Utilities Maintenance Technician I	3878	01-018	5633	5913	6206	6519	6850			
Utilities Maintenance Technician II	3879	01-019	5913	6206	6519	6850	7189			
Utilities Maintenance Technician III	3880	01-020	6155	6463	6777	7111	7411			
Utilities Records Manager	6660	06-010	6100	-	6859	-	7936			
Utility Laborer	3900	01-010	3814	4004	4199	4410	4628			
Utility Mapping Supervisor	3890	01-019	5913	6206	6519	6850	7189			
Utility Service Worker	3920	01-015	4864	5113	5366	5633	5913			
Utility Services Supervisor	6661	06-012	6967	-	7831	-	9059			
Wastewater Plant Maintenance Supervisor	6672	06-012	6967	-	7831	-	9059			
Wastewater Plant Manager	6651	06-015	8596	-	9660	-	11181			
Water Filtration Plant Maintenance Supervisor	6676	06-012	6967	-	7831	-	9059			
Water Plant Manager	6669	06-015	8596	-	9660	-	11181			
Water Pollution Control Operator I	3940	01-015	4864	5113	5366	5633	5913			
Water Pollution Control Operator II	3950	01-017	5366	5633	5913	6206	6519			
Water Pollution Control Operator III	3960	01-019	5913	6206	6519	6850	7189			
Water Pollution Control Operator IV	3965	01-020	6155	6463	6777	7111	7411			
Water Quality Analyst	3980	01-019	5913	6206	6519	6850	7189			
Water Quality Control Operator	3990	01-017	5366	5633	5913	6206	6519			
Water Quality Process Analyst	6671	06-012	6967	-	7831	-	9059			
Water Quality Technician	4010	01-016	5113	5366	5633	5913	6206			
Water Service Technician ¹	4020	01-016	5113	5366	5633	5913	6206			
Water Treatment Plant Operator I	4040	01-015	4864	5113	5366	5633	5913			
Water Treatment Plant Operator II	4050	01-017	5366	5633	5913	6206	6519			
Water Treatment Plant Operator III	4060	01-019	5913	6206	6519	6850	7189			
Water Treatment Plant Operator IV	4065	01-020	6155	6463	6777	7111	7411			
Welder	4080	01-018	5633	5913	6206	6519	6850			

SALARY ORDINANCE NO. 3715-19

Classification Title	Occup. Code	Range No.	<u>MIN</u>					<u>MAX</u>	
			Step A	Step B	Step C	Step D	Step E	Step F	Step G
Q. TRANSIT									
Bus Maintenance Person	4500	02-014	23.62	24.70	25.82	26.98	28.22		
Bus Operator	4510	02-110	25.70	26.79	27.89	29.07	30.28	31.52	32.86
Bus Operator Trainee	4520	02-011	22.12	-	-	-	-		
Bus Operator ⁵	4510	02-010	-	-	-	-	32.86		
Communications Technician	3640	01-019	5913	6206	6519	6850	7189		
Director of Everett Transit	6807	06-019	11167	-	12560	-	14548		
Equipment Mechanic ⁴	3690	01-017	5366	5633	5913	6206	6519		
Equipment Serviceworker	3710	01-014	4628	4864	5113	5366	5633		
Fleet Program Manager	6813	06-011	6516	-	7320	-	8474		
Fleet Warranty Specialist	4749	01-012	4199	4410	4628	4864	5113		
Paratransit Operator	4530	02-113	19.50	21.53	23.79	26.04	28.87		
Paratransit Operator Trainee	4540	02-009	17.53	-	-	-	-		
Paratransit Operator ⁵	4530	02-013	-	-	-	-	32.86		
Paratransit Schedule Technician	4545	01-010	3814	4004	4199	4410	4628		
Transit Inspector	4550	02-012	37.79	38.77	-	-	-		
Transit Operations Manager	6805	06-015	8596	-	9660	-	11181		
Transit Training/Safety Coordinator	6812	06-010	6100	-	6859	-	7936		
Transportation Center Security Officer	2016	01-008	3459	3629	3814	4004	4199		
Transportation Operations Supervisor	6804	06-010	6100	-	6859	-	7936		
Transportation Program Manager	6808	06-011	6516	-	7320	-	8474		
Transportation Services Customer Service Technician	4590	01-010	3814	4004	4199	4410	4628		
Transportation Systems Manager	6809	06-013	7464	-	8388	-	9704		
Vehicle Electronics Technician	3695	01-019	5913	6206	6519	6850	7189		
Vehicle Maintenance Manager	6810	06-015	8596	-	9660	-	11181		
Vehicle Parts Storekeeper	4547	01-011	4004	4199	4410	4628	4864		

SALARY ORDINANCE NO. 3715-19

- 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.

SALARY ORDINANCE NO. 3715-19

- Section 14: The addition of new classification(s) within salary ranges may be made by Council resolution during the life of this ordinance.
- Section 15: Any and all ordinances in conflict herewith of the City of Everett and all amendments thereto be and the same, are hereby repealed.
- Section 16: The effective date of this ordinance shall be January 1, 2020.


Footnotes:

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


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

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

*Non-exempt in accordance with Fair Labor Standards Act



Cassie Franklin, Mayor



Sharon Fuller, City Clerk

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