

Project title: CITY OF EVERETT 2022 SALARY ORDINANCE

Council Bill #
CB 2111-57

Agenda dates requested:
Dec. 1, 8 and 15, 2021

Briefing 12/1/21
Proposed action 12/8/21
Consent
Action 12/15/21
Ordinance
Public hearing
Yes No

Budget amendment:
Yes No

PowerPoint presentation:
Yes No

Attachments:
Ordinance

Department(s) involved:
Human Resources

Contact person:
Kandy Bartlett, HR Director

Phone number:
425-257-8767

Email:
kbartlett@everettwa.gov

Initialed by:
KB
Department head

Administration

Council President

Consideration:

Project: Ordinance establishing 2022 salary schedule for City employees

Partner/Supplier:

Preceding action:

Fund: All Funds

Fiscal summary statement:

The salary schedule contained in this Ordinance for union employees is set by the City's collective bargaining agreements. Negotiations for IAFF (Fire) and ATU (Transit) are still on-going; therefore, the wages in the Ordinance reflect 2021 wages. The salary schedule for non-represented employees includes a 3.5% wage adjustment and is included in the 2022 proposed budget.

Project summary statement:

Adopt an Ordinance establishing the basic salary schedule for employees of the City of Everett for 2022, repealing Ordinance 3786-20.

Recommendation (exact action requested of Council):

Adopt an ordinance establishing the basic salary schedule for City of Everett employees for 2022.



ORDINANCE NO. _____

AN ORDINANCE establishing the basic salary schedule for employees of the City of Everett for 2022, repealing Ordinance 3786-20.

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.	MIN Step A	Step B	Step C	Step D	Step E	Step F	MAX Step G
<u>A. ADMINISTRATION</u>									
Chief Administrative Assistant	6001	06-022	12940	-	14553	-	16855		
Executive Administrator	6012	06-017	10708	-	12042	-	13947		
Executive Assistant - City Council	6017	06-009	6048	-	6796	-	7862		
Executive Assistant - Mayor's Office	6003	06-009	6048	-	6796	-	7862		
Executive Director	6004	06-021	12614	-	14396	-	16428		
Executive Project Coordinator	6006	06-011	6879	-	7727	-	8946		
Government Affairs Director	6005	06-015	9075	-	10198	-	11804		
Municipal Assistant*	6008	06-102	3883	-	4367	-	5052		
Special Projects Manager	6010	06-015	9075	-	10198	-	11804		
<u>B. BUDGET AND FINANCE</u>									
Accountant I	1200	01-018	6126	6430	6749	7089	7449		
Accounting Manager	6051	06-015	9075	-	10198	-	11804		
Assistant Accounting Manager	6049	06-012	7355	-	8268	-	9563		
Budget Manager	6053	06-015	9075	-	10198	-	11804		
City Clerk	6054	06-015	9075	-	10198	-	11804		
Deputy City Clerk/Public Records Officer	6056	06-012	7355	-	8268	-	9563		
Finance Director/Treasurer	6057	06-019	11789	-	13259	-	15358		
Purchasing Manager	6060	06-014	8452	-	9497	-	10991		
Tax & License Compliance Auditor	6050	06-011	6879	-	7727	-	8946		
Warehouseworker	1430	01-010	4148	4355	4567	4796	5033		
<u>C. COMMUNICATIONS AND MARKETING</u>									
Communications Director	6009	06-017	10708	-	12042	-	13947		
Communications & Marketing Manager	6024	06-014	8452	-	9497	-	10991		
Communications Specialist	6020	06-009	6048	-	6796	-	7862		
Marketing and Design Specialist	6021	06-009	6048	-	6796	-	7862		
Multimedia Communications Coordinator	6022	06-010	6440	-	7241	-	8378		
Senior Communications Officer	6019	06-012	7355	-	8268	-	9563		
Visual Information Specialist	2480	01-014	5033	5290	5560	5836	6126		
<u>D. COMMUNITY, PLANNING, AND ECONOMIC DEVELOPMENT</u>									
Assistant Planner	1540	01-016	5560	5836	6126	6430	6749		
Associate Planner	1550	01-018	6126	6430	6749	7089	7449		
Community Development Director	6150	06-017	10708	-	12042	-	13947		
Community Development Manager	6152	06-012	7355	-	8268	-	9563		
Community Development Specialist	6151	06-010	6440	-	7241	-	8378		
Community Outreach Specialist	6145	06-008	5681	-	6386	-	7392		
Community Support Specialist/Social Worker	6312	06-010	6440	-	7241	-	8378		
Community Support Supervisor/Social Worker	6159	06-011	6879	-	7727	-	8946		
Economic Development & Placemaking Program Manager	6165	06-012	7355	-	8268	-	9563		
Economic Development Director	6013	06-017	10708	-	12042	-	13947		

Classification Title	Occup. Code	Range No.	MIN Step A	Step B	Step C	Step D	Step E	Step F	MAX Step G
Environmental Planner	1590	01-020	6694	7029	7370	7734	8060		
Homeless Response Coordinator	6148	06-010	6440	-	7241	-	8378		
Housing Improvement Inspector	6155	06-010	6440	-	7241	-	8378		
Land Use Planning Manager	6156	06-015	9075	-	10198	-	11804		
Long Range Planning Manager	6157	06-015	9075	-	10198	-	11804		
Neighborhoods & Community Engagement Coordinator	6002	06-012	7355	-	8268	-	9563		
Planner	1670	01-020	6694	7029	7370	7734	8060		
Planning Director	6158	06-019	11789	-	13259	-	15358		
<u>E. FACILITIES/PROPERTY MANAGEMENT</u>									
Asst. Real Property Manager	6202	06-011	6879	-	7727	-	8946		
Building Caretaker	1910	01-011	4355	4567	4796	5033	5290		
Custodial Supervisor	1945	01-017	5836	6126	6430	6749	7089		
Custodian ⁴	1950	01-008	3761	3947	4148	4355	4567		
Facilities Maintenance Supervisor	6204	06-011	6879	-	7727	-	8946		
Facilities Manager	6205	06-012	7355	-	8268	-	9563		
Facilities Planning & Capital Development Manager	6210	06-013	7879	-	8855	-	10244		
Project Manager - Architect	6206	06-012	7355	-	8268	-	9563		
Real Property Manager	6207	06-015	9075	-	10198	-	11804		
<u>F. FIRE</u>									
Assistant Fire Chief	6250	06-020	12276	-	13996	-	15990		
Assistant Fire Chief/Fire Marshal	6254	06-020	12276	-	13996	-	15990		
Assistant Fire Marshal	2110	04-023	10606	-	-	-	-		
Deputy Fire Chief	6252	06-016	9763	-	10972	-	12697		
Emergency Management Public Education Coordinator	6015	06-010	6440	-	7241	-	8378		
Fire and Emergency Medical Services Analyst	6255	06-009	6048	-	6796	-	7862		
Fire Apparatus/Equipment Mechanic	2145	01-018	6126	6430	6749	7089	7449		
Fire Battalion Chief	2150	04-023	10606	-	-	-	-		
Fire Captain ²	2160	04-021	9470	-	-	-	-		
Fire Chief	6253	06-022	12940	-	14553	-	16855		
Fire Division Chief	2251	04-024	11136	-	-	-	-		
Fire Inspector	2180	04-021	9470	-	-	-	-		
Firefighter	2200	04-017	5308	5874	6438	7003	7576		
Firefighter	2200	04-117	5308	6060	6817	7576	-		
Firefighter/Driver	2210	04-018	8333	-	-	-	-		
Firefighter/EMTA	2220	04-018	8333	-	-	-	-		
Firefighter/Paramedic ³	2230	04-020	8788	-	-	-	-		
Medical Services Officer	2250	04-022	9925	-	-	-	-		
<u>G. HUMAN RESOURCES</u>									
Environmental Health & Safety Specialist	6551	06-012	7355	-	8268	-	9563		
Employee Benefits Coordinator	6553	06-009	6048	-	6796	-	7862		
Environmental Health & Safety Manager	6552	06-014	8452	-	9497	-	10991		
Equity Manager	6562	06-012	7355	-	8268	-	9563		
Human Resources Analyst	6557	06-009	6048	-	6796	-	7862		
Human Resources Assistant*	6556	06-102	3883	-	4367	-	5052		
Human Resources Coordinator	6554	06-008	5681	-	6386	-	7392		
Human Resources Director	6555	06-019	11789	-	13259	-	15358		
Human Resources Manager	6558	06-015	9075	-	10198	-	11804		
Labor & Employee Relations Coordinator	6560	06-011	6879	-	7727	-	8946		
Labor Relations Program Manager	6561	06-012	7355	-	8268	-	9563		
Workers Compensation Coordinator	6559	06-010	6440	-	7241	-	8378		
<u>H. INFORMATIONAL TECHNOLOGY</u>									
Application Support Specialist	1382	01-022	7370	7734	8060	8464	8888		
Client Services Technician	1290	01-014	5033	5290	5560	5836	6126		
Information Technology Director	6062	06-019	11789	-	13259	-	15358		
Information Technology Manager	6055	06-016	9763	-	10972	-	12697		
Information Technology Project Manager	6064	06-014	8452	-	9497	-	10991		
Network Application Specialist	1380	01-022	7370	7734	8060	8464	8888		
Network Support Specialist	1381	01-022	7370	7734	8060	8464	8888		
Network Systems Analyst	1410	01-025	8464	8888	9332	9798	10288		
PC Technician	1390	01-016	5560	5836	6126	6430	6749		
Telecommunications Assistant	2015	01-010	4148	4355	4567	4796	5033		
Telecommunications Manager	6208	06-010	6440	-	7241	-	8378		

Classification Title	Occup. Code	Range No.	MIN Step A	Step B	Step C	Step D	Step E	Step F	MAX Step G
<u>I. INTERDEPARTMENTAL</u>									
Accounting Asst/Customer Svc Representative	2300	01-011	4355	4567	4796	5033	5290		
Accounting Technician	2310	01-012	4567	4796	5033	5290	5560		
Administrative Assistant*	6301	06-107	5050	-	5672	-	6565		
Administrative Coordinator	6302	06-008	5681	-	6386	-	7392		
Administrative Secretary*	6303	06-104	4289	-	4819	-	5577		
Assistant Buyer	1222	01-012	4567	4796	5033	5290	5560		
Associate Engineer - NPE	6304	06-010	6440	-	7241	-	8378		
Associate Engineer - PE	6305	06-012	7355	-	8268	-	9563		
Buyer	1260	01-016	5560	5836	6126	6430	6749		
Capital Projects Coordinator	6313	06-011	6879	-	7727	-	8946		
Development Construction Supervisor	6311	06-011	6879	-	7727	-	8946		
Electrician ⁴	1960	01-017	5836	6126	6430	6749	7089		
Engineering Technician	4260	01-016	5560	5836	6126	6430	6749		
Engineering Technician Trainee	4270	01-014	5033	5290	5560	5836	6126		
Facilities Maintenance Worker	1980	01-012	4567	4796	5033	5290	5560		
Financial Analyst	6306	06-009	6048	-	6796	-	7862		
GIS/Programmer Analyst	4275	01-018	6126	6430	6749	7089	7449		
Maintenance Mechanic	2370	01-017	5836	6126	6430	6749	7089		
Office Assistant	2390	01-008	3761	3947	4148	4355	4567		
Office Specialist	2400	01-012	4567	4796	5033	5290	5560		
Office Technician	2420	01-010	4148	4355	4567	4796	5033		
Principal Engineer	6307	06-015	9075	-	10198	-	11804		
Project Coordinator	6308	06-010	6440	-	7241	-	8378		
Public Service Aide	2425	01-002	2806	2947	3097	3249	3411		
Ranger II	3090	01-014	5033	5290	5560	5836	6126		
Senior Engineer	6310	06-014	8452	-	9497	-	10991		
Senior Financial Analyst	6314	06-011	6879	-	7727	-	8946		
Small Tool & Equipment Repair Technician	2445	01-015	5290	5560	5836	6126	6430		
Supervisor I	2450	01-017	5836	6126	6430	6749	7089		
Supervisor II	2460	01-020	6694	7029	7370	7734	8060		
Transportation Maintenance Technician	3860	01-015	5290	5560	5836	6126	6430		
<u>J. LEGAL</u>									
Assistant City Attorney (PT)	6358	06-102	3883	-	4367	-	5052		
Assistant City Attorney I	6351	06-009	6048	-	6796	-	7862		
Assistant City Attorney II	6352	06-013	7879	-	8855	-	10244		
Assistant City Attorney III	6353	06-015	9075	-	10198	-	11804		
Assistant City Attorney/Safe Streets Manager	6016	06-016	9763	-	10972	-	12697		
City Attorney	6354	06-021	12614	-	14396	-	16428		
Deputy City Attorney	6355	06-017	10708	-	12042	-	13947		
Lead Prosecuting Attorney	6359	06-016	9763	-	10972	-	12697		
Legal Administrator/Risk Manager	6356	06-014	8452	-	9497	-	10991		
Legal Intern*	6357	06-102	3883	-	4367	-	5052		
<u>K. LIBRARY</u>									
Assistant Library Director/Librarian IV	6401	06-013	7879	-	8855	-	10244		
Circulation Assistant II	2606	01-008	3761	3947	4148	4355	4567		
Circulation Assistant III	2609	01-010	4148	4355	4567	4796	5033		
Circulation Assistant IV	2612	01-012	4567	4796	5033	5290	5560		
Circulation Supervisor	2615	01-017	5836	6126	6430	6749	7089		
Digital Services Librarian	2633	01-020	6694	7029	7370	7734	8060		
ILS and Acquisitions Coordinator	2645	01-014	5033	5290	5560	5836	6126		
Librarian I	2624	01-018	6126	6430	6749	7089	7449		
Librarian II	2627	01-020	6694	7029	7370	7734	8060		
Librarian II - Cataloging	2648	01-020	6694	7029	7370	7734	8060		
Library Branch Manager/Librarian III	6403	06-012	7355	-	8268	-	9563		
Library Director	6404	06-019	11789	-	13259	-	15358		
Library Office Specialist	2720	01-012	4567	4796	5033	5290	5560		
Library PC Technician	2762	01-016	5560	5836	6126	6430	6749		
Library Specialist	6406	06-010	6440	-	7241	-	8378		
Library Technical Services Manager/Librarian III	6407	06-012	7355	-	8268	-	9563		
Library Technician II	2636	01-008	3761	3947	4148	4355	4567		
Library Technician III	2639	01-010	4148	4355	4567	4796	5033		
Library Technician IV	2642	01-012	4567	4796	5033	5290	5560		
Northwest Room Assistant	2618	01-008	3761	3947	4148	4355	4567		
Youth Services Assistant	2621	01-008	3761	3947	4148	4355	4567		
Youth Services Manager/Lib III	6402	06-012	7355	-	8268	-	9563		

Classification Title	Occup. Code	Range No.	MIN Step A	Step B	Step C	Step D	Step E	Step F	MAX Step G
<u>L. MUNICIPAL COURT</u>									
Assistant Municipal Court Administrator	6451	06-009	6048	-	6796	-	7862		
Detention Monitoring Assistant*	6455	06-107	5050	-	5672	-	6565		
Judicial Assistant	2811	01-012	4567	4796	5033	5290	5560		
Municipal Court Administrator	6452	06-014	8452	-	9497	-	10991		
Municipal Court Security Officer*	6453	06-102	3883	-	4367	-	5052		
Probation Counselor	6454	06-010	6440	-	7241	-	8378		
<u>M. PARKS AND COMMUNITY SERVICES</u>									
Animal Care and Customer Service Assistant	1535	01-008	3761	3947	4148	4355	4567		
Animal Control Officer	1510	01-014	5033	5290	5560	5836	6126		
Animal Services Manager	6201	06-012	7355	-	8268	-	9563		
Animal Services Veterinarian	6750	06-011	6879	-	7727	-	8946		
Animal Shelter Attendant	1530	01-007	3576	3761	3947	4148	4355		
Arborist	3000	01-015	5290	5560	5836	6126	6430		
Assistant Animal Services Manager	6754	06-010	6440	-	7241	-	8378		
Assistant Parks & Recreation Director	6502	06-016	9763	-	10972	-	12697		
Athletic Program Supervisor	3038	01-017	5836	6126	6430	6749	7089		
Cultural Arts Manager	6014	06-014	8452	-	9497	-	10991		
Fundraising Coordinator	6757	06-010	6440	-	7241	-	8378		
Golf and Athletic Supervisor	3037	01-020	6694	7029	7370	7734	8060		
Golf and Grounds Equipment Technician	3025	01-015	5290	5560	5836	6126	6430		
Golf and Park Program Manager	6511	06-012	7355	-	8268	-	9563		
Golf Course Supervisor	3035	01-017	5836	6126	6430	6749	7089		
Groundskeeper/Park Maintenance Technician II	3020	01-015	5290	5560	5836	6126	6430		
Horticulturist	3040	01-017	5836	6126	6430	6749	7089		
Landscaper	3050	01-015	5290	5560	5836	6126	6430		
Park Ranger and Animal Control Supervisor	3095	01-019	6430	6749	7089	7449	7818		
Park Ranger I	3080	01-012	4567	4796	5033	5290	5560		
Park Structural Maint Supervisor	3100	01-020	6694	7029	7370	7734	8060		
Park/Golf Laborer	3120	01-010	4148	4355	4567	4796	5033		
Parks & Recreation Director	6504	06-019	11789	-	13259	-	15358		
Parks and Recreation Program Coordinator	6507	06-010	6440	-	7241	-	8378		
Parks Business Program Manager	6510	06-012	7355	-	8268	-	9563		
Parks Maintenance Technician	3026	01-012	4567	4796	5033	5290	5560		
Parks Planning and Capital Development Manager	6512	06-013	7879	-	8855	-	10244		
Recreation Leader	3160	01-009	3947	4148	4355	4567	4796		
Recreation Supervisor ⁴	3190	01-017	5836	6126	6430	6749	7089		
Resource Conservation Program Manager	6509	06-012	7355	-	8268	-	9563		
Senior Center Coordinator	1700	01-017	5836	6126	6430	6749	7089		
Senior Center Manager	6753	06-011	6879	-	7727	-	8946		
Shelter Operations Coordinator	6755	06-009	6048	-	6796	-	7862		
Urban Forester	3210	01-017	5836	6126	6430	6749	7089		
Veterinary Clinic Coordinator	6756	06-007	5351	-	6012	-	6957		
Veterinary Technician	1525	01-009	3947	4148	4355	4567	4796		
<u>N. POLICE</u>									
Deputy Police Chief	6601	06-021	12614	-	14396	-	16428		
Forensic Imaging Analyst	6611	06-009	6048	-	6796	-	7862		
Parking Enforcement Officer ⁴	3420	01-011	4355	4567	4796	5033	5290		
Police Captain	3430	03-014	-	13662	-	-	-		
Police Chief	6602	06-023	13328	-	14990	-	17361		
Police Crime Analyst	6610	06-009	6048	-	6796	-	7862		
Police Inspector	6604	06-017	10708	-	12042	-	13947		
Police Lieutenant	3450	03-013	-	12713	-	-	-		
Police Officer	3460	03-021	6784	7429	8891	-	-		
Police Officer (BLEA)	3475	03-021	6784	7429	8891	-	-		
Police Officer (BLEA) Recruit	3465	03-021	6784	7429	8891	-	-		
Police Officer Entry-Level	3470	03-021	6784	7429	8891	-	-		
Police Property Room Manager	6609	06-011	6879	-	7727	-	8946		
Police Property Room Specialist	3531	01-013	4796	5033	5290	5560	5836		
Police Records Unit Shift Supervisor	3505	01-015	5290	5560	5836	6126	6430		
Police Sergeant	3510	03-012	11118	-	-	-	-		
Police Services Program Manager	6606	06-012	7355	-	8268	-	9563		
Police Specialist ⁴	3520	01-012	4567	4796	5033	5290	5560		
Records Information Specialist	3530	01-012	4567	4796	5033	5290	5560		
Records Unit Manager	6607	06-011	6879	-	7727	-	8946		
Support Services Manager	6608	06-011	6879	-	7727	-	8946		

Classification Title	Occup. Code	Range No.	MIN Step A	Step B	Step C	Step D	Step E	Step F	MAX Step G
<u>O. PUBLIC WORKS/ENGINEERING/PUBLIC SERVICES</u>									
Building Inspector	4150	05-023	6867	7464	8075	8398	8736		
Building Official	6701	06-016	9763	-	10972	-	12697		
Chief Inspector	4170	05-024	7464	8075	8812	9172	9549		
City Engineer/Assistant Public Works Director	6702	06-018	11067	-	12444	-	14413		
City Traffic Engineer	6703	06-015	9075	-	10198	-	11804		
Civil Design Technician	4215	01-019	6430	6749	7089	7449	7818		
Code Compliance Supervisor	6612	06-011	6879	-	7727	-	8946		
Code Enforcement Officer	6102	06-009	6048	-	6796	-	7862		
Computer Aided Design (CAD) Manager	6709	06-011	6879	-	7727	-	8946		
Construction Inspector	4210	01-019	6430	6749	7089	7449	7818		
Development Technician	4220	01-019	6430	6749	7089	7449	7818		
Electrical Inspector	4230	05-023	6867	7464	8075	8398	8736		
Engineering Services Manager	6708	06-015	9075	-	10198	-	11804		
Permit Services Manager	6706	06-014	8452	-	9497	-	10991		
Permit/Development Counter Technician	4320	01-014	5033	5290	5560	5836	6126		
Plumbing/Mechanical Inspector	4340	05-023	6867	7464	8075	8398	8736		
Senior Signal Technician	4410	01-020	6694	7029	7370	7734	8060		
Traffic Electronic Technician	4420	01-019	6430	6749	7089	7449	7818		
Traffic Electronic Technician Trainee	4425	01-017	5836	6126	6430	6749	7089		
Traffic Operations Supervisor	4441	01-021	7029	7370	7734	8060	8464		
Traffic Signal Electrician	4430	01-019	6430	6749	7089	7449	7818		
Traffic Signal Technician	4435	01-018	6126	6430	6749	7089	7449		
Traffic Technician	4440	01-019	6430	6749	7089	7449	7818		
<u>P. PUBLIC WORKS/UTILITIES</u>									
Assistant Construction Manager	6674	06-013	7879	-	8855	-	10244		
Assistant Inventory Control/Dispatch Technician	3600	01-014	5033	5290	5560	5836	6126		
Cement Finisher	3610	01-015	5290	5560	5836	6126	6430		
Construction Manager	6664	06-014	8452	-	9497	-	10991		
Engineering Superintendent	6665	06-016	9763	-	10972	-	12697		
Environmental Permit Coordinator	4385	01-020	6694	7029	7370	7734	8060		
Environmental Technician	4395	01-016	5560	5836	6126	6430	6749		
Equipment Operator	3700	01-014	5033	5290	5560	5836	6126		
Heavy Equipment Operator	3720	01-015	5290	5560	5836	6126	6430		
Industrial Waste Inspector	3730	01-019	6430	6749	7089	7449	7818		
Inventory Control Technician	3740	01-017	5836	6126	6430	6749	7089		
Lead Utility Serviceworker	3750	01-017	5836	6126	6430	6749	7089		
Maintenance Superintendent	6662	06-016	9763	-	10972	-	12697		
Maintenance Superintendent/Assistant Public Works Director	6679	06-018	11067	-	12444	-	14413		
Maintenance/Operations Supervisor	6663	06-013	7879	-	8855	-	10244		
Operations Maintenance Manager	6678	06-015	9075	-	10198	-	11804		
Operations Superintendent	6654	06-016	9763	-	10972	-	12697		
Operations Superintendent/Assistant Public Works Director	6666	06-018	11067	-	12444	-	14413		
Plant/Pump Maintenance Mechanic ¹	3820	01-016	5560	5836	6126	6430	6749		
Pre-Treatment Manager	6655	06-012	7355	-	8268	-	9563		
Public Information/Education Specialist	3809	01-016	5560	5836	6126	6430	6749		
Public Works Director	6667	06-020	12276	-	13996	-	15990		
Public Works Finance & Support Services Manager	6658	06-016	9763	-	10972	-	12697		
Public Works Information & Education Officer	6656	06-012	7355	-	8268	-	9563		
Public Works Project Manager	6677	06-012	7355	-	8268	-	9563		
Public Works Supervisor - Sewer/Drainage/Utilities	4082	01-019	6430	6749	7089	7449	7818		
Public Works Supervisor - Streets	4085	01-019	6430	6749	7089	7449	7818		
Public Works Supervisor - TSG/Utilities	4084	01-019	6430	6749	7089	7449	7818		
Public Works Supervisor - Water/Utilities	4083	01-019	6430	6749	7089	7449	7818		
Records Systems Specialist	4400	01-014	5033	5290	5560	5836	6126		
SCADA/Telemetry Technician I	3875	01-019	6430	6749	7089	7449	7818		
SCADA/Telemetry Technician II	3876	01-020	6694	7029	7370	7734	8060		
SCADA/Telemetry Technician Lead	3877	01-021	7029	7370	7734	8060	8464		
Senior Environmental Specialist	6668	06-014	8452	-	9497	-	10991		
Senior Public Information/Education Specialist	3808	01-017	5836	6126	6430	6749	7089		
Senior Wastewater Operator	6670	06-012	7355	-	8268	-	9563		
Senior Water Operator	6657	06-012	7355	-	8268	-	9563		
Surface Water Inspector	3735	01-019	6430	6749	7089	7449	7818		
Surface Water Manager	6675	06-015	9075	-	10198	-	11804		
Treatment Plant Operator-in-Training	4070	01-010	4148	4355	4567	4796	5033		
Utilities Electrician & Electrical Safe Worker Program Admin.	3885	01-021	7029	7370	7734	8060	8464		
Utilities GIS Program Manager	6659	06-011	6879	-	7727	-	8946		

Classification Title	Occup. Code	Range No.	MIN Step A	Step B	Step C	Step D	Step E	Step F	MAX Step G
Utilities Maintenance Technician I	3878	01-018	6126	6430	6749	7089	7449		
Utilities Maintenance Technician II	3879	01-019	6430	6749	7089	7449	7818		
Utilities Maintenance Technician III	3880	01-020	6694	7029	7370	7734	8060		
Utilities Records Manager	6660	06-010	6440	-	7241	-	8378		
Utility Laborer	3900	01-010	4148	4355	4567	4796	5033		
Utility Mapping Supervisor	3890	01-019	6430	6749	7089	7449	7818		
Utility Service Worker	3920	01-015	5290	5560	5836	6126	6430		
Utility Services Supervisor	6661	06-012	7355	-	8268	-	9563		
Wastewater Plant Manager	6651	06-015	9075	-	10198	-	11804		
Water Plant Manager	6669	06-015	9075	-	10198	-	11804		
Water Pollution Control Operator I	3940	01-015	5290	5560	5836	6126	6430		
Water Pollution Control Operator II	3950	01-017	5836	6126	6430	6749	7089		
Water Pollution Control Operator III	3960	01-019	6430	6749	7089	7449	7818		
Water Pollution Control Operator IV	3965	01-020	6694	7029	7370	7734	8060		
Water Quality Analyst	3980	01-019	6430	6749	7089	7449	7818		
Water Quality Control Operator	3990	01-017	5836	6126	6430	6749	7089		
Water Quality Process Analyst	6671	06-012	7355	-	8268	-	9563		
Water Quality Technician	4010	01-016	5560	5836	6126	6430	6749		
Water Service Technician ¹	4020	01-016	5560	5836	6126	6430	6749		
Water Treatment Plant Operator I	4040	01-015	5290	5560	5836	6126	6430		
Water Treatment Plant Operator II	4050	01-017	5836	6126	6430	6749	7089		
Water Treatment Plant Operator III	4060	01-019	6430	6749	7089	7449	7818		
Water Treatment Plant Operator IV	4065	01-020	6694	7029	7370	7734	8060		
Welder	4080	01-018	6126	6430	6749	7089	7449		
Q. TRANSIT									
Bus Maintenance Person	4500	02-014	24.58	25.69	26.84	28.04	29.32		
Bus Operator	4510	02-110	26.47	27.59	28.73	29.94	31.19	32.47	33.85
Bus Operator ⁵	4510	02-010	-	-	-	-	34		
Bus Operator Trainee	4520	02-011	23	-	-	-	-		
Communications Technician	3640	01-019	6430	6749	7089	7449	7818		
Director of Everett Transit	6807	06-019	11789	-	13259	-	15358		
Equipment Mechanic ⁴	3690	01-017	5836	6126	6430	6749	7089		
Equipment Serviceworker	3710	01-014	5033	5290	5560	5836	6126		
Fleet Program Manager	6813	06-011	6879	-	7727	-	8946		
Fleet Warranty Specialist	4549	01-012	4567	4796	5033	5290	5560		
Paratransit Operator	4530	02-113	20	22	25	27	30		
Paratransit Operator ⁵	4530	02-013	-	-	-	-	34		
Paratransit Operator Trainee	4540	02-009	18	-	-	-	-		
Paratransit Schedule Technician	4545	01-010	4148	4355	4567	4796	5033		
Transit Inspector	4550	02-012	39	40	-	-	-		
Transit Operations Manager	6805	06-015	9075	-	10198	-	11804		
Transit Operations Supervisor	6804	06-011	6879	-	7727	-	8946		
Transit Training/Safety Coordinator	6812	06-010	6440	-	7241	-	8378		
Transportation Center Security Officer	2016	01-008	3761	3947	4148	4355	4567		
Transportation Program Manager	6808	06-011	6879	-	7727	-	8946		
Transportation Services Customer Service Technician	4590	01-010	4148	4355	4567	4796	5033		
Transportation Services Manager	6803	06-015	9075	-	10198	-	11804		
Transportation Systems Manager	6809	06-013	7879	-	8855	-	10244		
Vehicle Electronics Technician	3695	01-019	6430	6749	7089	7449	7818		
Vehicle Maintenance Manager	6810	06-015	9075	-	10198	-	11804		
Vehicle Parts Storekeeper	4547	01-011	4355	4567	4796	5033	5290		

- 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/ParatransitOperator 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 Circulation Assistant I/Shelver 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.
- 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, 2022.

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:

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

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

*Non-exempt in accordance with Fair Labor Standards Act

Cassie Franklin, Mayor

Sharon Fuller, City Clerk

Date Passed:

Date Valid:

Date Published:

Effective Date: