

---

# FINANCIAL & PERSONNEL SUMMARIES

## TABLE OF CONTENTS

---

	<b>PAGE</b>
2023 Operating Budget – Summary by Fund.....	3 - 1
General Government Four-Year Comparison.....	3 - 3
Staffing Budget by Department .....	3 - 5
Salary Ordinance.....	3 - 7



## 2023 OPERATING BUDGET SUMMARY BY FUND

	2023			2023		
	Beginning Fund Balance	2023 Revenues	2023 Total Resources	2023 Expenses	Ending Fund Balance	2023 Total Appropriation
<b>GENERAL GOVERNMENT</b>						
002 General Fund Revenues	\$ 34,799,266	\$ 129,854,575	\$ 164,653,841	\$ -	\$ -	\$ -
001 City Council	-	-	-	649,355	-	649,355
003 Legal	-	-	-	4,620,444	-	4,620,444
004 Administration	-	-	-	1,201,932	-	1,201,932
005 Municipal Court	-	-	-	2,486,347	-	2,486,347
007 Labor Rel./ Human Resources	-	-	-	2,360,741	-	2,360,741
009 Gen Gov't Non-dept	-	-	-	29,147,900	30,583,991	59,731,891
010 Finance	-	-	-	3,205,512	-	3,205,512
015 Information Technology	-	-	-	4,017,156	-	4,017,156
018 Communications & Marketing	-	-	-	816,737	-	816,737
021 Community, Planning & Econ. Dev.	-	-	-	3,818,333	-	3,818,333
024 Engineering / Public Services	-	-	-	8,437,751	-	8,437,751
026 Animal Services	-	-	-	1,989,767	-	1,989,767
031 Police	-	-	-	42,865,667	-	42,865,667
032 Fire	-	-	-	24,265,010	-	24,265,010
038 Facilities/Property Management	-	-	-	4,187,198	-	4,187,198
<b>Total General Fund</b>	<b>\$ 34,799,266</b>	<b>\$ 129,854,575</b>	<b>\$ 164,653,841</b>	<b>\$ 134,069,850</b>	<b>\$ 30,583,991</b>	<b>\$ 164,653,841</b>
101 Parks & Recreation	\$ 500,000	\$ 6,440,795	\$ 6,940,795	\$ 6,940,795	\$ -	\$ 6,940,795
110 Library	700,000	4,337,224	5,037,224	5,037,224	-	5,037,224
112 Municipal Arts	100,000	540,808	640,808	640,808	-	640,808
114 Conference Center	-	1,515,849	1,515,849	1,515,849	-	1,515,849
119 Street Improvements	-	3,969,200	3,969,200	3,969,200	-	3,969,200
120 Streets	-	3,090,811	3,090,811	3,090,811	-	3,090,811
<b>TOTAL GENERAL GOVERNMENT</b>	<b>\$ 36,099,266</b>	<b>\$ 149,749,262</b>	<b>\$ 185,848,528</b>	<b>\$ 155,264,537</b>	<b>\$ 30,583,991</b>	<b>\$ 185,848,528</b>

Note: The 2023 Beginning Fund Balance is an estimate and therefore is unaudited as of the printing of this document.

## 2023 OPERATING BUDGET SUMMARY BY FUND - CONTINUED

	2023			2023	2023		2023
	Beginning Fund Balance	2023 Revenues	2023 Total Resources		2023 Expenses	Ending Fund Balance	
126 Motor Vehicle/Equip Replacement	\$ 2,877,489	\$ 2,418,193	\$ 5,295,682	\$ 3,596,342	\$ 1,699,340	\$ 5,295,682	
130 Develop. & Const. Permit fees	-	4,230,813	4,230,813	4,230,813	-	4,230,813	
138 Hotel Motel Tax Fund	798,521	730,800	1,529,321	795,000	734,321	1,529,321	
145 Cumulative Res/Real Prop. Acquis.	2,942,502	620,000	3,562,502	180,850	3,381,652	3,562,502	
146 Property Management	1,938,001	2,238,550	4,176,551	2,166,832	2,009,719	4,176,551	
148 Cumulative Reserve /Parks	1,668,130	2,420,070	4,088,200	25,000	4,063,200	4,088,200	
149 Senior Center Reserve	522,975	9,050	532,025	4,000	528,025	532,025	
151 Fund for Animals	850,254	293,499	1,143,753	241,463	902,290	1,143,753	
152 Cumulative Reserve /Library	453,695	75,900	529,595	100,412	429,183	529,595	
153 Emergency Medical Services	12,671,971	18,391,736	31,063,707	18,639,716	12,423,991	31,063,707	
154 Real Estate Excise Tax Fund	7,631,099	3,364,420	10,995,519	113,142	10,882,377	10,995,519	
155 Gen Gov Special Projects	14,042,855	117,050	14,159,905	200,000	13,959,905	14,159,905	
156 Criminal Justice Fund	10,063,537	5,127,601	15,191,138	5,974,902	9,216,236	15,191,138	
157 Traffic Mitigation	4,004,682	1,270,082	5,274,764	4,000,000	1,274,764	5,274,764	
159 Transporatation Benefit District	1,990,540	1,563,900	3,554,440	2,894,150	660,290	3,554,440	
160 Rainy Day Fund	4,508,945	-	4,508,945	-	4,508,945	4,508,945	
162 Capital Reserve	38,864,771	7,723,418	46,588,189	3,356,090	43,232,099	46,588,189	
171 Affordable and Supportive Housing	232,261	203,000	435,261	-	435,261	435,261	
197 CHIP Loan Program	13,453,904	1,060,678	14,514,582	1,045,057	13,469,525	14,514,582	
198 Comm Develop. Block Grants	1,822,400	618,562	2,440,962	618,562	1,822,400	2,440,962	
<b>TOTAL SPECIAL REVENUE</b>	<b>\$ 121,338,532</b>	<b>\$ 52,477,322</b>	<b>\$ 173,815,854</b>	<b>\$ 48,182,331</b>	<b>\$ 125,633,523</b>	<b>\$ 173,815,854</b>	
210 Bond Redemption Fund	\$ -	\$ 2,881,090	\$ 2,881,090	\$ 2,881,090	\$ -	\$ 2,881,090	
<b>TOTAL DEBT SERVICE</b>	<b>\$ -</b>	<b>\$ 2,881,090</b>	<b>\$ 2,881,090</b>	<b>\$ 2,881,090</b>	<b>\$ -</b>	<b>\$ 2,881,090</b>	
401 Water/Sewer Utility	\$ 53,846,136	\$ 232,664,821	\$ 286,510,957	\$ 233,753,102	\$ 52,757,855	\$ 286,510,957	
402 Solid Waste Utility	7,604,261	2,492,000	10,096,261	2,273,041	7,823,220	10,096,261	
425 Transit	41,141,389	46,966,369	88,107,758	46,856,588	41,251,170	88,107,758	
430 Everpark Garage	2,098,720	520,000	2,618,720	821,857	1,796,863	2,618,720	
440 Golf	3,241,168	4,980,383	8,221,551	4,890,344	3,331,207	8,221,551	
450 Sno River Reg Wtr Auth	-	18,000	18,000	18,000	-	18,000	
<b>TOTAL ENTERPRISE FUNDS</b>	<b>\$ 107,931,674</b>	<b>\$ 287,641,573</b>	<b>\$ 395,573,247</b>	<b>\$ 288,612,932</b>	<b>\$ 106,960,315</b>	<b>\$ 395,573,247</b>	
501 Motor Vehicle Division	\$ 2,777,866	\$ 8,248,503	\$ 11,026,369	\$ 8,672,332	\$ 2,354,037	\$ 11,026,369	
503 Self-Insurance Fund	9,918,207	10,583,054	20,501,261	11,672,731	8,828,530	20,501,261	
505 Computer Reserve Fund	2,052,356	4,393,359	6,445,715	4,114,176	2,331,539	6,445,715	
507 Telecommunications Fund	664,429	579,234	1,243,663	778,308	465,355	1,243,663	
508 Health Benefits Reserve	7,986,823	17,865,000	25,851,823	18,305,000	7,546,823	25,851,823	
<b>TOTAL INTERNAL SERVICE</b>	<b>\$ 23,399,681</b>	<b>\$ 41,669,150</b>	<b>\$ 65,068,831</b>	<b>\$ 43,542,547</b>	<b>\$ 21,526,284</b>	<b>\$ 65,068,831</b>	
637 Police Pension Fund	\$ 18,266,198	\$ 275,000	\$ 18,541,198	\$ 1,893,000	\$ 16,648,198	\$ 18,541,198	
638 Fire Pension Fund	29,931,054	685,975	30,617,029	2,806,000	27,811,029	30,617,029	
<b>TOTAL TRUST FUNDS</b>	<b>\$ 48,197,252</b>	<b>\$ 960,975</b>	<b>\$ 49,158,227</b>	<b>\$ 4,699,000</b>	<b>\$ 44,459,227</b>	<b>\$ 49,158,227</b>	
<b>TOTAL CITY BUDGET</b>	<b>\$ 336,966,405</b>	<b>\$ 535,379,372</b>	<b>\$ 872,345,777</b>	<b>\$ 543,182,437</b>	<b>\$ 329,163,340</b>	<b>\$ 872,345,777</b>	

Note: The 2023 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

	2020 Actual Results	2021 Actual Results	2022 Adopted Budget	2022 Amended Budget	2023 Proposed Budget
<b>RESOURCES</b>					
Beginning Fund Balance	\$ 46,583,877	\$ 49,024,881	\$ 46,130,966	\$ 51,653,304	\$ 36,099,266
<b>Revenue</b>					
Property Tax	37,840,585	38,511,930	39,347,744	39,347,744	39,989,435
Sales Tax	28,027,202	33,013,537	32,198,750	32,198,750	36,085,400
B&O Tax	18,738,730	17,903,264	17,484,163	17,484,163	18,724,050
Utility Taxes	13,267,561	12,976,541	13,069,200	13,069,200	13,388,900
Other Taxes	8,393,914	8,087,920	8,831,532	8,831,532	9,496,718
Licenses & Franchise Fees	1,781,961	2,136,346	1,975,700	1,975,700	2,026,050
Construction Permits	1,557,429	2,245,824	1,915,580	1,915,580	1,730,300
Grants	146,749	1,203,227	1,062,040	2,053,039	1,231,712
State Revenues	5,333,508	4,403,396	5,579,392	5,799,392	5,963,780
Interfund Service Charges	4,220,604	4,688,995	4,702,467	4,702,467	4,986,963
Chgs. for Goods & Services	7,185,870	4,568,014	5,235,313	5,242,213	5,758,294
Fines & Forfeits	1,212,490	1,067,561	1,106,400	1,106,400	842,300
Misc Revenues	7,273,457	9,027,380	8,294,057	8,366,807	9,525,360
<b>Annual Revenues</b>	<b>\$ 134,980,060</b>	<b>\$ 139,833,935</b>	<b>\$ 140,802,338</b>	<b>\$ 142,092,987</b>	<b>\$ 149,749,262</b>
Annual Revenue Growth Rate		3.60%	0.69%	1.62%	6.35%
<b>Total Resources</b>	<b>\$ 181,563,937</b>	<b>\$ 188,858,816</b>	<b>\$ 186,933,304</b>	<b>\$ 193,746,291</b>	<b>\$ 185,848,528</b>
<b>EXPENDITURES</b>					
Legislative	\$ 858,340	\$ 921,072	\$ 1,055,733	\$ 1,055,733	\$ 1,055,583
Departmental Support	19,337,719	19,365,308	18,522,947	19,128,610	25,387,984
Public Safety	71,542,675	70,768,867	81,858,251	84,844,061	77,261,369
Reserve Contributions	7,361,762	8,964,000	15,873,662	18,673,662	11,914,996
Debt Service	3,071,090	3,471,540	2,848,740	2,848,740	2,246,140
Infrastructure	13,268,586	14,825,950	15,409,398	15,858,870	16,340,764
Community Programs	14,156,733	13,799,989	17,040,523	17,778,972	16,942,367
Governmental Operations	2,942,151	2,803,475	3,740,087	3,752,397	4,115,334
<b>Total Expenditures</b>	<b>\$ 132,539,056</b>	<b>\$ 134,920,201</b>	<b>\$ 156,349,341</b>	<b>\$ 163,941,045</b>	<b>\$ 155,264,537</b>
Annual Expenditure Growth Rate		1.80%	15.88%	21.51%	-0.69%
<b>Ending Fund Balance</b>	<b>\$ 49,024,881</b>	<b>\$ 53,938,615</b>	<b>\$ 30,583,963</b>	<b>\$ 29,805,246</b>	<b>\$ 30,583,991</b>

## GENERAL GOVERNMENT FOUR-YEAR COMPARISON EXPENDITURES BY DEPARTMENT

Department	2020 Actual Results	2021 Actual Results	2022 Adopted Budget	2022 Amended Budget	2023 Proposed Budget
City Council	\$ 572,047	\$ 529,335	\$ 655,388	\$ 655,388	\$ 649,355
Legal	4,029,222	3,888,387	4,543,908	4,588,908	4,620,444
Administration	1,394,847	1,012,968	1,115,205	1,115,205	1,201,932
Municipal Court	2,061,136	2,023,046	2,399,430	2,721,047	2,486,347
Human Resources	1,573,181	1,659,597	1,971,941	2,149,158	2,360,741
Gen Gov't Non-Dept.	26,081,754	23,841,074	35,469,986	37,963,606	29,147,900
Finance	2,807,311	2,926,415	3,149,235	3,134,235	3,205,512
Information Technology	2,674,434	2,753,002	3,093,706	3,401,406	4,017,156
Communications/Marketing	433,800	365,603	451,152	455,877	816,737
Community, Planning & Economic Development	2,565,082	2,630,145	3,513,087	3,525,397	3,818,333
Neighborhoods	-	-	-	-	-
Engineering/Public Services	6,117,557	6,946,364	7,609,509	7,609,509	8,437,751
Animal Services	1,579,498	1,582,914	1,834,386	1,919,136	1,989,767
Senior Center	238,408	-	-	-	-
Police	37,055,146	36,868,091	42,642,634	44,377,008	42,865,667
Fire	22,880,181	24,260,161	22,168,018	23,449,217	24,265,010
Facilities/Property Mgmt.	3,403,263	3,547,458	4,057,134	4,143,155	4,187,198
Parks & Recreation	5,466,917	5,570,958	7,073,669	7,138,285	6,940,795
Library	4,122,167	3,996,140	4,921,927	5,417,209	5,037,224
Municipal Arts	496,423	704,068	578,190	626,991	640,808
Conference Center	2,280,690	2,690,740	2,118,449	2,118,449	1,515,849
Special Projects	-	-	-	-	-
Street Improvements	3,814,336	4,413,219	3,907,241	4,356,713	3,969,200
Streets	2,623,148	2,710,511	3,075,148	3,075,148	3,090,811
<b>Gen Gov't before Allocations</b>	<b>\$ 134,270,548</b>	<b>\$ 134,920,196</b>	<b>\$ 156,349,343</b>	<b>\$ 163,941,047</b>	<b>\$ 155,264,537</b>
<b>Total Gen Govt Expenditures</b>	<b>\$ 134,270,548</b>	<b>\$ 134,920,196</b>	<b>\$ 156,349,343</b>	<b>\$ 163,941,047</b>	<b>\$ 155,264,537</b>

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

Fund	Department	2021 Original Budgeted Positions	2022 Original Budgeted Positions	2022 Mid-Year Changes	2022 Revised Positions	2023 Proposed Changes	2023 Proposed Budget
1	Council	8.00	8.00	-	8.00	-	8.00
3	Legal - Civil	5.10	5.10	-	5.10	-	5.10
33	Legal - Prosecutor	10.90	11.90	-	11.90	-	11.90
33	Legal - Prosecutor - Seasonal	0.67	0.67	-	0.67	-	0.67
4	Administration	4.20	4.80	(0.10)	4.70	0.10	4.80
5	Municipal Court	14.35	14.35	-	14.35	-	14.35
55	Probation	3.45	3.45	-	3.45	-	3.45
7	Human Resources	10.50	12.50	3.00	15.50	-	15.50
10	Finance	22.00	23.00	-	23.00	-	23.00
15	Information Technology	20.00	21.00	0.56	21.56	3.00	24.56
15	Information Technology - Seasonal					0.50	0.50
18	Communications & Engagement	2.90	2.90	1.50	4.40	0.50	4.90
21	Community, Planning, & Economic Development (CPED)						
	Community Development	4.50	6.40	0.73	7.13	0.32	7.45
	Planning	11.00	14.00	1.00	15.00	-	15.00
	Economic Development	1.90	1.90	-	1.90	0.20	2.10
	Total CPED	17.40	22.30	1.73	24.03	0.52	24.55
24	Engineering	47.25	49.25	1.00	50.25	3.00	53.25
24	Engineering - Seasonal	2.85	2.85	-	2.85	(0.35)	2.50
26	Animal Shelter	15.00	15.20	1.00	16.20	-	16.20
26	Animal Shelter - Seasonal	3.10	3.18	-	3.18	0.06	3.24
31	Police						
	Uniform Mgmt	14.00	14.00	-	14.00	-	14.00
	Uniform Staff	192.00	201.00	-	201.00	-	201.00
	Civilian	36.00	36.00	-	36.00	1.00	37.00
	Total Police	242.00	251.00	-	251.00	1.00	252.00
32	Fire						
	Uniform Mgmt	6.60	6.60	-	6.60	-	6.60
	Uniform staff	111.00	111.00	-	111.00	-	111.00
	Civilian	7.30	7.30	-	7.30	-	7.30
	Total Fire	124.90	124.90	-	124.90	-	124.90
38	Facilities	29.00	29.50	1.00	30.50	(0.05)	30.45
101	Parks	40.45	42.25	(1.00)	41.25	(0.05)	41.20
101	Parks - Seasonal	9.53	11.21	-	11.21	(0.23)	10.98
110	Library	32.45	34.70	-	34.70	0.20	34.90
110	Library - Seasonal	3.60	3.00	-	3.00	-	3.00
112	Municipal Arts Fund	1.05	1.05	0.30	1.35	-	1.35
112	Municipal Arts Fund - Seasonal	-	-	-	-	-	-
120	Streets	22.55	25.55	-	25.55	-	25.55
Total Gen Govt. Regular FTEs		673.45	702.70	8.99	711.69	8.22	719.91
Total Gen Govt. Seasonal FTEs		19.75	20.91	-	20.91	(0.02)	20.89
<b>TOTAL GENERAL GOVERNMENT FTEs</b>		<b>693.20</b>	<b>723.61</b>	<b>8.99</b>	<b>732.60</b>	<b>8.20</b>	<b>740.80</b>

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

153	EMS						
	Uniform Mgmt	2.40	2.40	-	2.40	-	2.40
	Uniform staff	64.00	64.00	-	64.00	4.00	68.00
	Civilian	3.70	3.70	-	3.70	1.00	4.70
	Total EMS	70.10	70.10	-	70.10	5.00	75.10
197	Community Housing Improvement Program (CHIP)	2.55	2.55	-	2.55	(0.05)	2.50
198	Community Development Block Grant (CDBG)	1.82	1.32	-	1.32	(0.27)	1.05
401	Public Works-Utility	228.25	229.25	1.00	230.25	3.95	234.20
401	Public Works-Utility - Seasonal	10.08	10.58	-	10.58	(1.58)	9.00
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	130.98	141.98	2.00	143.98	2.00	145.98
440	Golf	8.50	8.20	-	8.20	-	8.20
440	Golf - Seasonal	8.00	7.00	-	7.00	-	7.00
501	Motor Vehicles Operations	22.05	22.05	-	22.05	0.05	22.10
501	MVD - Seasonal	0.50	0.50	-	0.50	-	0.50
507	Telecomm	3.00	3.00	-	3.00	(3.00)	-
507	Telecomm - Seasonal	0.50	0.50	-	0.50	(0.50)	-
Total Non-Gen Govt. Regular FTEs		467.85	479.05	3.00	482.05	7.68	489.73
Total Non-Gen Govt. Seasonal FTEs		19.58	19.08	-	19.08	(2.08)	17.00
<b>TOTAL NON-GENERAL GOVERNMENT FTEs</b>		<b>487.43</b>	<b>498.13</b>	<b>3.00</b>	<b>501.13</b>	<b>5.60</b>	<b>506.73</b>

Total Citywide Regular FTEs	1,141.30	1,181.75	11.99	1,193.74	15.90	1,209.64
Total Citywide Seasonal FTEs	39.33	39.99	-	39.99	(2.10)	37.89
<b>TOTAL CITYWIDE FTEs</b>	<b>1,180.63</b>	<b>1,221.74</b>	<b>11.99</b>	<b>1,233.73</b>	<b>13.80</b>	<b>1,247.53</b>



**SALARY ORDINANCE NO. 3846-21**

AN ORDINANCE establishing the basic salary schedule for employees of the City of Everett for 2021, repealing Ordinance No. 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.	<u>MIN</u> Step A	Step B	Step C	Step D	Step E	Step F	<u>MAX</u> Step G
<b>A. ADMINISTRATION</b>									
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		
<b>B. BUDGET AND FINANCE</b>									
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		
<b>C. COMMUNICATIONS AND MARKETING</b>									
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		

**SALARY ORDINANCE NO. 3846-21**

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
<b><u>D. COMMUNITY PLANNING AND ECONOMIC DEVELOPMENT</u></b>									
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		
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		
<b><u>E. FACILITIES/PROPERTY MANAGEMENT</u></b>									
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 <sup>4</sup>	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		
<b><u>F. FIRE</u></b>									
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 <sup>2</sup>	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 <sup>3</sup>	2230	04-020	8788	-	-	-	-		
Medical Services Officer	2250	04-022	9925	-	-	-	-		

**SALARY ORDINANCE NO. 3846-21**

Classification Title	Occup. Code	Range No.	<u>MIN</u>			Step D	Step E	Step F	<u>MAX</u> Step G
			Step A	Step B	Step C				
<b>G. HUMAN RESOURCES</b>									
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		
<b>H. INFORMATIONAL TECHNOLOGY</b>									
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		
<b>I. INTERDEPARTMENTAL</b>									
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 <sup>4</sup>	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		

**SALARY ORDINANCE NO. 3846-21**

Classification Title	Occup. Code	Range No.	<u>MIN</u>			<u>MAX</u>		
			Step A	Step B	Step C	Step D	Step E	Step F
<b>J. LEGAL</b>								
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	
<b>K. LIBRARY</b>								
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	
<b>L. MUNICIPAL COURT</b>								
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	

**SALARY ORDINANCE NO. 3846-21**

Classification Title	Occup. Code	Range No.	MIN				MAX		
			Step A	Step B	Step C	Step D	Step E	Step F	Step G
<b>M. PARKS AND COMMUNITY SERVICES</b>									
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 <sup>4</sup>	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		
<b>N. POLICE</b>									
Deputy Police Chief	6601	06-021	12614	-	14396	-	16428		
Forensic Imaging Analyst	6611	06-009	6048	-	6796	-	7862		
Parking Enforcement Officer <sup>4</sup>	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 <sup>4</sup>	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		

**SALARY ORDINANCE NO. 3846-21**

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
<b><u>O. PUBLIC WORKS/ENGINEERING/PUBLIC SERVICES</u></b>									
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		

**SALARY ORDINANCE NO. 3846-21**

Classification Title	Occup. Code	Range No.	MIN				MAX			
			Step A	Step B	Step C	Step D	Step E	Step F	Step G	
<b>P. PUBLIC WORKS/UTILITIES</b>										
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 <sup>1</sup>	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			
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 <sup>1</sup>	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			

**SALARY ORDINANCE NO. 3846-21**

Classification Title	Occup. Code	Range No.	<u>MIN</u>					Step F	<u>MAX</u> Step G
			Step A	Step B	Step C	Step D	Step E		
<b>Q. TRANSIT</b>									
Bus Maintenance Person	4500	02-014	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 <sup>5</sup>	4510	02-010	-	-	-	-	33.85		
Bus Operator Trainee	4520	02-011	22.78	-	-	-	-		
Communications Technician	3640	01-019	6430	6749	7089	7449	7818		
Director of Everett Transit	6807	06-019	11789	-	13259	-	15358		
Equipment Mechanic <sup>4</sup>	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	20.34	22.43	24.75	27.07	29.99		
Paratransit Operator <sup>5</sup>	4530	02-013	-	-	-	-	33.85		
Paratransit Operator Trainee	4540	02-009	18.31	-	-	-	-		
Paratransit Schedule Technician	4545	01-010	4148	4355	4567	4796	5033		
Transit Inspector	4550	02-012	38.93	39.94	-	-	-		
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		



**SALARY ORDINANCE NO. 3846-21**

- 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 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.

**SALARY ORDINANCE NO. 3846-21**

- 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:

RANGE	JOB
NO.	TITLE
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: 12/15/2021  
 Date Valid: 12/16/2021  
 Date Published: 12/21/2021  
 Effective Date: 12/31/2021