

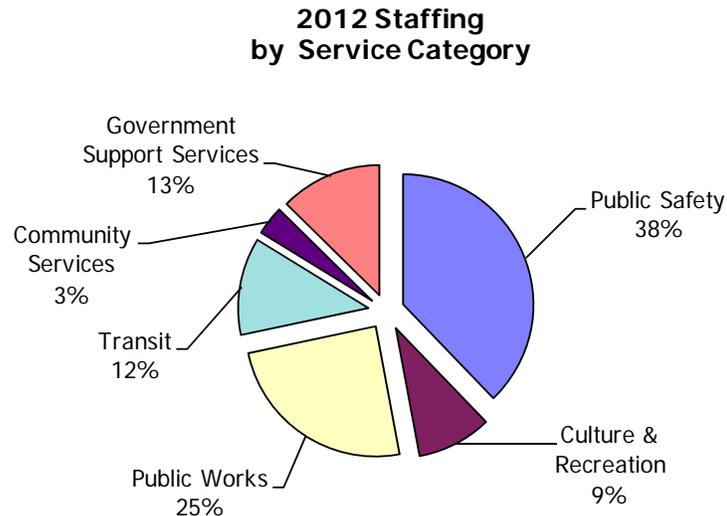
PERSONNEL SUMMARY

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STAFFING BUDGET

The 2012 budget includes a total of 1,190.60 employees measured in full time equivalents (FTEs). The chart below depicts the allocation of FTEs by major service category for 2012. The table on the following page lists employees by individual department for the years 2008 - 2012.



The service categories above include the following departments:

- Public Safety - Fire, Police, Emergency Medical Services, Municipal Court, and Probation
- Culture & Recreation – Parks, Golf, Library and Theater
- Public Works – Water/Sewer Utilities, Solid Waste, Engineering, and Streets
- Transit – Transit
- Community Services – Economic Development, Planning, Neighborhoods, Senior Center, Animal Shelter, and Community Housing
- Government Support Services – City Council, Legal, Administration, Finance, Labor Relations, Information Technology, Facilities, Motor Vehicle Operations, and Telecommunications

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

FUND	DEPARTMENT	2008 Original Budgeted Positions	2009 Original Budgeted Positions	2010 Original Budgeted Positions	2011 Original Budgeted Positions	2011 Mid-Year Changes	2011 Total Authorized	2012 Budgeted Changes	2012 Budgeted Positions
1	Council	8.0	8.0	8.00	8.00		8.00		8.00
3	Legal	16.5	18.5	19.50	20.00		20.00	(1.00)	19.00
4	Administration	7.0	7.0	7.00	7.00		7.00		7.00
47	Economic Development	1.9	1.9	1.90	1.90		1.90		1.90
5	Municipal Court	14.6	14.7	14.65	14.65		14.65		14.65
55	Probation	5.4	5.5	5.45	5.45		5.45		5.45
7	Labor Relations/HR	12.5	13.5	13.50	13.50		13.50		13.50
10	Finance	20.8	20.8	20.80	20.80	0.20	21.00	(1.00)	20.00
15	IT	15.8	16.8	16.80	16.80		16.80		16.80
21	Planning	16.5	16.5	16.50	16.50		16.50	(1.00)	15.50
22	Neighbor/Comm Svcs	2.0	2.0	2.00	2.00		2.00		2.00
24	Engineering	52.8	52.2	50.75	47.65	(0.10)	47.55		47.55
26	Animal Services	16.0	18.0	16.00	15.00		15.00	(1.00)	14.00
27	Senior Center	4.0	4.0	4.00	4.00		4.00		4.00
30	Police: Civilian	44.0	47.0	47.00	45.00		45.00	(2.00)	43.00
31	Police: Uniformed	198.0	199.0	201.00	201.00		201.00		201.00
32	Fire	143.0	142.8	143.00	143.00		143.00		143.00
38	Facilities	41.0	41.0	41.00	41.00		41.00	(2.00)	39.00
101	Parks	57.0	60.0	60.00	60.00		60.00		60.00
110	Library	43.0	43.0	43.00	42.20		42.20	(1.00)	41.20
112	Theater	1.1	1.1	1.10	1.10		1.10		1.10
120	Streets	26.6	26.6	26.55	26.55		26.55		26.55
Gen Gvt TOTAL FTE Positions		747.40	759.70	759.50	753.10	0.10	753.20	(9.00)	744.20
Annual Percent Change - Gen. Gov't		3.8%	1.6%	0.0%	-0.8%				-1.2%
153	EMS	49.0	48.0	45.0	43.00		43.00		43.00
197	Comm. Housing	3.5	3.5	3.5	3.50		3.50		3.50
198	Comm. Development	2.0	2.0	2.0	2.00		2.00		2.00
401	Public Works-Utility	200.9	213.9	213.9	217.20	0.10	217.30	1.00	218.30
402	Solid Waste Utility	0.6	0.6	0.6	0.60		0.60		0.60
425	Transit	135.0	143.6	144.0	144.00		144.00		144.00
440	Parks & Rec - Golf	8.0	8.0	8.0	8.00		8.00		8.00
501	Motor Vehicles Op	26.0	26.0	26.0	26.00	(1.00)	25.00	(1.00)	24.00
507	Telecomm	3.0	3.0	3.0	3.00		3.00		3.00
Non-Gen TOTAL FTE Positions		427.95	448.55	445.95	447.30	(0.90)	446.40	-	446.40
Annual Percent Change-Non-Gen.		2.4%	4.8%	-0.6%	0.3%				0.0%
GRAND TOTAL FTEs		1,175.35	1,208.25	1,205.45	1,200.40	(0.80)	1,199.60	(9.00)	1,190.60
Annual Percent Change-Total City		3.3%	2.8%	-0.2%	-0.4%				-0.8%

Note: Budgeted employee counts exclude Day Laborers and other temporary employees.

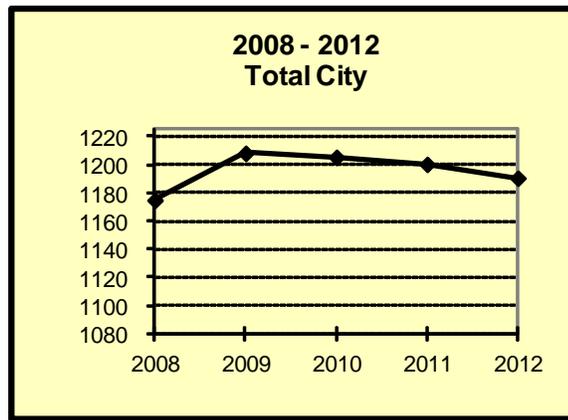
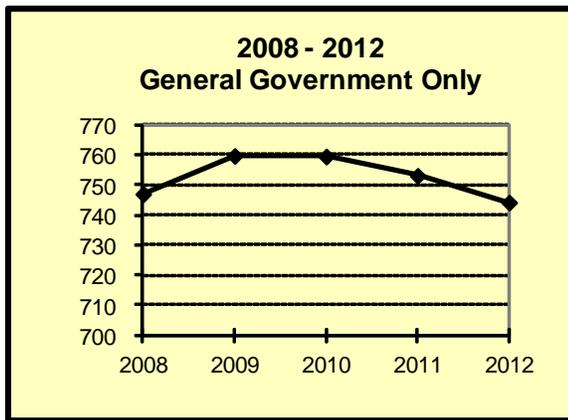
STAFFING CHANGES 2011 – 2012

	General Gov't	Proprietary	Total City	Comments
2011 Original Staffing Budget:	753.10	447.30	1,200.40	
2011 Mid-Year Changes				
Additions/Reductions:				
Budget Manager	0.20		0.20	Increase position to 1.0 FTE
Transfers:				
Engineering Services Manager	(0.10)	0.10	0.00	Re-org/Trf to Utilities
Attrition:				
Equipment Service Worker		(1.00)	(1.00)	
Increase (Decrease) from 2010 Original Budget	0.10	(0.90)	(0.80)	
2011 Amended Staffing Budget	753.20	446.40	1199.60	
2012 Original Base Staffing	753.20	446.40	1,199.60	
Planned changes for 2012				
Asst Attorney III	(1.00)		(1.00)	Attrition
Accounting Assistant	(1.00)		(1.00)	Attrition
Assistant Planner to UT	(1.00)		(1.00)	Attrition
Animal Control Officer	(1.00)		(1.00)	Attrition
Fleet Coordinator	(1.00)		(1.00)	Attrition
Painter	(1.00)		(1.00)	Attrition
Caretaker	(1.00)		(1.00)	Attrition
Librarian I	(1.00)		(1.00)	Attrition
Planner	(1.00)		(1.00)	Re-org/transfer
Water Pollution Control Operator		1.00	1.00	Re-org
Maint & Operations Sup		(1.00)	(1.00)	Re-org
Switchboard Operator		(1.00)	(1.00)	Attrition
Planner		1.00	1.00	Re-org/transfer
Increase (Decrease) from 2011 Base	(9.00)	0.00	(9.00)	
2012 Staffing Budget	744.20	446.40	1,190.60	
Total Increase (Decrease) from 2011 Original Budget	(8.90)	(0.90)	(9.80)	

STAFFING TRENDS

The table and graphs below show the original budgeted staffing levels, in FTEs, from 2008 - 2012.

	2008 Budget	2009 Budget	2010 Budget	2011 Budget	2012 Budget
General Government Departments	747.40	759.70	759.50	753.10	744.20
All Other Government Departments	427.95	448.55	445.95	447.30	446.40
Total City Budgeted Positions	1,175.35	1,208.25	1,205.45	1,200.40	1,190.60



General government employees increased from 2008 to 2009 by 12.30 FTEs. A major emphasis in the 2009 budget was public safety. Four of the 12.30 FTEs added were to the police department and three were to the Legal department to support increased activity.

The 2010 general government budget included a net decrease of 0.2 FTE; a reduction of three positions in departments experiencing decreased activity (one in engineering and two in the animal shelter) and the addition of three positions (two in the police department and one in legal).

The 2011 general government budget was reduced by 6.4 FTEs as a result of the Mayor and Administration's efforts to manage staff vacancies closely-determining whether each position that came open was still critical to the city's mission and eliminating underutilized positions through attrition or moving staff to areas where the demand was greater. 2011 reductions included; 2.6 FTEs that were either grant funded or temporary; 2.4 FTEs transferred to non-general government departments due to reorganizations; and a reduction of 2.0 FTEs in departments experiencing decreased activity.

The 2011 non-general government budget included a net increase of 1.35 FTEs; two utility positions were added due to increased maintenance requirements; two EMS positions were eliminated through attrition; and as noted above 2.4 FTEs were transferred from general government departments.

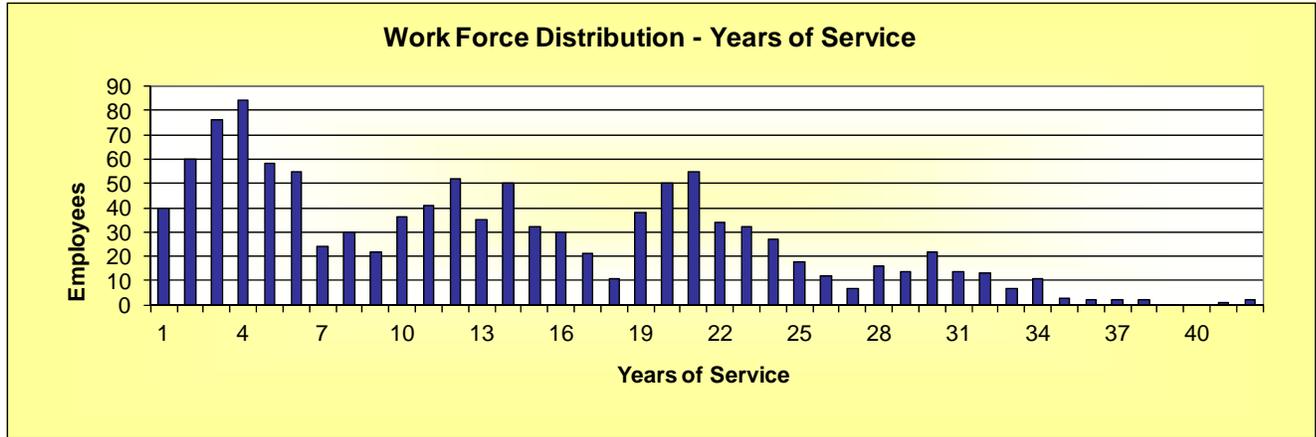
In 2012, the general government budget is reduced by 8.90 FTEs. Administration continues to manage staff vacancies as in 2011. The 2012 reductions include the attrition of 8.0 FTEs and the transfer of 0.10 FTE to the Utility Department.

The 2012 non-general government budget includes a net decrease of 0.90 FTE. This includes the elimination of 1.0 FTE in the Motor Vehicle Department through attrition.

For individual department details regarding staffing changes, please refer to the THREE YEAR PERSONNEL COMPARISON tables in the departmental budgets.

Longevity

Members of Everett’s work force have been employed from less than one year to 42 years. Approximately 344 employees, or 30.2%, have each provided over 20 years of service to the citizens of Everett.



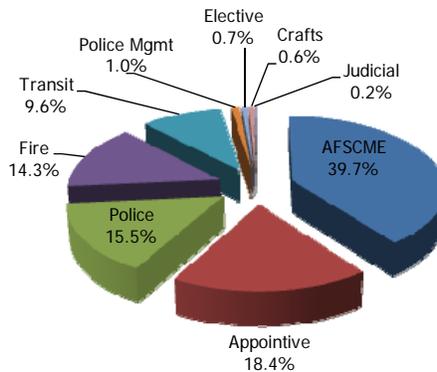
LABOR RELATIONS

The bargaining units listed in the table below represent the majority of City of Everett employees. The City also employs approximately 229 non-represented, full-time employees and up to 200 seasonal/day laborers at different peak seasons of the year

The city and unions typically ratify contracts for three year periods. The current labor agreements expire in the year noted below.

Union	2011	2012	2013	Approximate # of Employees Represented
Amalgamated Transit Union, Division No. 883	x			115
Everett Firefighters, Local No. 46	x			170
Everett Municipal Employees Union Local No. 113, AFSCME			x	473
Snohomish County Construction Crafts			x	7
Everett Police Officers Association			x	184
Everett Police Management Association		x		13

Personnel by Bargaining Unit



STAFFING BUDGET BY OCCUPATION CODE

Occupation Code	Description	FTE Count	Occupation Code	Description	FTE Count
1200	Accountant I	1.00	2480	Visual Information Specialist	1.00
1222	Assistant Buyer	2.00	2600	Librarian I	7.00
1260	Buyer	4.00	2610	Librarian II	3.00
1290	Client Services Technician	1.80	2650	Library Assistant	2.20
1380	Network Application Specialist	6.00	2670	Library Associate Senior	2.00
1390	PC Technician	1.00	2700	Library Computer System Coord	1.00
1410	Network Systems Analyst	5.00	2740	Library Technician	11.00
1430	Warehouseworker	2.00	2750	Library Technician Senior	4.00
1510	Animal Control Officer	3.00	2761	Senior Library Page	1.00
1525	Veterinary Technician	1.00	2762	Library PC Technician	1.00
1530	Animal Shelter Attendant	4.00	2811	Municipal Court Clerk - AFSCME	10.00
1540	Assistant Planner	2.00	2816	Probation Assistant	2.00
1670	Planner	9.00	2820	Municipal Court Judge #1	1.80
1700	Senior Center Coordinator	1.00	3000	Arborist	1.00
1800	Council Member	7.00	3020	Groundskeeper	11.00
1810	Mayor	1.00	3040	Horticulturist	2.00
1910	Building Caretaker	9.00	3050	Landscaper	1.00
1950	Custodian	10.00	3090	Park Ranger II	3.00
1960	Electrician	3.00	3095	Park Ranger Supervisor	1.00
1980	Facilities Maintenance Worker	3.00	3120	Park/Golf Laborer	6.00
2015	Telecommunications Assistant	1.00	3160	Recreation Activity Leader	4.00
2016	Transportation Security Officer	5.00	3190	Recreation Supervisor	7.00
2110	Assistant Fire Marshal (>10)	2.00	3420	Parking Enforcement Officer	5.00
2145	Fire Apparatus/Equipment Mech	1.00	3430	Police Captain	4.00
2150	Fire Battalion Chief	4.00	3450	Police Lieutenant	9.00
2160	Fire Captain	32.00	3460	Police Officer	147.00
2180	Fire Inspector (+6yrs)-Non Sup	4.00	3470	Police Officer Trainee	11.00
2200	Firefighter	57.00	3505	Police Records Supervisor	3.00
2210	Firefighter/Driver	33.00	3510	Police Sergeant	26.00
2230	Firefighter/Paramedic	29.00	3520	Police Specialist	2.00
2250	Medical Services Officer	2.00	3530	Records Information Specialist	11.00
2251	Division Chief	7.00	3531	Police Property Room Specialist	3.00
2300	Accounting Assistant	10.00	3600	Asst Inventory Control Tech	2.00
2310	Accounting Technician	5.00	3610	Cement Finisher	4.00
2370	Maintenance Mechanic	6.00	3640	Communication Technician	2.00
2390	Office Assistant	11.00	3670	Dispatcher	1.00
2400	Office Specialist	10.00	3690	Equipment Mechanic	11.00
2410	Office Supervisor	2.00	3700	Equipment Operator	9.00
2420	Office Technician	11.00	3710	Equipment Serviceworker	3.00
2425	Public Service Aide	2.00	3720	Heavy Equipment Operator	26.00
2450	Supervisor I	6.00	3730	Industrial Waste Inspector	4.00
2460	Supervisor II	6.00	3740	Inventory Control Technician	1.00
2470	Switchboard Operator	1.00	3750	Lead Utility Serviceworker	1.00

STAFFING BUDGET BY OCCUPATION CODE – Continued

Occupation Code	Description	FTE Count	Occupation Code	Description	FTE Count
3809	Public Info/Education Spec	2.00	6012	Executive Administrator	1.00
3820	Plant/Pump Maintenance Mechanic	3.00	6013	Economic Development Director	2.00
3860	Transportation Maint Tech	5.00	6014	Cultural Arts Manager	1.00
3875	SCADA/Telemetry Technician	1.00	6015	Emergency Mngmt Coordinator	1.00
3878	Utilities Maintenance Tech I	7.00	6053	Budget Manager	1.00
3879	Utilities Maintenance Tech II	4.00	6054	City Clerk	1.00
3880	Utilities Maintenance Tech III	4.00	6055	Information Technology Manager	1.00
3890	Utility Mapping Supervisor	1.00	6056	Deputy City Clerk	1.00
3900	Utility Laborer	35.00	6060	Purchasing Manager	1.00
3920	Utility Serviceworker	4.00	6061	Accounting Supervisor	1.00
3940	Water Pollution Control Op I	1.00	6062	IT Director	1.00
3950	Water Pollution Control Op II	2.00	6063	Finance Manager/Treasurer	1.00
3960	Water Pollution Control OP III	3.00	6064	IT Project Manager	2.00
3980	Water Quality Analyst	7.00	6102	Compliance Officer	3.00
3990	Water Quality Control Operator	3.00	6151	Community Develop Specialist	1.00
4010	Water Quality Technician	1.00	6153	Housing Finance Advisor	1.00
4020	Water Service Technician	11.00	6155	Housing Improvement Inspector	2.00
4050	Water Treatment Operator II	1.00	6156	Manager of Land Use Planning	1.00
4060	Water Treatment Operator III	8.00	6157	Mgr/Long Range Planning Cmt Dv	1.00
4070	Treatment Plant O-I-T	4.00	6158	Planning & Comty Developmt Dir	1.00
4080	Welder	1.00	6201	Animal Control Manager	1.00
4082	PW Supervisor	9.00	6202	Asst. Real Property Manager	1.00
4150	Building Inspector	2.00	6203	Facilities & Property Mgmt Dir	1.00
4170	Chief Inspector	1.00	6204	Facilities Maintenance Supervr	1.00
4210	Construction Inspector	9.00	6205	Facilities Manager	1.00
4220	Development Technician	4.00	6206	Project Manager - Architect	1.00
4230	Electrical Inspector	2.00	6207	Real Property Manager	1.00
4260	Engineering Technician	10.00	6208	Telecommunications Manager	1.00
4275	GIS/Programmer Analyst	2.00	6251	Assistant Fire Chief	3.00
4320	Permit Development Counter Tec	3.00	6253	Fire Chief	1.00
4340	Plumbing Inspector	2.00	6254	Fire Marshal	1.00
4385	Environmental Permit Coord.	1.00	6301	Administrative Assistant	20.00
4400	Records System Specialist	2.00	6302	Administrative Coordinator	8.00
4410	Senior Traffic Signal Tech	2.00	6303	Administrative Secretary	6.00
4435	Traffic Signal Technician	2.00	6304	Associate Engineer NPE	3.00
4440	Traffic Technician	1.00	6305	Associate Engineer - PE	5.00
4441	Traffic Operations Supervisor	1.00	6306	Financial Analyst	5.00
4500	Bus Maintenance Person	6.00	6307	Principal Engineer	3.00
4510	Bus Operator	75.00	6308	Project Coordinator	11.00
4530	Paratransit Operator	27.00	6310	Senior Engineer	8.00
4545	Paratransit Schedule Tech	5.00	6311	Development Constructn Super	2.00
4550	Transit Inspector	7.00	6351	Assistant City Attorney I	4.00
6001	Chief Administrative Assistant	2.00	6352	Assitant City Attorney II	2.00
6003	Executive Assist-Mayor's Offic	1.00	6353	Assistant City Attorney III	3.00
6004	Executive Director	1.00	6354	City Attorney	1.00
6009	Public Information Director	1.00	6355	Deputy City Attorney	1.00

STAFFING BUDGET BY OCCUPATION CODE – Continued

Occupation Code	Description	FTE Count	Occupation Code	Description	FTE Count
6356	Legal Administrator	1.00	6654	Operations Superintendent	1.00
6401	Assistnt Library Directr/LibIV	1.00	6655	Pre-Treatment Manager	1.00
6402	Childrens/Outreach Svcs Managr	1.00	6656	Public Works Infor & Educ Mngr	1.00
6403	Library Branch Manager/Lib III	1.00	6657	Senior Water Operator	1.00
6404	Library Director	1.00	6658	Utilities Finance Manager	1.00
6406	Library Specialist	3.00	6659	Utilities GIS Program Manager	1.00
6407	Library Tech Svcs Mngr/Lib III	1.00	6660	Utilities Records Manager	1.00
6451	Asst Municipl Court Adminstrtr	1.00	6661	Utilities Services Supervisor	1.00
6452	Municipal Court Administrator	1.00	6662	Maintenance Superintendent	1.00
6453	Municipal Court Security Offcr	1.30	6663	M & O Supervisor	5.00
6454	Probation Counselor	2.00	6664	Construction Manager	1.00
6455	Detention Monitoring Assistant	1.00	6665	Engineering Superintendent	1.00
6502	Assistant Park & Rec Director	2.00	6667	Public Works Director	1.00
6504	Parks & Recreation Director	1.00	6668	Senior Envirnmental Specialst	3.00
6507	Recreation Program Coordinator	3.00	6669	Chief Water Operator	1.00
6510	Parks Business Program Manager	1.00	6670	Senior Wastewater Operator	2.00
6511	Golf & Park Program Manager	1.00	6671	Water/Wastewater Prcss Analyst	2.00
6512	Parks Planning & Cap Devp Mgr	1.00	6672	Wstewtr Plnt Maint Sup	2.00
6551	Assistant Safety Official	1.00	6674	Assistant Construction Manager	2.00
6552	City Safety Official	1.00	6675	Surface Water Manager	1.00
6553	Employee Benefits Coordinator	1.00	6701	Building Official	1.00
6554	Human Resources Coordinator	3.00	6702	City Engineer	1.00
6555	Labor Rel & Human Resources Dir	1.00	6703	City Traffic Engineer	1.00
6556	Human Resources Assistant	0.50	6706	Permit Services Manager	1.00
6557	Human Resources Analyst	2.00	6708	Engineering Services Manager	1.00
6558	Human Resources Manager	2.00	6750	Veterinarian	1.00
6559	Workers Compensation Coord	1.00	6753	Senior Center Manager	1.00
6560	Labor & Employee Reltns Coordr	1.00	6755	Shelter Activities Coordinator	1.00
6601	Deputy Police Chief	2.00	6803	Transportation Services Mgr	1.00
6602	Police Chief	1.00	6804	Operations Supervsr-Parantmnt	1.00
6604	Police Inspector	1.00	6806	Operations Supervsr-Fixed Rout	1.00
6607	Records Unit Manager	1.00	6807	Transportation & Trnst Svc Dir	1.00
6608	Support Services Manager	1.00	6808	Transportation Program Manager	2.00
6609	Police Property Room Manager	2.00	6810	Vehicle Maintenance Superintdt	1.00
6610	Police Crime Analyst	1.00	6812	Transit Training Coordinator	1.00
6611	Forensic Imaging Analyst	1.00			
				TOTAL FTEs	1190.60

SALARY ORDINANCE NO. 3249-11

AN ORDINANCE establishing the basic salary schedule for employees of the City of Everett for 2012, repealing Ordinance 3199-10.

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
<u>A. ADMINISTRATION</u>									
Chief Administrative Assistant	6001	06-022	9831	-	11057	-	12806		
Cultural Arts Manager	6014	06-014	6420	-	7214	-	8350		
Economic Development Director	6013	06-019	8956	-	10073	-	11667		
Executive Director	6004	06-021	9582	-	10937	-	12480		
Executive Administrator	6012	06-017	8135	-	9149	-	10596		
Executive Assistant - Mayor's Office	6003	06-009	4595	-	5163	-	5973		
Government Affairs Director	6005	06-015	6895	-	7749	-	8968		
Municipal Assistant*	6008	06-102	2950	-	3317	-	3838		
Public Information Director	6009	06-014	6420	-	7214	-	8350		
Special Projects Manager	6010	06-015	6895	-	7749	-	8968		
<u>B. BUDGET AND FINANCE</u>									
Accountant I	1200	01-018	4795	5033	5284	5549	5830		
Accounting Supervisor	6061	06-011	5225	-	5872	-	6796		
Budget Manager	6053	06-012	5589	-	6280	-	7267		
City Clerk	6054	06-012	5589	-	6280	-	7267		
Deputy City Clerk	6056	06-009	4595	-	5163	-	5973		
Finance Manager/Treasurer	6063	06-016	7417	-	8335	-	9645		
Pension Board Specialist	1375	01-014	3940	4140	4352	4567	4795		
Purchasing Manager	6060	06-012	5589	-	6280	-	7267		
Warehouseworker	1430	01-010	3247	3408	3575	3753	3940		
<u>C. COMMUNITY DEVELOPMENT</u>									
Assistant Planner	1540	01-016	4352	4567	4795	5033	5284		
Associate Planner	1550	01-018	4795	5033	5284	5549	5830		
Community Development Specialist	6151	06-009	4595	-	5163	-	5973		
Environmental Planner	1590	01-020	5240	5501	5769	6054	6308		
Housing Finance Advisor	6153	06-009	4595	-	5163	-	5973		
Housing Improvement Advisor	6154	06-009	4595	-	5163	-	5973		
Housing Improvement Inspector	6155	06-010	4893	-	5502	-	6366		

SALARY ORDINANCE NO. 3249-11

Classification Title	Occup. Code	Range No.	MIN			MAX		
			Step A	Step B	Step C	Step D	Step E	Step F
Manager of Land Use Planning	6156	06-015	6895	-	7749	-	8968	
Mgr/Long Range Planning Cm Dv	6157	06-015	6895	-	7749	-	8968	
Planner	1670	01-020	5240	5501	5769	6054	6308	
Planning & Community Development Director	6158	06-019	8956	-	10073	-	11667	
Planning Technician	1680	01-012	3575	3753	3940	4140	4352	
Planning Technician II	1685	01-016	4352	4567	4795	5033	5284	
<u>D. COMMUNITY SERVICES</u>								
Animal Services Manager	6201	06-012	5589	-	6280	-	7267	
Animal Control Officer	1510	01-014	3940	4140	4352	4567	4795	
Animal Shelter Attendant	1530	01-006	2671	2799	2945	3090	3247	
Assistant Animal Services Manager	6754	06-010	4893	-	5502	-	6366	
Assistant Senior Center Manager	6751	06-009	4595	-	5163	-	5973	
Senior Center Coordinator	1700	01-015	4140	4352	4567	4795	5033	
Senior Center Manager	6753	06-011	5225	-	5872	-	6796	
Shelter Operations Coordinator	6755	06-009	4595	-	5163	-	5973	
Veterinarian	6750	06-011	5225	-	5872	-	6796	
Veterinary Clinic Coordinator	6756	06-007	4065	-	4567	-	5287	
Veterinary Technician	1525	01-008	2945	3090	3247	3408	3575	
<u>E. FACILITIES/PROPERTY MANAGEMENT</u>								
Architectural Drafter	1900	01-016	4352	4567	4795	5033	5284	
Asst. Real Property Manager	6202	06-011	5225	-	5872	-	6796	
Building Caretaker	1910	01-011	3408	3575	3753	3940	4140	
Carpenter	1920	01-015	4140	4352	4567	4795	5033	
Construction Energy Projects Tech	1940	01-019	5033	5284	5549	5830	6120	
Custodian	1950	01-008	2945	3090	3247	3408	3575	
Facilities & Property Mgmt Dir	6203	06-019	8956	-	10073	-	11667	
Facilities Maintenance Supervisor	6204	06-011	5225	-	5872	-	6796	
Facilities Manager	6205	06-012	5589	-	6280	-	7267	
Painter	2000	01-015	4140	4352	4567	4795	5033	
Project Manager - Architect	6206	06-012	5589	-	6280	-	7267	
Real Estate/LID Technician	4380	01-019	5033	5284	5549	5830	6120	
Real Property Manager	6207	06-015	6895	-	7749	-	8968	
Transportation Center Security Officer	2016	01-008	2945	3090	3247	3408	3575	
<u>F. FIRE</u>								
Assistant Fire Chief	6251	06-018	8407	-	9454	-	10950	
Assistant Fire Marshal	2110	04-023	8257	-	-	-	-	
Deputy Fire Chief	6252	06-016	7417	-	8335	-	9645	
Emergency Mgt Public Educ Coord	6015	06-010	4893	-	5502	-	6366	
Fire Apparatus/Equipment Mechanic	2145	01-018	4795	5033	5284	5549	5830	
Fire Battalion Chief	2150	04-023	8257	-	-	-	-	
Fire Captain ³	2160	04-021	7373	-	-	-	-	
Fire Chief	6253	06-020	9326	-	10633	-	12148	
Fire Department Community Outreach Specialist	6225	06-010	4893	-	5502	-	6366	
Fire Division Chief	2251	04-024	8670	-	-	-	-	
Fire Inspector	2180	04-021	7373	-	-	-	-	
Fire Marshal	6254	06-018	8407	-	9454	-	10950	
Firefighter	2200	04-017	4133	4574	5014	5454	5898	
Firefighter/Driver	2210	04-018	6488	-	-	-	-	
Firefighter/EMTA	2220	04-018	6488	-	-	-	-	
Firefighter/Paramedic ⁴	2230	04-020	6783	-	-	-	-	
Medical Services Officer	2250	04-022	7549	-	-	-	-	

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Classification Title	Occup. Code	Range No.	<u>MIN</u>		Step C	Step D	Step E	Step F	<u>MAX</u>
			Step A	Step B					Step G
<u>G. INFORMATIONAL TECHNOLOGY</u>									
Client Services Technician	1290	01-014	3940	4140	4352	4567	4795		
Information Technology Manager	6055	06-016	7417	-	8335	-	9645		
Information Technology Director	6062	06-019	8956	-	10073	-	11667		
Information Technology Project Manager	6064	06-012	5589	-	6280	-	7267		
Network Application Specialist	1380	01-018	4795	5033	5284	5549	5830		
Network Services Program Manager	6059	06-012	5589	-	6280	-	7267		
Network Systems Analyst	1410	01-021	5501	5769	6054	6308	6626		
PC Technician	1390	01-016	4352	4567	4795	5033	5284		
Telecommunications Assistant	2015	01-010	3247	3408	3575	3753	3940		
Telecommunications Manager	6208	06-010	4893	-	5502	-	6366		
<u>H. INTERDEPARTMENTAL</u>									
Accounting Asst/Customer Svc Representative	2300	01-011	3408	3575	3753	3940	4140		
Accounting Technician	2310	01-012	3575	3753	3940	4140	4352		
Administrative Assistant*	6301	06-107	3836	-	4309	-	4987		
Administrative Coordinator	6302	06-008	4317	-	4851	-	5616		
Administrative Secretary*	6303	06-104	3257	-	3661	-	4236		
Assistant Buyer	1222	01-012	3575	3753	3940	4140	4352		
Associate Engineer - NPE	6304	06-010	4893	-	5502	-	6366		
Associate Engineer - PE	6305	06-012	5589	-	6280	-	7267		
Buyer	1260	01-016	4352	4567	4795	5033	5284		
Data Entry Operator	2365	01-001	2089	2197	2306	2423	2543		
Development Construction Supervisor	6311	06-011	5225	-	5872	-	6796		
Electrician ⁵	1960	01-017	4567	4795	5033	5284	5549		
Engineering Technician	4260	01-016	4352	4567	4795	5033	5284		
Engineering Technician Trainee	4270	01-014	3940	4140	4352	4567	4795		
Facilities Maintenance Worker	1980	01-012	3575	3753	3940	4140	4352		
Financial Analyst	6306	06-009	4595	-	5163	-	5973		
General Laborer	2367	01-002	2197	2306	2423	2543	2671		
GIS/Programmer Analyst	4275	01-018	4795	5033	5284	5549	5830		
Mail Processing Clerk	1370	01-008	2945	3090	3247	3408	3575		
Maintenance Mechanic	2370	01-017	4567	4795	5033	5284	5549		
Office Assistant	2390	01-008	2945	3090	3247	3408	3575		
Office Specialist	2400	01-012	3575	3753	3940	4140	4352		
Office Supervisor ⁵	2410	01-015	4140	4352	4567	4795	5033		
Office Technician	2420	01-010	3247	3408	3575	3753	3940		
Principal Engineer	6307	06-015	6895	-	7749	-	8968		
Project Coordinator	6308	06-010	4893	-	5502	-	6366		
Public Service Aide	2425	01-002	2197	2306	2423	2543	2671		
Ranger II	3090	01-014	3940	4140	4352	4567	4795		
Receptionist*	6309	06-101	2612	-	2937	-	3398		
Senior Engineer	6310	06-014	6420	-	7214	-	8350		
Small Tool & Equipment Repair Technician	2445	01-015	4140	4352	4567	4795	5033		
Supervisor I	2450	01-017	4567	4795	5033	5284	5549		
Supervisor II	2460	01-020	5240	5501	5769	6054	6308		
Switchboard Operator	2470	01-010	3247	3408	3575	3753	3940		
Transportation Maintenance Technician	3860	01-015	4140	4352	4567	4795	5033		
Visual Information Specialist	2480	01-014	3940	4140	4352	4567	4795		

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Classification Title	Occup. Code	Range No.	<u>MIN</u> Step A	Step B	Step C	Step D	Step E	Step F	<u>MAX</u> Step G
<u>I. LABOR RELATIONS/HUMAN RESOURCES</u>									
Assistant Safety Official	6551	06-010	4893	-	5502	-	6366		
City Safety Official	6552	06-012	5589	-	6280	-	7267		
Employee Benefits Coordinator	6553	06-009	4595	-	5163	-	5973		
Human Resources Analyst	6557	06-009	4595	-	5163	-	5973		
Human Resources Assistant*	6556	06-102	2950	-	3317	-	3838		
Human Resources Coordinator*	6554	06-107	3836	-	4309	-	4987		
Human Resources Manager	6558	06-015	6895	-	7749	-	8968		
Labor & Employee Relations Coordinator	6560	06-011	5225	-	5872	-	6796		
Labor Relations & Human Resources Director	6555	06-019	8956	-	10073	-	11667		
Workers Compensation Coordinator	6559	06-010	4893	-	5502	-	6366		
<u>J. LEGAL</u>									
Assistant City Attorney I	6351	06-009	4595	-	5163	-	5973		
Assistant City Attorney (PT)	6358	06-102	2950	-	3317	-	3838		
Assistant City Attorney II	6352	06-013	5985	-	6727	-	7784		
Assistant City Attorney III	6353	06-015	6895	-	7749	-	8968		
City Attorney	6354	06-021	9582	-	10937	-	12480		
Deputy City Attorney	6355	06-017	8135	-	9149	-	10596		
Legal Administrator	6356	06-012	5589	-	6280	-	7267		
Legal Intern*	6357	06-102	2950	-	3317	-	3838		
<u>K. LIBRARY</u>									
Assistant Library Director/Librarian IV	6401	06-013	5985	-	6727	-	7784		
Children's/Outreach Services Manager/Lib III	6402	06-012	5589	-	6280	-	7267		
Librarian I	2600	01-018	4795	5033	5284	5549	5830		
Librarian II	2610	01-020	5240	5501	5769	6054	6308		
Library Assistant	2650	01-008	2945	3090	3247	3408	3575		
Library Associate	2660	01-012	3575	3753	3940	4140	4352		
Library Associate Sr	2670	01-017	4567	4795	5033	5284	5549		
Library Associate/Branch Services	2680	01-014	3940	4140	4352	4567	4795		
Library Associate/Mobile Services	2690	01-014	3940	4140	4352	4567	4795		
Library Branch Manager/Librarian III	6403	06-012	5589	-	6280	-	7267		
Library Client Services Technician	2695	01-014	3940	4140	4352	4567	4795		
Library Computer System Coordinator	2700	01-018	4795	5033	5284	5549	5830		
Library Director	6404	06-019	8956	-	10073	-	11667		
Library Office Administrator*	6405	06-107	3836	-	4309	-	4987		
Library Office Specialist	2720	01-012	3575	3753	3940	4140	4352		
Library PC Technician	2762	01-016	4352	4567	4795	5033	5284		
Library Specialist	6406	06-010	4893	-	5502	-	6366		
Library Technical Services Manager/Librarian III	6407	06-012	5589	-	6280	-	7267		
Library Technician	2740	01-010	3247	3408	3575	3753	3940		
Library Technician Senior	2750	01-011	3408	3575	3753	3940	4140		
Library Technician Trainee	2760	01-008	2945	3090	3247	3408	3575		
Senior Library Page	0516	01-008	2945	3090	3247	3408	3575		

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Classification Title	Occup. Code	Range No.	<u>MIN</u>	Step B	Step C	Step D	Step E	Step F	<u>MAX</u>
			Step A						Step G
<u>L. MUNICIPAL COURT</u>									
Assistant Municipal Court Administrator	6451	06-009	4595	-	5163	-	5973		
Detention Monitoring Assistant*	6455	06-107	3836	-	4309	-	4987		
Municipal Court Administrator	6452	06-014	6420	-	7214	-	8350		
Municipal Court Data Entry Operator	2815	01-001	2089	2197	2306	2423	2543		
Municipal Court Office Assistant	2391	01-008	2945	3090	3247	3408	3575		
Municipal Court Security Officer*	6453	06-102	2950	-	3317	-	3838		
Municipal Court Clerk	2811	01-012	3575	3753	3940	4140	4352		
Probation Assistant	2816	01-012	3575	3753	3940	4140	4352		
Probation Counselor	6454	06-010	4893	-	5502	-	6366		
<u>M. PARKS AND RECREATION</u>									
Arborist	3000	01-015	4140	4352	4567	4795	5033		
Assistant Parks & Recreation Director	6502	06-016	7417	-	8335	-	9645		
Golf and Park Program Manager	6511	06-012	5589	-	6280	-	7267		
Groundskeeper	3020	01-015	4140	4352	4567	4795	5033		
Horticulturist	3040	01-017	4567	4795	5033	5284	5549		
Landscaper	3050	01-015	4140	4352	4567	4795	5033		
Park Ranger I	3080	01-012	3575	3753	3940	4140	4352		
Park Ranger Supervisor	3095	01-017	4567	4795	5033	5284	5549		
Park Structural Maint Supervisor	3100	01-020	5240	5501	5769	6054	6308		
Park/Golf Laborer	3120	01-010	3247	3408	3575	3753	3940		
Parks Business Program Manager	6510	06-012	5589	-	6280	-	7267		
Parks Planning and Capital Development Manager	6512	06-013	5985	-	6727	-	7784		
Parks & Recreation Director	6504	06-019	8956	-	10073	-	11667		
Recreation Leader	3160	01-009	3090	3247	3408	3575	3753		
Recreation Program Coordinator	6507	06-010	4893	-	5502	-	6366		
Recreation Supervisor ⁵	3190	01-015	4140	4352	4567	4795	5033		
Urban Forester	3210	01-017	4567	4795	5033	5284	5549		
<u>N. POLICE</u>									
Code Compliance Supervisor	6612	06-011	5225	-	5872	-	6796		
Compliance Officer	6102	06-009	4595	-	5163	-	5973		
Deputy Police Chief	6601	06-018	8407	-	9454	-	10950		
Forensic Imaging Analyst	6611	06-009	4595	-	5163	-	5973		
Parking Enforcement Officer ⁵	3420	01-009	3090	3247	3408	3575	3753		
Police Captain	3430	03-014	-	10378	-	-	-		
Police Chief	6602	06-020	9326	-	10633	-	12148		
Police Crimes Analyst	6610	06-009	4595	-	5163	-	5973		
Police Fleet & Inventory Coordinator*	6603	06-107	3836	-	4309	-	4987		
Police Inspector	6604	06-016	7417	-	8335	-	9645		
Police Lieutenant	3450	03-013	-	9656	-	-	-		
Police Officer	3460	03-021	-	5404	6468	-	-		
Police Officer (BLEA)	3475	03-021	4936	5404	6468	-	-		
Police Officer Entry-Level	3470	03-021	4936	-	-	-	-		
Police Planner/Analyst	6605	08-009	4595	-	5284	-	5973		
Police Records Unit Shift Supervisor	3505	01-015	4140	4352	4567	4795	5033		
Police Sergeant	3510	03-012	8087	-	-	-	-		
Police Specialist ⁵	3520	01-012	3575	3753	3940	4140	4352		
Police Property Room Manager	6609	06-011	5225	-	5872	-	6796		
Police Property Room Specialist	3531	01-012	3575	3753	3940	4140	4352		
Records Information Specialist	3530	01-012	3575	3753	3940	4140	4352		
Records Unit Manager	6607	06-009	4595	-	5163	-	5973		
Support Services Manager	6608	06-011	5225	-	5872	-	6796		

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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>O. PUBLIC WORKS/ENGINEERING/PUBLIC SERVICES</u>									
Building Inspector	4150	05-021	4977	5275	5596	5937	6306		
Building Inspector ²	4150	05-023	5228	5741	6265	6543	6834		
Building Official	6701	06-016	7417	-	8335	-	9645		
Chief Inspector	4170	05-022	5462	5797	6152	6533	6941		
Chief Inspector ²	4170	05-024	5741	6265	6898	7208	7532		
City Engineer	6702	06-016	7417	-	8335	-	9645		
City Traffic Engineer	6703	06-015	6895	-	7749	-	8968		
Construction Inspector	4210	01-019	5033	5284	5549	5830	6120		
Development Technician	4220	01-019	5033	5284	5549	5830	6120		
Electrical Inspector	4230	05-021	4977	5275	5596	5937	6306		
Electrical Inspector ²	4230	05-023	5228	5741	6265	6543	6834		
Eng & Planning Program Manager	6704	06-014	6420	-	7214	-	8350		
Engineering Services Manager	6708	06-015	6895	-	7749	-	8968		
Paint Supervisor II	3790	01-020	5240	5501	5769	6054	6308		
Permit/Development Counter Technician	4320	01-014	3940	4140	4352	4567	4795		
Permit Services Manager	6706	06-014	6420	-	7214	-	8350		
Plan Examiner	4330	01-020	5240	5501	5769	6054	6308		
Plumbing/Mechanical Inspector	4340	05-021	4977	5275	5596	5937	6306		
Plumbing/Mechanical Inspector ²	4340	05-023	5228	5741	6265	6543	6834		
Senior Signal Technician	4410	01-020	5240	5501	5769	6054	6308		
Street Light Maintenance Worker	2010	01-013	3753	3940	4140	4352	4567		
Traffic Electronic Tech. Trainee	4425	01-017	4567	4795	5033	5284	5549		
Traffic Electronic Technician	4420	01-019	5033	5284	5549	5830	6120		
Traffic Operations Supervisor	4441	01-021	5501	5769	6054	6308	6626		
Traffic Signal Electrician	4430	01-019	5033	5284	5549	5830	6120		
Traffic Signal Technician	4435	01-018	4795	5033	5284	5549	5830		
Traffic Technician	4440	01-019	5033	5284	5549	5830	6120		
<u>P. PUBLIC WORKS/UTILITIES</u>									
Assistant Construction Manager	6674	06-013	5985	-	6727	-	7784		
Assistant Inventory Control/Dispatch Technician	3600	01-014	3940	4140	4352	4567	4795		
Cement Finisher	3610	01-015	4140	4352	4567	4795	5033		
Chief Wastewater Treatment Plant Operator	6651	06-014	6420	-	7214	-	8350		
Chief Water Treatment Plant Operator	6669	06-014	6420	-	7214	-	8350		
Construction Manager	6664	06-014	6420	-	7214	-	8350		
Drinking Water/Wastewater Process Analyst	6671	06-012	5589	-	6280	-	7267		
Engineering Superintendent	6665	06-016	7417	-	8335	-	9645		
Environmental Permit Coordinator	4385	01-020	5240	5501	5769	6054	6308		
Environmental Quality Manager	6652	06-013	5985	-	6727	-	7784		
Equipment Operator	3700	01-014	3940	4140	4352	4567	4795		
Heavy Equipment Operator	3720	01-015	4140	4352	4567	4795	5033		
Industrial Waste Inspector	3730	01-019	5033	5284	5549	5830	6120		
Inventory Control Technician	3740	01-017	4567	4795	5033	5284	5549		
Lead Utility Serviceworker	3750	01-017	4567	4795	5033	5284	5549		
Maintenance Superintendent	6662	06-016	7417	-	8335	-	9645		
Maintenance/Operations Supervisor	6663	06-013	5985	-	6727	-	7784		
Management Forester	6653	06-013	5985	-	6727	-	7784		
Meter Reader	4081	01-012	3575	3753	3940	4140	4352		
Operations Superintendent	6654	06-016	7417	-	8335	-	9645		
Plant/Pump Maintenance Mechanic ¹	3820	01-016	4352	4567	4795	5033	5284		
Pre-Treatment Manager	6655	06-012	5589	-	6280	-	7267		

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Classification Title	Occup. Code	Range No.	<u>MIN</u>		Step C	Step D	Step E	Step F	<u>MAX</u>	
			Step A	Step B					Step G	Step H
Public Information/Education Specialist	3809	01-016	4352	4567	4795	5033	5284			
Public Works Director	6667	06-020	9326	-	10633	-	12148			
Public Works Supervisor	4082	01-019	5033	5284	5549	5830	6120			
Public Works Information & Education Manager	6656	06-012	5589	-	6280	-	7267			
Records Systems Specialist	4400	01-014	3940	4140	4352	4567	4795			
SCADA/Telemetry Technician	3875	01-019	5033	5284	5549	5830	6120			
Senior Environmental Specialist	6668	06-014	6420	-	7214	-	8350			
Senior Wastewater Operator	6670	06-012	5589	-	6280	-	7267			
Senior Water Operator	6657	06-012	5589	-	6280	-	7267			
Surface Water Manager	6675	06-015	6895	-	7749	-	8968			
Treatment Plant Operator-in-Training	4070	01-010	3247	3408	3575	3753	3940			
Utilities Dispatcher	3670	01-012	3575	3753	3940	4140	4352			
Utilities Finance Manager	6658	06-013	5985	-	6727	-	7784			
Utilities GIS Program Manager	6659	06-011	5225	-	5872	-	6796			
Utilities Maintenance Technician I	3878	01-018	4795	5033	5284	5549	5830			
Utilities Maintenance Technician II	3879	01-019	5033	5284	5549	5830	6120			
Utilities Maintenance Technician III	3880	01-020	5240	5501	5769	6054	6308			
Utilities Records Manager	6660	06-010	4893	-	5502	-	6366			
Utilities Services Supervisor	6661	06-010	4893	-	5502	-	6366			
Utility Laborer	3900	01-010	3247	3408	3575	3753	3940			
Utility Mapping Supervisor	3890	01-019	5033	5284	5549	5830	6120			
Utility Service Worker	3920	01-015	4140	4352	4567	4795	5033			
Wastewater Plant Maintenance Supervisor	6672	06-012	5589	-	6280	-	7267			
Water Pollution Control Operator I	3940	01-015	4140	4352	4567	4795	5033			
Water Pollution Control Operator II	3950	01-017	4567	4795	5033	5284	5549			
Water Pollution Control Operator III	3960	01-019	5033	5284	5549	5830	6120			
Water Pollution Control Operator IV	3965	01-020	5240	5501	5769	6054	6308			
Water Quality Analyst	3980	01-019	5033	5284	5549	5830	6120			
Water Quality Control Operator	3990	01-017	4567	4795	5033	5284	5549			
Water Quality Technician	4010	01-016	4352	4567	4795	5033	5284			
Water Service Technician ¹	4020	01-016	4352	4567	4795	5033	5284			
Water Station Operator	4030	01-015	4140	4352	4567	4795	5033			
Water Treatment Operator I	4040	01-015	4140	4352	4567	4795	5033			
Water Treatment Operator II	4050	01-017	4567	4795	5033	5284	5549			
Water Treatment Operator III	4060	01-019	5033	5284	5549	5830	6120			
Water Treatment Operator IV	4065	01-020	5240	5501	5769	6054	6308			
Welder	4080	01-018	4795	5033	5284	5549	5830			

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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
Q. <u>TRANSPORTATION/TRANSIT</u>									
Bus Maintenance Person	4500	02-014	18.57	19.43	20.33	21.27	22.25		
Bus Operator	4510	02-110	20.64	21.51	22.41	23.34	24.31	25.32	26.38
Bus Operator ⁶	4510	02-010	-	-	-	-	26.38		
Bus Operator Trainee	4520	02-011	17.76	-	-	-	-		
Communications Technician	3640	01-019	5033	5284	5549	5830	6120		
Equipment Mechanic ⁵	3690	01-017	4567	4795	5033	5284	5549		
Equipment Serviceworker	3710	01-014	3940	4140	4352	4567	4795		
Maint & Operations Supervisor - Transportation	6801	06-010	4893	-	5502	-	6366		
Operations Supervisor - Fixed Route	6806	06-011	5225	-	5872	-	6796		
Operations Supervisor - Para Transit	6804	06-010	4893	-	5502	-	6366		
Paratransit Operator	4530	02-113	15.25	16.88	18.69	20.51	22.80		
Paratransit Operator ⁶	4530	02-013	-	-	-	-	26.38		
Paratransit Operator Trainee	4540	02-009	13.68	-	-	-	-		
Paratransit Schedule Technician	4545	01-010	3247	3408	3575	3753	3940		
Transit Inspector	4550	02-012	30.34	-	-	-	-		
Transit Training Coordinator	6812	06-010	4893	-	5502	-	6366		
Transportation & Transit Services Director	6807	06-019	8956	-	10073	-	11667		
Transportation Program Manager	6808	06-011	5225	-	5872	-	6796		
Transportation Services Manager	6803	06-015	6895	-	7749	-	8968		
Vehicle Maintenance Manager	6810	06-015	6895	-	7749	-	8968		

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Section 4: To provide a method of orderly transition from old salary schedules to a new salary schedule, the following shall apply:

- A. Any employee whose base salary under a previous schedule is greater than the base salary provided in the schedule contained in this ordinance shall continue to receive the previous base pay; salaries not covered by collective bargaining will be set per the compensation ordinance.

Section 5: Day Laborers

- A. Day laborers employed by the City will be rated by their qualifications, experience, nature of duties and background, and compensated at a minimum of no less than the current minimum wage.
- B. The Mayor and/or his designee together with each Department Head employing day laborers shall establish the rate of pay based on the qualifications, experience, duties and background of each day laborer (other than Parks Department nine month seasonals).
- C. The Library Board, together with the Library Director, shall establish the rate of pay of Library Day Laborer employees based on the qualifications, experience, duties and background of each Library day laborer employee.

Section 6:

- A. There is hereby adopted as part of this salary schedule, longevity pay for those employees who are covered under AFSCME Local 113, Everett Firefighters Local 46, Everett Police Management Association, Everett Police Officers Association, Amalgamated Transit Union Local 883 and the Snohomish County Construction Crafts, per their respective collective bargaining agreements.
- B. Longevity pay shall not be paid to appointive employees, temporary employees or day laborers (other than Parks Department nine month seasonals) and elected officials.

Section 7: There is hereby adopted as part of this salary ordinance an educational incentive plan for commissioned police officers represented by the Everett Police Officers Association. Such officers, upon becoming eligible, may choose to participate in either the longevity plan or the educational incentive plan; however, in no case shall any officer be eligible to participate concurrently in both plans. The educational incentive plan payment schedule is set forth in the collective bargaining agreement.

Section 8: There is hereby adopted as part of this salary ordinance an educational incentive plan for employees represented by Everett Firefighter Local 46. Such employees, upon becoming eligible shall receive the educational incentive payment as set forth in the collective bargaining agreement.

Section 9: Bus Operators/Paratransit Operators who are requested by their supervisors to act as Bus Operator/Paratransit Operator Trainers shall be paid \$1.50 per hour premium pay in addition to their regular hourly rate.

Section 10: Employees represented by AFSCME, Local 113, and Snohomish County Construction Crafts receiving promotions will advance to the same step in the higher classification pay range or shall be assured of a minimum increase equal to one step in the employee's previous classification, whichever is less.

Section 11: Employees represented by Everett Firefighters Local 46 shall have 3% added to base salary while meeting HAZMAT and Rescue Technician standards and serving as a member of either team.

Section 12: Upon demotion, an employee shall be paid either at the step in the lower pay range which is the amount equal to the amount s/he had been at in the higher classification or at the highest step of the lower classification if all of the steps in the lower range are below the step the employee has been at in the higher classification.

Section 13: All employees, except Library pages and those who are members of the Amalgamated Transit Union, Local 883, who are paid on an hourly basis as hereinafter or herein set forth shall be considered day laborers as defined by the City Charter governing civil service.

Section 14: The addition of new classification(s) within salary ranges may be made by Council resolution during the life of this ordinance.

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Section 15: Any and all ordinances in conflict herewith of the City of Everett and all amendments thereto be and the same, are hereby repealed.

Section 16: The effective date of this ordinance shall be January 1, 2012.

Footnotes:

- 1 Plant/Pump Maintenance Mechanic and Water Service Technician: Positions assigned to cross-connection responsibilities and possessing a state certification = 5% above salary
- 2 Inspectors hired prior to 1/1/09 in the inspector classification
- 3 Fire Captain - 3% added to base salary while assigned as Station Captain
- 4 Firefighter/Paramedic classification - 3% added to base salary while assigned as Lead Paramedic
- 5 Employees represented by AFSCME Local 113 who were hired prior to 8/1/96 in the following classifications shall continue to be compensated at the range listed below:

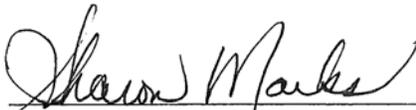
RANGE NO.	JOB TITLE
01-011	Parking Enforcement Officer
01-014	Police Specialist
01-017	Office Supervisor Recreation Supervisor
01-018	Equipment Mechanic
01-020	Electrician

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

*Non-exempt in accordance with Fair Labor Standards Act



 Ray Stephanson, Mayor



 Sharon Marks, City Clerk

Date Passed: **12/14/11**
 Date Valid: **12/15/11**
 Date Published: **12/19/11**