

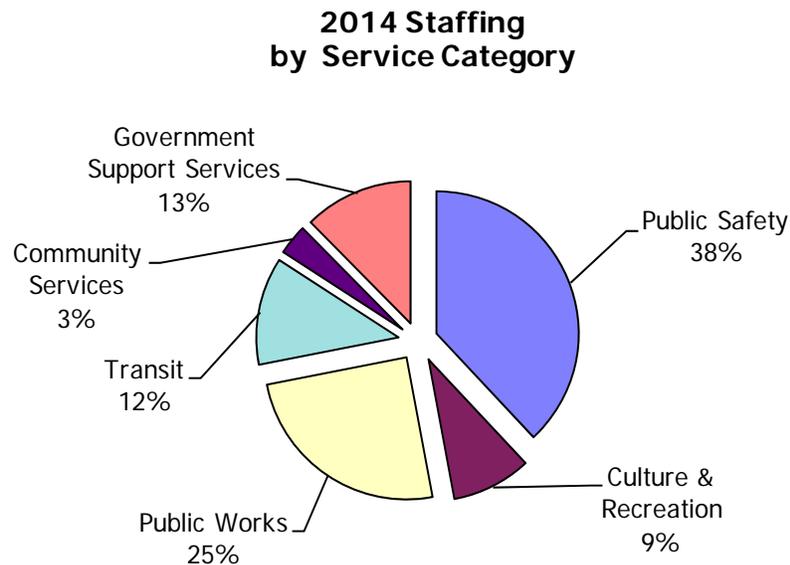
PERSONNEL SUMMARY

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STAFFING BUDGET

The 2014 budget includes a total of 1,183.33 employees measured in full time equivalents (FTEs). The chart below depicts the allocation of FTEs by major service category for 2014. The table on the following page lists employees by individual department for the years 2010 - 2014.



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	2010 Original Budgeted Positions	2011 Original Budgeted Positions	2012 Original Budgeted Positions	2013 Original Budgeted Positions	2013 Mid-Year Changes	2013 Total Authorized	2014 Budgeted Changes	2014 Original Budgeted Positions
1	Council	8.00	8.00	8.00	8.00		8.00		8.00
3	Legal	19.50	20.00	19.00	19.00	(1.00)	18.00		18.00
4	Administration	7.00	7.00	7.00	7.00		7.00		7.00
47	Economic Development	1.90	1.90	1.90	1.90		1.90		1.90
5	Municipal Court	14.65	14.65	14.65	14.65		14.65		14.65
55	Probation	5.45	5.45	5.45	5.45		5.45		5.45
7	Labor Relations/HR	13.50	13.50	13.50	13.63		13.63		13.63
10	Finance	20.80	20.80	20.00	20.00		20.00		20.00
15	IT	16.80	16.80	16.80	16.80		16.80		16.80
21	Planning	16.50	16.50	15.50	16.00	(1.00)	15.00		15.00
22	Neighbor/Comm Svcs	2.00	2.00	2.00	2.00		2.00		2.00
24	Engineering	50.75	47.65	47.55	47.05		47.05	(3.00)	44.05
26	Animal Services	16.00	15.00	14.00	14.00		14.00		14.00
27	Senior Center	4.00	4.00	4.00	4.00		4.00		4.00
30	Police: Civilian	47.00	45.00	43.00	43.00		43.00		43.00
31	Police: Uniformed	201.00	201.00	201.00	201.00		201.00		201.00
32	Fire	143.00	143.00	143.00	143.00		143.00		143.00
38	Facilities	41.00	41.00	39.00	39.00		39.00	(1.00)	38.00
101	Parks	60.00	60.00	60.00	60.00		60.00	(3.00)	57.00
110	Library	43.00	42.20	41.20	40.80		40.80		40.80
112	Theater	1.10	1.10	1.10	1.10		1.10		1.10
120	Streets	26.55	26.55	26.55	26.55		26.55		26.55
Gen Govt TOTAL FTE Positions		759.50	753.10	744.20	743.93	(2.00)	741.93	(7.00)	734.93
Annual Percent Change - Gen. Gov't		0.0%	-0.8%	-1.2%	0.0%				-1.2%
153	EMS	45.00	43.00	43.00	43.00		43.00		43.00
197	Comm. Housing	3.50	3.50	3.50	3.50	(1.00)	2.50		2.50
198	Comm. Development	2.00	2.00	2.00	1.50		1.50		1.50
401	Public Works-Utility	213.85	217.20	218.30	219.80		219.80	3.00	222.80
402	Solid Waste Utility	0.60	0.60	0.60	0.60		0.60		0.60
425	Transit	144.00	144.00	144.00	144.00		144.00	0.87	144.87
440	Parks & Rec - Golf	8.00	8.00	8.00	8.00		8.00		8.00
501	Motor Vehicles Op	26.00	26.00	24.00	24.00		24.00	(1.87)	22.13
507	Telecomm	3.00	3.00	3.00	3.00		3.00		3.00
Non-Gen TOTAL FTE Positions		445.95	447.30	446.40	447.40	(1.00)	446.40	2.00	448.40
Annual Percent Change-Non-Gen.		-0.6%	0.3%	-0.2%	0.2%				0.2%
GRAND TOTAL FTES		1,205.45	1,200.40	1,190.60	1,191.33	(3.00)	1,188.33	(5.00)	1,183.33
Annual Percent Change-Total City		-0.2%	-0.4%	-0.8%	0.1%				-0.7%

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

**STAFFING CHANGES
2013 – 2014**

	General Gov't	Proprietary	Total City	Comments
2013 Original Staffing Budget:	743.93	447.40	1,191.33	
2013 Mid-Year Changes				
Attrition:				
Office Assistant Legal	(1.00)		(1.00)	
Office Technician Planning	(1.00)		(1.00)	
Housing Finance Advisor Community Housing		(1.00)	(1.00)	
Increase (Decrease) from 2013 Original Budget	(2.00)	(1.00)	(3.00)	
2013 Amended Staffing Budget	741.93	446.40	1,188.33	
2014 Base Staffing Budget	741.93	446.40	1,188.33	
Planned changes for 2014				
Attrition:				
Office Specialist Engineering	(1.00)		(1.00)	Eliminate vacant position
Planner Engineering	(1.00)		(1.00)	Eliminate vacant position
Permit Counter Technician Engineering	(1.00)		(1.00)	Eliminate vacant position
Building Caretaker Facilities	(1.00)		(1.00)	Eliminate vacant position
Golf Laborer Parks	(1.00)		(1.00)	Eliminate vacant position
Recreation Supervisor Parks	(1.00)		(1.00)	Eliminate vacant position
Recreation Activity Leader Parks	(1.00)		(1.00)	Eliminate vacant position
Transfers:				
Communication Techs Motor Vehicle Department		(2.00)	(2.00)	Re-org/transfer to Utilities and Transit
Communication Tech Utilities		1.00	1.00	Re-org/transfer from MVD
Communication Tech Transit		1.00	1.00	Re-org/transfer from MVD
Transportation Director Transit		(0.13)	(0.13)	Re-org/transfer to MVD
Transportation Director Motor Vehicle Department		0.13	0.13	Re-org/transfer from Transit
Additions:				
Utility Laborer Utilities		1.00	1.00	Increased maintenance requirements
Drinking Water Analyst Utilities		1.00	1.00	Increased maintenance requirements
Increase (Decrease) from 2014 Base	(7.00)	2.00	(5.00)	
2014 Staffing Budget	734.93	448.40	1,183.33	

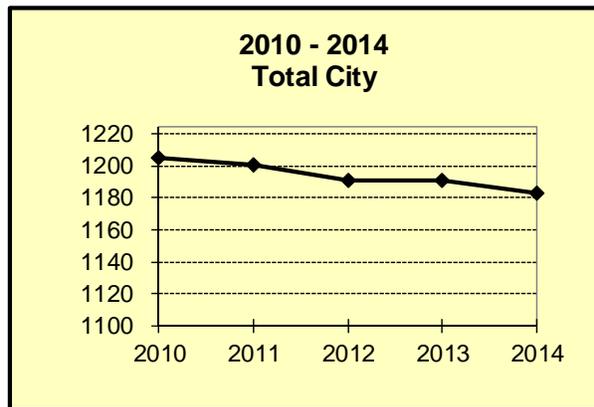
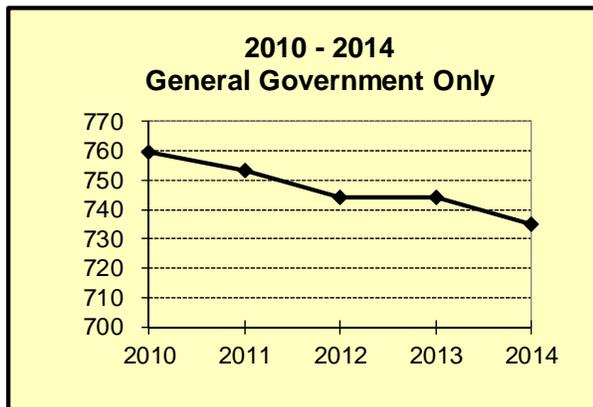
Funding sources for the employees added to the 2014 Budget are as follows:

	<u>FTEs</u>	<u>FUNDING SOURCE</u>
UTILITIES FUND		
Utility Laborer	1.0	Utility Fees
Drinking Water/Wastewater Process Analyst	1.0	Utility Fees

STAFFING TRENDS

The table and graphs below show the original budgeted staffing levels, in FTEs, from 2010 - 2014.

	2010 Budget	2011 Budget	2012 Budget	2013 Budget	2014 Budget
General Government Departments	759.50	753.10	744.20	743.93	734.93
All Other Government Departments	445.95	447.30	446.40	447.40	448.40
Total City Budgeted Positions	1,205.45	1,200.40	1,190.60	1,191.33	1,183.33



In 2011, the general government labor 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. The 2011 non-general government budget included a net increase of 1.35 FTEs; 1.0 utility position was added due to increased maintenance requirements; 2.0 EMS FTEs were eliminated through attrition; and 2.4 FTEs were transferred from general government departments.

In 2012, the general government budget was reduced by 8.90 FTEs as Administration continued to manage staff vacancies. Reductions included the attrition of 9.0 vacant positions and the transfer of 0.10 FTE to the Utility Department. The 2012 non-general government budget was decreased by a net of 0.90 FTEs. This included the elimination of 1.0 FTE in the Motor Vehicle Department through attrition.

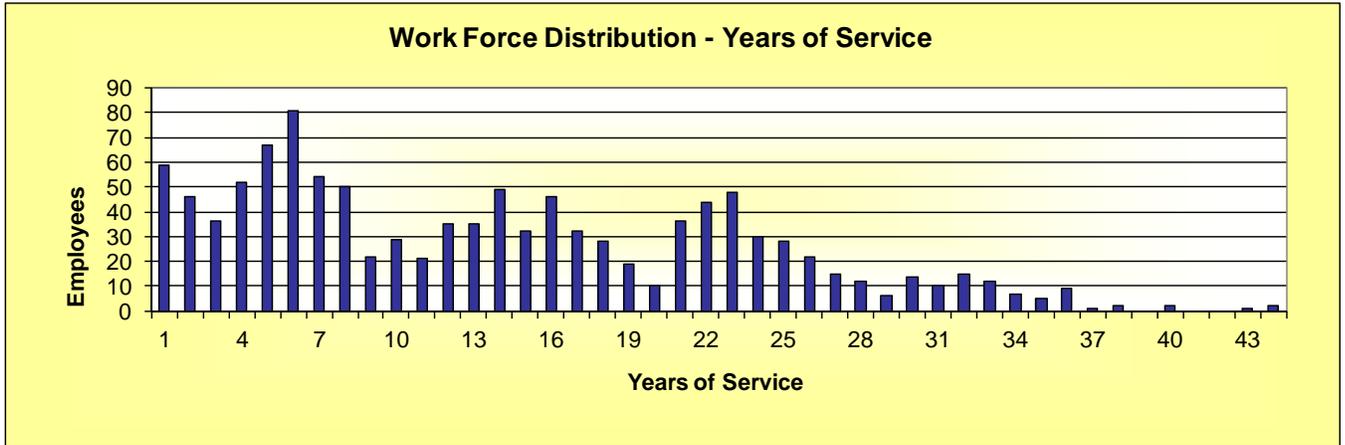
In 2013, citywide staffing levels were held fairly flat with a net increase of 0.73 FTEs. The general government budget was decreased by 0.27 FTE. The non-general government budget included a net increase of 1.0 FTE. Changes included the addition of 1.0 FTE to the Utility department due to increased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

The 2014 general government labor budget is reduced by 7.0 FTEs as the City continues its efforts to manage vacant positions and redistribute workload. Reductions include the elimination of three vacant positions in engineering, three vacant positions in parks and recreation, and one vacant position in facilities. The 2014 non-general government budget includes a net increase of 2.0 FTE. As shown in the Staffing Changes table, there were several transfers between funds due to re-organizations. In addition, the Utility department added 2.0 FTEs due to increased maintenance requirements.

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 44 years. Approximately 331 employees, or 28%, have each provided over 20 years of service to the citizens of Everett.



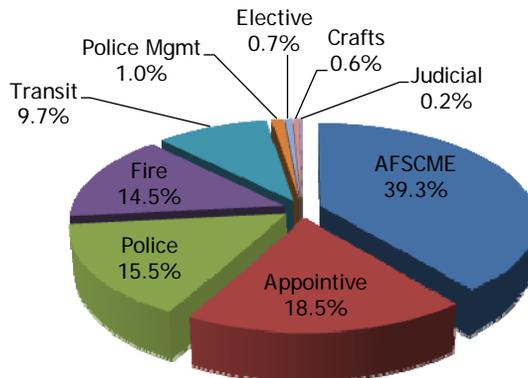
LABOR RELATIONS

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			171
Everett Municipal Employees Union Local No. 113, AFSCME			x	465
Snohomish County Construction Crafts			x	7
Everett Police Officers Association			x	184
Everett Police Management Association		x		13

Personnel by Bargaining Unit



STAFFING BUDGET BY OCCUPATION CODE

Occupation Code	Description	FTE Count	Occupation Code	Description	FTE Count
1200	Accountant I	1.00	2600	Librarian I	7.00
1222	Assistant Buyer	2.00	2610	Librarian II	3.00
1260	Buyer	4.00	2650	Library Assistant	2.20
1290	Client Services Technician	1.80	2670	Library Associate Senior	2.00
1380	Network Application Specialist	6.00	2740	Library Technician	11.00
1390	PC Technician	1.00	2750	Library Technician Senior	3.00
1410	Network Systems Analyst	5.00	2761	Senior Library Page	1.00
1430	Warehouse worker	1.00	2762	Library PC Technician	1.00
1510	Animal Control Officer	3.00	2820	Municipal Court Judge #1	1.80
1525	Veterinary Technician	1.00	3000	Arborist	1.00
1530	Animal Shelter Attendant	4.00	3020	Groundskeeper	9.00
1540	Assistant Planner	1.00	3040	Horticulturist	2.00
1670	Planner	8.00	3050	Landscaper	1.00
1700	Senior Center Coordinator	1.00	3090	Park Ranger II	3.00
1800	Council Member	7.00	3095	Park Ranger Supervisor	1.00
1810	Mayor	1.00	3120	Park/Golf Laborer	5.00
1910	Building Caretaker	9.00	3160	Recreation Activity Leader	3.00
1950	Custodian	9.00	3190	Recreation Supervisor	6.00
1960	Electrician	3.00	3420	Parking Enforcement Officer	5.00
1980	Facilities Maintenance Worker	3.00	3430	Police Captain	4.00
2015	Telecommunications Assistant	1.00	3450	Police Lieutenant	9.00
2016	Transport Security Officer	5.00	3460	Police Officer	142.00
2110	Assistant Fire Marshal (>10)	2.00	3470	Police Officer Trainee	15.00
2145	Fire Apparatus/Equipment Mech	1.00	3475	Police Officer (BLEA Cert)	1.00
2150	Fire Battalion Chief	4.00	3505	Police Records Supervisor	3.00
2160	Fire Captain	32.00	3510	Police Sergeant	26.00
2180	Fire Inspector (+6yrs)-Non Sup	3.00	3520	Police Specialist	1.00
2200	Firefighter	59.00	3530	Records Information Specialist	11.00
2210	Firefighter/Driver	32.00	3531	Police Property Room Specialist	3.00
2230	Firefighter/Paramedic	30.00	3600	Asst Inventory Control Tech	3.00
2250	Medical Services Officer	2.00	3610	Cement Finisher	3.00
2251	Division Chief	7.00	3640	Communication Technician	2.00
2300	Accounting Assistant	9.00	3670	Dispatcher	1.00
2310	Accounting Technician	6.00	3690	Equipment Mechanic	11.00
2370	Maintenance Mechanic	6.00	3700	Equipment Operator	9.00
2390	Office Assistant	10.00	3710	Equipment Serviceworker	3.00
2400	Office Specialist	9.00	3720	Heavy Equipment Operator	28.00
2410	Office Supervisor	2.00	3730	Industrial Waste Inspector	5.00
2420	Office Technician	11.00	3740	Inventory Control Technician	1.00
2425	Public Service Aide	2.00	3750	Lead Utility Serviceworker	1.00
2450	Supervisor I	6.00	3809	Public Info/Education Spec	2.00
2460	Supervisor II	5.00	3820	Plant/Pump Maintenance Mechanic	2.00
2480	Visual Information Specialist	1.00	3860	Transportation Maint Tech	5.00

STAFFING BUDGET BY OCCUPATION CODE – Continued

Occupation Code	Description	FTE Count	Occupation Code	Description	FTE Count
3875	SCADA/Telemetry Technician	1.00	6054	City Clerk	1.00
3878	Utilities Maintenance Tech I	10.00	6055	Information Technology Manager	1.00
3879	Utilities Maintenance Tech II	3.00	6056	Deputy City Clerk	1.00
3880	Utilities Maintenance Tech III	5.00	6060	Purchasing Manager	1.00
3890	Utility Mapping Supervisor	1.00	6062	IT Director	1.00
3900	Utility Laborer	36.00	6063	Finance Manager/Treasurer	1.00
3920	Utility Serviceworker	3.00	6064	IT Project Manager	2.00
3940	Water Pollution Control Op I	3.00	6102	Compliance Officer	3.00
3950	Water Pollution Control Op II	3.00	6151	Community Develop Specialist	1.00
3960	Water Pollution Control OP III	2.00	6155	Housing Improvement Inspector	2.00
3980	Water Quality Analyst	7.00	6156	Manager of Land Use Planning	1.00
3990	Water Quality Control Operator	3.00	6157	Mgr/Long Range Planning Cmt Dv	1.00
4010	Water Quality Technician	1.00	6158	Planning & Comty Developmt Dir	1.00
4020	Water Service Technician	10.00	6201	Animal Control Manager	1.00
4060	Water Treatment Operator III	9.00	6203	Facilities & Property Mgmt Dir	1.00
4080	Welder	1.00	6204	Facilities Maintenance Supervr	1.00
4150	Building Inspector	2.00	6205	Facilities Manager	2.00
4170	Chief Inspector	1.00	6206	Project Manager - Architect	1.00
4210	Construction Inspector	8.00	6207	Real Property Manager	1.00
4220	Development Technician	4.00	6208	Telecommunications Manager	1.00
4230	Electrical Inspector	2.00	6251	Assistant Fire Chief	3.00
4260	Engineering Technician	11.00	6253	Fire Chief	1.00
4275	GIS/Programmer Analyst	2.00	6254	Fire Marshal	1.00
4320	Permit Development Counter Tec	2.00	6301	Administrative Assistant	18.00
4340	Plumbing Inspector	2.00	6302	Administrative Coordinator	9.00
4385	Environmental Permit Coord.	1.00	6303	Administrative Secretary	6.00
4400	Records System Specialist	2.00	6304	Associate Engineer NPE	3.00
4410	Senior Traffic Signal Tech	2.00	6305	Associate Engineer - PE	8.00
4435	Traffic Signal Technician	2.00	6306	Financial Analyst	6.00
4440	Traffic Technician	1.00	6307	Principal Engineer	2.00
4441	Traffic Operations Supervisor	1.00	6308	Project Coordinator	12.00
4500	Bus Maintenance Person	6.00	6310	Senior Engineer	6.00
4510	Bus Operator	72.00	6311	Development Constructn Super	2.00
4530	Paratransit Operator	30.00	6351	Assistant City Attorney I	1.00
4545	Paratransit Schedule Tech	5.00	6352	Assistant City Attorney II	5.00
4550	Transit Inspector	7.00	6353	Assistant City Attorney III	3.00
6001	Chief Administrative Assistant	2.00	6354	City Attorney	1.00
6003	Executive Assist-Mayor's Office	1.00	6355	Deputy City Attorney	1.00
6004	Executive Director	1.00	6356	Legal Administrator	1.00
6009	Public Information Director	1.00	6401	Assistant Library Director/LibIV	1.00
6012	Executive Administrator	1.00	6402	Childrens/Outreach Svcs Manager	1.00
6013	Economic Development Director	2.00	6403	Library Branch Manager/Lib III	1.00
6014	Cultural Arts Manager	1.00	6404	Library Director	1.00
6015	Emergency Mngmt Coordinator	1.00	6406	Library Specialist	3.00
6051	Accounting Manager	1.00	6407	Library Tech Svcs Mgr/Lib III	1.00
6053	Budget Manager	1.00	6451	Asst Municipal Court Administrator	1.00

STAFFING BUDGET BY OCCUPATION CODE – Continued

Occupation Code	Description	FTE Count	Occupation Code	Description	FTE Count
6452	Municipal Court Administrator	1.00	6665	Engineering Superintendent	1.00
6453	Municipal Court Security Officer	1.30	6667	Public Works Director	1.00
6454	Probation Counselor	2.00	6668	Senior Environmental Specialist	4.00
6455	Detention Monitoring Assistant	1.00	6669	Chief Water Operator	1.00
6502	Assistant Park & Rec Director	2.00	6670	Senior Wastewater Operator	1.00
6504	Parks & Recreation Director	1.00	6671	Water/Wastewater Prcss Analyst	3.00
6507	Recreation Program Coordinator	3.00	6672	Wastewater Plant Maint Sup	1.00
6510	Parks Business Program Manager	1.00	6674	Assistant Construction Manager	2.00
6511	Golf & Park Program Manager	1.00	6675	Surface Water Manager	1.00
6512	Parks Planning & Cap Devp MGR	1.00	6701	Building Official	1.00
6551	Assistant Safety Official	1.00	6702	City Engineer	1.00
6552	City Safety Official	1.00	6703	City Traffic Engineer	1.00
6553	Employee Benefits Coordinator	1.00	6706	Permit Services Manager	1.00
6554	Human Resources Coordinator	3.00	6708	Engineering Services Manager	1.00
6555	Labor Rel & Human Resourcs Director	1.00	6750	Veterinarian	1.00
6556	Human Resources Assistant	0.63	6753	Senior Center Manager	1.00
6557	Human Resources Analyst	2.00	6755	Shelter Operations Coordinator	1.00
6558	Human Resources Manager	2.00	6803	Transportation Services Mgr	1.00
6559	Workers Compensation Coord	1.00	6804	Operations Supervisr-Parantrnt	1.00
6560	Labor & Employee Reltns Coord	1.00	6807	Transportation & Trnst Svc Dir	1.00
6601	Deputy Police Chief	2.00	6808	Transportation Program Manager	2.00
6602	Police Chief	1.00	6810	Vehicle Maintenance Manager	1.00
6604	Police Inspector	1.00	6802	Transit Operations Program Mgr	1.00
6607	Records Unit Manager	1.00	4085	PW Supervisor Streets	3.00
6608	Support Services Manager	1.00	4082	PW Supervisor Sewer/Drainage	2.00
6609	Police Property Room Manager	1.00	2680	Library Associate/Tech Svcs	1.00
6610	Police Crime Analyst	2.00	2811	Judicial Assistant - AFSCME	12.00
6611	Forensic Imaging Analyst	1.00	4083	PW Supervisor Water	3.00
6612	Code Compliance Supervisor	1.00	6658	Public Works Finance Manager	1.00
6654	Operations Superintendent	1.00	4084	PW Supervisor TSG	1.00
6655	Pre-Treatment Manager	1.00	6806	Operations Suprvsr-Fixed Route	1.00
6656	Public Works Info & Educ Mgr	1.00	1550	Associate Planner	1.00
6657	Senior Water Operator	1.00	3025	Golf and Grounds Equip Tech	2.00
6659	Utilities GIS Program Manager	1.00	3100	Park Structural Maint Supervisor	1.00
6660	Utilities Records Manager	1.00	4070	Treatment Plant O-I-T	1.00
6662	Maintenance Superintendent	1.00	6812	Transit Training/Safety Coord	1.00
6663	M & O Supervisor	4.00	2760	Library Technician Trainee	0.60
6664	Construction Manager	1.00			
			TOTAL FTEs		1183.33

SALARY ORDINANCE NO. 3359-13

AN ORDINANCE establishing the basic salary schedule for employees of the City of Everett for 2014, repealing Ordinance No. 3308-12.

THE CITY OF EVERETT DOES ORDAIN:

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

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

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

Classification Title	Occup. Code	Range No.	<u>MIN</u>					<u>MAX</u>	
			Step A	Step B	Step C	Step D	Step E	Step F	Step G
<u>A. ADMINISTRATION</u>									
Chief Administrative Assistant	6001	06-022	10228	-	11503	-	13323		
Cultural Arts Manager	6014	06-014	6679	-	7506	-	8687		
Economic Development Director	6013	06-019	9318	-	10480	-	12138		
Executive Director	6004	06-021	9969	-	11378	-	12983		
Executive Administrator	6012	06-017	8464	-	9518	-	11023		
Executive Assistant - Mayor's Office	6003	06-009	4780	-	5371	-	6214		
Government Affairs Director	6005	06-015	7173	-	8061	-	9330		
Municipal Assistant*	6008	06-102	3069	-	3451	-	3993		
Public Information Director	6009	06-014	6679	-	7506	-	8687		
Special Projects Manager	6010	06-015	7173	-	8061	-	9330		
<u>B. BUDGET AND FINANCE</u>									
Accountant I	1200	01-018	4920	5164	5421	5693	5982		
Accounting Manager	6051	06-012	5814	-	6533	-	7560		
Accounting Supervisor	6061	06-011	5436	-	6109	-	7071		
Budget Manager	6053	06-012	5814	-	6533	-	7560		
City Clerk	6054	06-012	5814	-	6533	-	7560		
Deputy City Clerk	6056	06-009	4780	-	5371	-	6214		
Finance Manager/Treasurer	6063	06-016	7717	-	8672	-	10035		
Pension Board Specialist	1375	01-014	4042	4248	4465	4686	4920		
Purchasing Manager	6060	06-012	5814	-	6533	-	7560		
Warehouseworker	1430	01-010	3331	3497	3668	3851	4042		
<u>C. COMMUNITY DEVELOPMENT</u>									
Assistant Planner	1540	01-016	4465	4686	4920	5164	5421		
Associate Planner	1550	01-018	4920	5164	5421	5693	5982		
Community Development Specialist	6151	06-009	4780	-	5371	-	6214		
Environmental Planner	1590	01-020	5376	5644	5919	6211	6472		
Housing Finance Advisor	6153	06-009	4780	-	5371	-	6214		
Housing Improvement Advisor	6154	06-009	4780	-	5371	-	6214		
Housing Improvement Inspector	6155	06-010	5090	-	5724	-	6623		
Manager of Land Use Planning	6156	06-015	7173	-	8061	-	9330		
Mgr/Long Range Planning Cm Dv	6157	06-015	7173	-	8061	-	9330		

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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
Planner	1670	01-020	5376	5644	5919	6211	6472		
Planning & Community Development Director	6158	06-019	9318	-	10480	-	12138		
Planning Technician	1680	01-012	3668	3851	4042	4248	4465		
Planning Technician II	1685	01-016	4465	4686	4920	5164	5421		
<u>D. COMMUNITY SERVICES</u>									
Animal Services Manager	6201	06-012	5814	-	6533	-	7560		
Animal Control Officer	1510	01-014	4042	4248	4465	4686	4920		
Animal Shelter Attendant	1530	01-006	2740	2872	3022	3170	3331		
Assistant Animal Services Manager	6754	06-010	5090	-	5724	-	6623		
Assistant Senior Center Manager	6751	06-009	4780	-	5371	-	6214		
Senior Center Coordinator	1700	01-015	4248	4465	4686	4920	5164		
Senior Center Manager	6753	06-011	5436	-	6109	-	7071		
Shelter Operations Coordinator	6755	06-009	4780	-	5371	-	6214		
Veterinarian	6750	06-011	5436	-	6109	-	7071		
Veterinary Clinic Coordinator	6756	06-007	4229	-	4752	-	5500		
Veterinary Technician	1525	01-008	3022	3170	3331	3497	3668		
<u>E. FACILITIES/PROPERTY MANAGEMENT</u>									
Architectural Drafter	1900	01-016	4465	4686	4920	5164	5421		
Asst. Real Property Manager	6202	06-011	5436	-	6109	-	7071		
Building Caretaker	1910	01-011	3497	3668	3851	4042	4248		
Carpenter	1920	01-015	4248	4465	4686	4920	5164		
Construction Energy Projects Tech	1940	01-019	5164	5421	5693	5982	6279		
Custodian	1950	01-008	3022	3170	3331	3497	3668		
Facilities & Property Mgmt Dir	6203	06-019	9318	-	10480	-	12138		
Facilities Maintenance Supervisor	6204	06-011	5436	-	6109	-	7071		
Facilities Manager	6205	06-012	5814	-	6533	-	7560		
Painter	2000	01-015	4248	4465	4686	4920	5164		
Project Manager - Architect	6206	06-012	5814	-	6533	-	7560		
Real Estate/LID Technician	4380	01-019	5164	5421	5693	5982	6279		
Real Property Manager	6207	06-015	7173	-	8061	-	9330		
Transportation Center Security Officer	2016	01-008	3022	3170	3331	3497	3668		
<u>F. FIRE</u>									
Assistant Fire Chief	6251	06-018	8747	-	9836	-	11392		
Assistant Fire Marshal	2110	04-023	8257	-	-	-	-		
Deputy Fire Chief	6252	06-016	7717	-	8672	-	10035		
Emergency Mgt Public Educ Coord	6015	06-010	5090	-	5724	-	6623		
Fire Apparatus/Equipment Mechanic	2145	01-018	4920	5164	5421	5693	5982		
Fire Battalion Chief	2150	04-023	8257	-	-	-	-		
Fire Captain ³	2160	04-021	7373	-	-	-	-		
Fire Chief	6253	06-020	9702	-	11062	-	12638		
Fire Department Community Outreach Specialist	6225	06-010	5090	-	5724	-	6623		
Fire Division Chief	2251	04-024	8670	-	-	-	-		
Fire Inspector	2180	04-021	7373	-	-	-	-		
Fire Marshal	6254	06-018	8747	-	9836	-	11392		
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>					<u>MAX</u>	
			Step A	Step B	Step C	Step D	Step E	Step F	Step G
<u>G. INFORMATIONAL TECHNOLOGY</u>									
Client Services Technician	1290	01-014	4042	4248	4465	4686	4920		
Information Technology Manager	6055	06-016	7717	-	8672	-	10035		
Information Technology Director	6062	06-019	9318	-	10480	-	12138		
Information Technology Project Manager	6064	06-012	5814	-	6533	-	7560		
Network Application Specialist	1380	01-018	4920	5164	5421	5693	5982		
Network Services Program Manager	6059	06-012	5814	-	6533	-	7560		
Network Systems Analyst	1410	01-021	5644	5919	6211	6472	6798		
PC Technician	1390	01-016	4465	4686	4920	5164	5421		
Telecommunications Assistant	2015	01-010	3331	3497	3668	3851	4042		
Telecommunications Manager	6208	06-010	5090	-	5724	-	6623		
<u>H. INTERDEPARTMENTAL</u>									
Accounting Asst/Customer Svc Representative	2300	01-011	3497	3668	3851	4042	4248		
Accounting Technician	2310	01-012	3668	3851	4042	4248	4465		
Administrative Assistant*	6301	06-107	3991	-	4483	-	5189		
Administrative Coordinator	6302	06-008	4491	-	5047	-	5843		
Administrative Secretary*	6303	06-104	3389	-	3809	-	4407		
Assistant Buyer	1222	01-012	3668	3851	4042	4248	4465		
Associate Engineer - NPE	6304	06-010	5090	-	5724	-	6623		
Associate Engineer - PE	6305	06-012	5814	-	6533	-	7560		
Buyer	1260	01-016	4465	4686	4920	5164	5421		
Data Entry Operator	2365	01-001	2143	2254	2366	2486	2609		
Development Construction Supervisor	6311	06-011	5436	-	6109	-	7071		
Electrician ⁵	1960	01-017	4686	4920	5164	5421	5693		
Engineering Technician	4260	01-016	4465	4686	4920	5164	5421		
Engineering Technician Trainee	4270	01-014	4042	4248	4465	4686	4920		
Facilities Maintenance Worker	1980	01-012	3668	3851	4042	4248	4465		
Financial Analyst	6306	06-009	4780	-	5371	-	6214		
General Laborer	2367	01-002	2254	2366	2486	2609	2740		
GIS/Programmer Analyst	4275	01-018	4920	5164	5421	5693	5982		
Mail Processing Clerk	1370	01-008	3022	3170	3331	3497	3668		
Maintenance Mechanic	2370	01-017	4686	4920	5164	5421	5693		
Office Assistant	2390	01-008	3022	3170	3331	3497	3668		
Office Specialist	2400	01-012	3668	3851	4042	4248	4465		
Office Supervisor ⁵	2410	01-015	4248	4465	4686	4920	5164		
Office Technician	2420	01-010	3331	3497	3668	3851	4042		
Principal Engineer	6307	06-015	7173	-	8061	-	9330		
Project Coordinator	6308	06-010	5090	-	5724	-	6623		
Public Service Aide	2425	01-002	2254	2366	2486	2609	2740		
Ranger II	3090	01-014	4042	4248	4465	4686	4920		
Receptionist*	6309	06-101	2718	-	3055	-	3535		
Senior Engineer	6310	06-014	6679	-	7506	-	8687		
Small Tool & Equipment Repair Technician	2445	01-015	4248	4465	4686	4920	5164		
Supervisor I	2450	01-017	4686	4920	5164	5421	5693		
Supervisor II	2460	01-020	5376	5644	5919	6211	6472		
Switchboard Operator	2470	01-010	3331	3497	3668	3851	4042		
Transportation Maintenance Technician	3860	01-015	4248	4465	4686	4920	5164		
Visual Information Specialist	2480	01-014	4042	4248	4465	4686	4920		

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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	5090	-	5724	-	6623		
City Safety Official	6552	06-012	5814	-	6533	-	7560		
Employee Benefits Coordinator	6553	06-009	4780	-	5371	-	6214		
Human Resources Analyst	6557	06-009	4780	-	5371	-	6214		
Human Resources Assistant*	6556	06-102	3069	-	3451	-	3993		
Human Resources Coordinator*	6554	06-107	3991	-	4483	-	5189		
Human Resources Manager	6558	06-015	7173	-	8061	-	9330		
Labor & Employee Relations Coordinator	6560	06-011	5436	-	6109	-	7071		
Labor Relations & Human Resources Director	6555	06-019	9318	-	10480	-	12138		
Workers Compensation Coordinator	6559	06-010	5090	-	5724	-	6623		
<u>J. LEGAL</u>									
Assistant City Attorney I	6351	06-009	4780	-	5371	-	6214		
Assistant City Attorney (PT)	6358	06-102	3069	-	3451	-	3993		
Assistant City Attorney II	6352	06-013	6227	-	6999	-	8098		
Assistant City Attorney III	6353	06-015	7173	-	8061	-	9330		
City Attorney	6354	06-021	9969	-	11378	-	12983		
Deputy City Attorney	6355	06-017	8464	-	9518	-	11023		
Legal Administrator	6356	06-012	5814	-	6533	-	7560		
Legal Intern*	6357	06-102	3069	-	3451	-	3993		
<u>K. LIBRARY</u>									
Assistant Library Director/Librarian IV	6401	06-013	6227	-	6999	-	8098		
Children's/Outreach Services Manager/Lib III	6402	06-012	5814	-	6533	-	7560		
Librarian I	2600	01-018	4920	5164	5421	5693	5982		
Librarian II	2610	01-020	5376	5644	5919	6211	6472		
Library Assistant	2650	01-008	3022	3170	3331	3497	3668		
Library Associate	2660	01-012	3668	3851	4042	4248	4465		
Library Associate Sr	2670	01-017	4686	4920	5164	5421	5693		
Library Associate/Mobile Services	2690	01-014	4042	4248	4465	4686	4920		
Library Associate/Technical Services	2680	01-014	4042	4248	4465	4686	4920		
Library Branch Manager/Librarian III	6403	06-012	5814	-	6533	-	7560		
Library Client Services Technician	2695	01-014	4042	4248	4465	4686	4920		
Library Computer System Coordinator	2700	01-018	4920	5164	5421	5693	5982		
Library Director	6404	06-019	9318	-	10480	-	12138		
Library Office Administrator*	6405	06-107	3991	-	4483	-	5189		
Library Office Specialist	2720	01-012	3668	3851	4042	4248	4465		
Library PC Technician	2762	01-016	4465	4686	4920	5164	5421		
Library Specialist	6406	06-010	5090	-	5724	-	6623		
Library Technical Services Manager/Librarian III	6407	06-012	5814	-	6533	-	7560		
Library Technician	2740	01-010	3331	3497	3668	3851	4042		
Library Technician Senior	2750	01-011	3497	3668	3851	4042	4248		
Library Technician Trainee	2760	01-008	3022	3170	3331	3497	3668		
Senior Library Page	0516	01-008	3022	3170	3331	3497	3668		

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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>L. MUNICIPAL COURT</u>									
Assistant Municipal Court Administrator	6451	06-009	4780	-	5371	-	6214		
Detention Monitoring Assistant*	6455	06-107	3991	-	4483	-	5189		
Judicial Assistant	2811	01-012	3668	3851	4042	4248	4465		
Municipal Court Administrator	6452	06-014	6679	-	7506	-	8687		
Municipal Court Data Entry Operator	2815	01-001	2143	2254	2366	2486	2609		
Municipal Court Office Assistant	2391	01-008	3022	3170	3331	3497	3668		
Municipal Court Security Officer*	6453	06-102	3069	-	3451	-	3993		
Probation Counselor	6454	06-010	5090	-	5724	-	6623		
<u>M. PARKS AND RECREATION</u>									
Arborist	3000	01-015	4248	4465	4686	4920	5164		
Assistant Parks & Recreation Director	6502	06-016	7717	-	8672	-	10035		
Golf and Grounds Equipment Technician	3025	01-015	4248	4465	4686	4920	5164		
Golf and Park Program Manager	6511	06-012	5814	-	6533	-	7560		
Golf Course Supervisor	3035	01-017	4686	4920	5164	5421	5693		
Groundskeeper	3020	01-015	4248	4465	4686	4920	5164		
Horticulturist	3040	01-017	4686	4920	5164	5421	5693		
Landscaper	3050	01-015	4248	4465	4686	4920	5164		
Park Ranger I	3080	01-012	3668	3851	4042	4248	4465		
Park Ranger Supervisor	3095	01-017	4686	4920	5164	5421	5693		
Park Structural Maint Supervisor	3100	01-020	5376	5644	5919	6211	6472		
Park/Golf Laborer	3120	01-010	3331	3497	3668	3851	4042		
Parks Business Program Manager	6510	06-012	5814	-	6533	-	7560		
Parks Planning and Capital Development Manager	6512	06-013	6227	-	6999	-	8098		
Parks & Recreation Director	6504	06-019	9318	-	10480	-	12138		
Recreation Leader	3160	01-009	3170	3331	3497	3668	3851		
Recreation Program Coordinator	6507	06-010	5090	-	5724	-	6623		
Recreation Supervisor ⁵	3190	01-015	4248	4465	4686	4920	5164		
Urban Forester	3210	01-017	4686	4920	5164	5421	5693		
<u>N. POLICE</u>									
Code Compliance Supervisor	6612	06-011	5436	-	6109	-	7071		
Compliance Officer	6102	06-009	4780	-	5371	-	6214		
Deputy Police Chief	6601	06-018	8747	-	9836	-	11392		
Forensic Imaging Analyst	6611	06-009	4780	-	5371	-	6214		
Parking Enforcement Officer ⁵	3420	01-009	3170	3331	3497	3668	3851		
Police Captain	3430	03-014	-	10378	-	-	-		
Police Chief	6602	06-020	9702	-	11062	-	12638		
Police Crimes Analyst	6610	06-009	4780	-	5371	-	6214		
Police Fleet & Inventory Coordinator*	6603	06-107	3991	-	4483	-	5189		
Police Inspector	6604	06-016	7717	-	8672	-	10035		
Police Lieutenant	3450	03-013	-	9656	-	-	-		
Police Officer	3460	03-021	-	5545	6636	-	-		
Police Officer (BLEA)	3475	03-021	5064	5545	6636	-	-		
Police Officer Entry-Level	3470	03-021	5064	-	-	-	-		
Police Planner/Analyst	6605	08-009	4714	-	5297	-	6128		
Police Records Unit Shift Supervisor	3505	01-015	4248	4465	4686	4920	5164		
Police Sergeant	3510	03-012	8297	-	-	-	-		
Police Specialist ⁵	3520	01-012	3668	3851	4042	4248	4465		
Police Property Room Manager	6609	06-011	5436	-	6109	-	7071		
Police Property Room Specialist	3531	01-012	3668	3851	4042	4248	4465		
Records Information Specialist	3530	01-012	3668	3851	4042	4248	4465		
Records Unit Manager	6607	06-009	4780	-	5371	-	6214		
Support Services Manager	6608	06-011	5436	-	6109	-	7071		

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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	5157	5455	5776	6117	6486		
Building Inspector ²	4150	05-023	5408	5921	6445	6723	7014		
Building Official	6701	06-016	7717	-	8672	-	10035		
Chief Inspector	4170	05-022	5642	5977	6332	6713	7121		
Chief Inspector ²	4170	05-024	5921	6445	7078	7388	7712		
City Engineer	6702	06-016	7717	-	8672	-	10035		
City Traffic Engineer	6703	06-015	7173	-	8061	-	9330		
Construction Inspector	4210	01-019	5164	5421	5693	5982	6279		
Development Technician	4220	01-019	5164	5421	5693	5982	6279		
Electrical Inspector	4230	05-021	5157	5455	5776	6117	6486		
Electrical Inspector ²	4230	05-023	5408	5921	6445	6723	7014		
Eng & Planning Program Manager	6704	06-014	6679	-	7506	-	8687		
Engineering Services Manager	6708	06-015	7173	-	8061	-	9330		
Paint Supervisor II	3790	01-020	5376	5644	5919	6211	6472		
Permit/Development Counter Technician	4320	01-014	4042	4248	4465	4686	4920		
Permit Services Manager	6706	06-014	6679	-	7506	-	8687		
Plan Examiner	4330	01-020	5376	5644	5919	6211	6472		
Plumbing/Mechanical Inspector	4340	05-021	5157	5455	5776	6117	6486		
Plumbing/Mechanical Inspector ²	4340	05-023	5408	5921	6445	6723	7014		
Senior Signal Technician	4410	01-020	5376	5644	5919	6211	6472		
Street Light Maintenance Worker	2010	01-013	3851	4042	4248	4465	4686		
Traffic Electronic Tech. Trainee	4425	01-017	4686	4920	5164	5421	5693		
Traffic Electronic Technician	4420	01-019	5164	5421	5693	5982	6279		
Traffic Operations Supervisor	4441	01-021	5644	5919	6211	6472	6798		
Traffic Signal Electrician	4430	01-019	5164	5421	5693	5982	6279		
Traffic Signal Technician	4435	01-018	4920	5164	5421	5693	5982		
Traffic Technician	4440	01-019	5164	5421	5693	5982	6279		
<u>P. PUBLIC WORKS/UTILITIES</u>									
Assistant Construction Manager	6674	06-013	6227	-	6999	-	8098		
Assistant Inventory Control/Dispatch Technician	3600	01-014	4042	4248	4465	4686	4920		
Cement Finisher	3610	01-015	4248	4465	4686	4920	5164		
Chief Wastewater Treatment Plant Operator	6651	06-014	6679	-	7506	-	8687		
Chief Water Treatment Plant Operator	6669	06-014	6679	-	7506	-	8687		
Construction Manager	6664	06-014	6679	-	7506	-	8687		
Drinking Water/Wastewater Process Analyst	6671	06-012	5814	-	6533	-	7560		
Engineering Superintendent	6665	06-016	7717	-	8672	-	10035		
Environmental Permit Coordinator	4385	01-020	5376	5644	5919	6211	6472		
Environmental Quality Manager	6652	06-013	6227	-	6999	-	8098		
Equipment Operator	3700	01-014	4042	4248	4465	4686	4920		
Heavy Equipment Operator	3720	01-015	4248	4465	4686	4920	5164		
Industrial Waste Inspector	3730	01-019	5164	5421	5693	5982	6279		
Inventory Control Technician	3740	01-017	4686	4920	5164	5421	5693		
Lead Utility Serviceworker	3750	01-017	4686	4920	5164	5421	5693		
Maintenance Superintendent	6662	06-016	7717	-	8672	-	10035		
Maintenance/Operations Supervisor	6663	06-013	6227	-	6999	-	8098		
Management Forester	6653	06-013	6227	-	6999	-	8098		
Meter Reader	4081	01-012	3668	3851	4042	4248	4465		
Operations Superintendent	6654	06-016	7717	-	8672	-	10035		
Plant/Pump Maintenance Mechanic ¹	3820	01-016	4465	4686	4920	5164	5421		
Pre-Treatment Manager	6655	06-012	5814	-	6533	-	7560		
Public Information/Education Specialist	3809	01-016	4465	4686	4920	5164	5421		

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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
Public Works Director	6667	06-020	9702	-	11062	-	12638		
Public Works Finance Manager	6658	06-014	6679	-	7506	-	8687		
Public Works Information & Education Manager	6656	06-012	5814	-	6533	-	7560		
Public Works Supervisor - Sewer/Drainage/Utilities	4082	01-019	5164	5421	5693	5982	6279		
Public Works Supervisor - Streets	4085	01-019	5164	5421	5693	5982	6279		
Public Works Supervisor - TSG/Utilities	4084	01-019	5164	5421	5693	5982	6279		
Public Works Supervisor - Water/Utilities	4083	01-019	5164	5421	5693	5982	6279		
Records Systems Specialist	4400	01-014	4042	4248	4465	4686	4920		
SCADA/Telemetry Technician	3875	01-019	5164	5421	5693	5982	6279		
Senior Environmental Specialist	6668	06-014	6679	-	7506	-	8687		
Senior Wastewater Operator	6670	06-012	5814	-	6533	-	7560		
Senior Water Operator	6657	06-012	5814	-	6533	-	7560		
Surface Water Manager	6675	06-015	7173	-	8061	-	9330		
Treatment Plant Operator-in-Training	4070	01-010	3331	3497	3668	3851	4042		
Utilities GIS Program Manager	6659	06-011	5436	-	6109	-	7071		
Utilities Maintenance Technician I	3878	01-018	4920	5164	5421	5693	5982		
Utilities Maintenance Technician II	3879	01-019	5164	5421	5693	5982	6279		
Utilities Maintenance Technician III	3880	01-020	5376	5644	5919	6211	6472		
Utilities Records Manager	6660	06-010	5090	-	5724	-	6623		
Utilities Services Supervisor	6661	06-010	5090	-	5724	-	6623		
Utility Laborer	3900	01-010	3331	3497	3668	3851	4042		
Utility Mapping Supervisor	3890	01-019	5164	5421	5693	5982	6279		
Utility Service Worker	3920	01-015	4248	4465	4686	4920	5164		
Wastewater Plant Maintenance Supervisor	6672	06-012	5814	-	6533	-	7560		
Water Pollution Control Operator I	3940	01-015	4248	4465	4686	4920	5164		
Water Pollution Control Operator II	3950	01-017	4686	4920	5164	5421	5693		
Water Pollution Control Operator III	3960	01-019	5164	5421	5693	5982	6279		
Water Pollution Control Operator IV	3965	01-020	5376	5644	5919	6211	6472		
Water Quality Analyst	3980	01-019	5164	5421	5693	5982	6279		
Water Quality Control Operator	3990	01-017	4686	4920	5164	5421	5693		
Water Quality Technician	4010	01-016	4465	4686	4920	5164	5421		
Water Service Technician ¹	4020	01-016	4465	4686	4920	5164	5421		
Water Station Operator	4030	01-015	4248	4465	4686	4920	5164		
Water Treatment Operator I	4040	01-015	4248	4465	4686	4920	5164		
Water Treatment Operator II	4050	01-017	4686	4920	5164	5421	5693		
Water Treatment Operator III	4060	01-019	5164	5421	5693	5982	6279		
Water Treatment Operator IV	4065	01-020	5376	5644	5919	6211	6472		
Welder	4080	01-018	4920	5164	5421	5693	5982		

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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>Q. 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	5164	5421	5693	5982	6279		
Equipment Mechanic ⁵	3690	01-017	4686	4920	5164	5421	5693		
Equipment Serviceworker	3710	01-014	4042	4248	4465	4686	4920		
Maint & Operations Supervisor - Transportation	6801	06-010	5090	-	5724	-	6623		
Operations Supervisor - Fixed Route	6806	06-010	5090	-	5724	-	6623		
Operations Supervisor - Para Transit	6804	06-010	5090	-	5724	-	6623		
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	3331	3497	3668	3851	4042		
Transit Inspector	4550	02-012	30.34	-	-	-	-		
Transit Operations Program Manager	6802	06-011	5436	-	6109	-	7071		
Transit Training/Safety Coordinator	6812	06-010	5090	-	5724	-	6623		
Transportation & Transit Services Director	6807	06-019	9318	-	10480	-	12138		
Transportation Program Manager	6808	06-011	5436	-	6109	-	7071		
Transportation Services Manager	6803	06-015	7173	-	8061	-	9330		
Vehicle Maintenance Manager	6810	06-015	7173	-	8061	-	9330		

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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, 2014.

Footnotes:

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

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

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

*Non-exempt in accordance with Fair Labor Standards Act


Ray Stephanson, Mayor


Sharon Fuller, City Clerk

Date Passed: 12-11-13
Date Valid: 12-17-13
Date Published: 12-23-13