



ORDINANCE NO. 4064-24

AN ORDINANCE establishing the basic salary schedule for employees of the City of Everett for 2025, repealing Ordinance 3988-23

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 for January 1, 2025 to December 31, 2025.

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

Classification Title	Occup. Code	Range No.	MIN Step A	Step B	Step C	Step D	Step E	Step F	MAX Step G
A. ADMINISTRATION									
Chief Administrative Assistant	6001	06-024	15746	-	17707	-	20509		
Director of Emergency Management	6030	06-017	12282	-	13811	-	15997		
Executive Administrator	6012	06-017	12282	-	13811	-	15997		
Executive Assistant - City Council	6017	06-009	6937	-	7795	-	9018		
Executive Assistant - Mayor's Office	6003	06-009	6937	-	7795	-	9018		
Executive Director	6004	06-021	14468	-	16512	-	18841		
Executive Project Coordinator	6006	06-011	7890	-	8863	-	10260		
Government Affairs Director	6005	06-017	12282	-	13811	-	15997		
Labor & Administrative Services Director	6031	06-021	14468	-	16512	-	18841		
Senior Executive Director	6000	06-023	15287	-	17192	-	19911		
Special Projects Manager	6010	06-015	10409	-	11696	-	13538		
B. BUDGET AND FINANCE									
Accountant I	1200	01-018	6888	7230	7589	7972	8376		
Accounting Manager	6051	06-015	10409	-	11696	-	13538		
Assistant Accounting Manager	6049	06-014	9694	-	10893	-	12605		
Assistant Finance Director	6045	06-017	12282	-	13811	-	15997		
Budget Manager	6053	06-015	10409	-	11696	-	13538		
City Clerk	6054	06-015	10409	-	11696	-	13538		
Controller/Accounting Administrator	6048	06-017	12282	-	13811	-	15997		
Deputy City Clerk/Public Records Officer	6056	06-012	8436	-	9483	-	10968		
Finance Director	6057	06-021	14468	-	16512	-	18841		
Procurement Manager	6060	06-015	10409	-	11696	-	13538		
Procurement Technician	1432	01-015	5949	6252	6563	6888	7230		
Procurement Specialist	1434	01-017	6563	6888	7230	7589	7972		
Senior Procurement Specialist	1436	01-019	7230	7589	7972	8376	8791		
Tax & License Compliance Auditor	6050	06-011	7890	-	8863	-	10260		
Treasurer	6047	06-014	9694	-	10893	-	12605		
Warehouseworker	1430	01-010	4664	4897	5136	5393	5659		
C. COMMUNICATIONS AND ENGAGEMENT									
Communications Director	6009	06-017	12282	-	13811	-	15997		
Communications & Marketing Manager	6024	06-014	9694	-	10893	-	12605		
Engagement & Communications Specialist	6020	06-009	6937	-	7795	-	9018		
Engagement Director	6018	06-017	12282	-	13811	-	15997		
Marketing and Design Specialist	6021	06-009	6937	-	7795	-	9018		
Multimedia & Digital Communications Program Manager	6023	06-012	8436	-	9483	-	10968		
Multimedia Communications Coordinator	6022	06-010	7386	-	8305	-	9608		
Senior Communications Officer	6019	06-012	8436	-	9483	-	10968		
Visual Information Specialist	2480	01-014	5659	5949	6252	6563	6888		

Classification Title	Occup. Code	Range No.	MIN Step A	Step B	Step C	Step D	Step E	Step F	MAX Step G
<u>D. COMMUNITY, PLANNING, AND ECONOMIC DEVELOPMENT</u>									
Assistant Planner	1540	01-016	6252	6563	6888	7230	7589		
Associate Planner	1550	01-018	6888	7230	7589	7972	8376		
Case Management Coordinator	6149	06-010	7386	-	8305	-	9608		
Community Development Director	6150	06-019	13521	-	15207	-	17614		
Community Development Manager	6152	06-014	9694	-	10893	-	12605		
Community Development Specialist	6151	06-010	7386	-	8305	-	9608		
Community Support Care Specialist	6139	06-010	7386	-	8305	-	9608		
Community Support Crisis Responder	6138	06-010	7386	-	8305	-	9608		
Community Support - Prevention Specialist	6137	06-010	7386	-	8305	-	9608		
Community Support Manager	6160	06-014	9694	-	10893	-	12605		
Community Support Specialist/Social Worker	6312	06-010	7386	-	8305	-	9608		
Economic Development & Marketing Manager	6167	06-014	9694	-	10893	-	12605		
Economic Development & Placemaking Program Manager	6165	06-012	8436	-	9483	-	10968		
Economic Development Director	6013	06-017	12282	-	13811	-	15997		
Environmental Planner	1590	01-020	7527	7904	8287	8696	9064		
Homeless Response Coordinator	6148	06-010	7386	-	8305	-	9608		
Housing Improvement Inspector	6155	06-010	7386	-	8305	-	9608		
Land Use Planning Manager	6156	06-015	10409	-	11696	-	13538		
Long Range Planning Manager	6157	06-015	10409	-	11696	-	13538		
Neighborhoods & Community Engagement Coordinator	6002	06-012	8436	-	9483	-	10968		
Planner	1670	01-020	7527	7904	8287	8696	9064		
Planning Director	6158	06-021	14468	-	16512	-	18841		
Planning & Community Engagement Coordinator	6147	06-009	6937	-	7795	-	9018		
<u>E. FACILITIES/PROPERTY MANAGEMENT</u>									
Asst. Real Property Manager	6202	06-011	7890	-	8863	-	10260		
Custodial Supervisor	1945	01-017	6563	6888	7230	7589	7972		
Custodian	1950	01-008	4229	4438	4664	4897	5136		
Facilities Maintenance Supervisor	6204	06-011	7890	-	8863	-	10260		
Facilities Manager	6205	06-014	9694	-	10893	-	12605		
Project Manager - Architect	6206	06-012	8436	-	9483	-	10968		
Real Property Manager	6207	06-015	10409	-	11696	-	13538		
<u>F. FIRE</u>									
Assistant Fire Chief	6250	06-020	14080	-	16053	-	18340		
Assistant Fire Chief/Fire Marshal	6254	06-020	14080	-	16053	-	18340		
Assistant Fire Marshal	2110	04-023	13250	-	-	-	-		
Deputy Fire Chief	6252	06-016	11198	-	12585	-	14563		
Fire and Emergency Medical Services Analyst	6255	06-009	6937	-	7795	-	9018		
Fire and EMS Support Specialist	2148	01-016	6252	6563	6888	7230	7589		
Fire Apparatus/Equipment Mechanic	2145	01-020	7527	7904	8287	8696	9064		
Fire Battalion Chief	2150	04-023	13250	-	-	-	-		
Fire Captain ²	2160	04-021	11830	-	-	-	-		
Fire Chief	6253	06-022	14842	-	16691	-	19331		
Fire Department PIO & Public Education Coordinator	6256	06-012	8436	-	9483	-	10968		
Fire Division Chief	2251	04-024	14196	-	-	-	-		
Fire Inspector	2180	04-021	11830	-	-	-	-		
Firefighter	2200	04-017	6631	7338	8043	8748	9464		
Firefighter	2200	04-117	6631	7571	8517	9464	-		
Firefighter/Driver	2210	04-018	10410	-	-	-	-		
Firefighter/EMTA	2220	04-018	10410	-	-	-	-		
Firefighter/Paramedic ³	2230	04-020	10978	11073	-	-	-		
Medical Services Officer	2250	04-022	12398	-	-	-	-		
<u>G. HUMAN RESOURCES</u>									
Assistant Human Resources Director	6550	06-017	12282	-	13811	-	15997		
Environmental Health & Safety Specialist	6551	06-012	8436	-	9483	-	10968		
Employee Benefits Coordinator	6553	06-009	6937	-	7795	-	9018		
Environmental Health & Safety Manager	6552	06-014	9694	-	10893	-	12605		
Equity Manager	6562	06-012	8436	-	9483	-	10968		
Human Resources Analyst	6557	06-009	6937	-	7795	-	9018		
Human Resources Business Analyst	6565	06-011	7890	-	8863	-	10260		
Human Resources Coordinator	6554	06-008	6516	-	7325	-	8478		
Human Resources Director	6555	06-019	13521	-	15207	-	17614		
Human Resources Manager	6558	06-015	10409	-	11696	-	13538		
Human Resources Operations Manager	6563	06-014	9694	-	10893	-	12605		

Classification Title	Occup. Code	Range No.	MIN Step A	Step B	Step C	Step D	Step E	Step F	MAX Step G
Labor & Employee Relations Coordinator	6560	06-011	7890	-	8863	-	10260		
Labor Relations Program Manager	6561	06-012	8436	-	9483	-	10968		
H. INFORMATIONAL TECHNOLOGY									
Cybersecurity Management Specialist	6065	06-011	7890	-	8863	-	10260		
Information Technology Director	6062	06-021	14468	-	16512	-	18841		
Information Technology Manager	6055	06-016	11198	-	12585	-	14563		
Information Technology Project Manager	6064	06-014	9694	-	10893	-	12605		
Information Technology Support Specialist I	1384	01-015	5949	6252	6563	6888	7230		
Information Technology Support Specialist II	1386	01-017	6563	6888	7230	7589	7972		
Information Technology Support Specialist Senior	1388	01-019	7230	7589	7972	8376	8791		
Network Engineer I	1396	01-022	8287	8696	9064	9518	9995		
Network Engineer II	1406	01-025	9518	9995	10493	11018	11569		
Network Engineer Senior	1416	01-027	10493	11018	11569	12146	12754		
Security Analyst I	1398	01-022	8287	8696	9064	9518	9995		
Security Analyst II	1408	01-025	9518	9995	10493	11018	11569		
Security Analyst Senior	1418	01-027	10493	11018	11569	12146	12754		
System Administrator I	1392	01-022	8287	8696	9064	9518	9995		
System Administrator II	1402	01-025	9518	9995	10493	11018	11569		
System Administrator Senior	1412	01-027	10493	11018	11569	12146	12754		
System Analyst I	1394	01-022	8287	8696	9064	9518	9995		
System Analyst II	1404	01-025	9518	9995	10493	11018	11569		
System Analyst Senior	1414	01-027	10493	11018	11569	12146	12754		
Telecommunications Assistant	2015	01-010	4664	4897	5136	5393	5659		
I. INTERDEPARTMENTAL									
Accounting Asst/Customer Svc Representative	2300	01-011	4897	5136	5393	5659	5949		
Accounting Technician	2310	01-012	5136	5393	5659	5949	6252		
Administrative Assistant*	6301	06-107	5793	-	6505	-	7530		
Administrative Coordinator	6302	06-008	6516	-	7325	-	8478		
Assistant Buyer	1222	01-012	5136	5393	5659	5949	6252		
Associate Engineer - NPE	6304	06-010	7386	-	8305	-	9608		
Associate Engineer - PE	6305	06-012	8436	-	9483	-	10968		
Business Analyst	6710	06-011	7890	-	8863	-	10260		
Buyer	1260	01-016	6252	6563	6888	7230	7589		
Capital Projects Coordinator	6313	06-011	7890	-	8863	-	10260		
Development Construction Supervisor	6311	06-011	7890	-	8863	-	10260		
Electrician	1960	01-020	7527	7904	8287	8696	9064		
Engineering Technician	4260	01-016	6252	6563	6888	7230	7589		
Engineering Technician Trainee	4270	01-014	5659	5949	6252	6563	6888		
Financial Analyst	6306	06-009	6937	-	7795	-	9018		
GIS Programmer/Analyst	4275	01-018	6888	7230	7589	7972	8376		
Maintenance Mechanic	2370	01-017	6563	6888	7230	7589	7972		
Office Assistant	2390	01-008	4229	4438	4664	4897	5136		
Office Specialist	2400	01-012	5136	5393	5659	5949	6252		
Office Technician	2420	01-010	4664	4897	5136	5393	5659		
Principal Engineer	6307	06-015	10409	-	11696	-	13538		
Project Coordinator	6308	06-010	7386	-	8305	-	9608		
Program Manager	6316	06-012	8436	-	9483	-	10968		
Public Service Aide	2425	01-002	3155	3314	3482	3654	3836		
Ranger II	3090	01-014	5659	5949	6252	6563	6888		
Senior Engineer	6310	06-014	9694	-	10893	-	12605		
Senior Financial Analyst	6314	06-011	7890	-	8863	-	10260		
Small Tool & Equipment Repair Technician	2445	01-015	5949	6252	6563	6888	7230		
Supervisor I	2450	01-017	6563	6888	7230	7589	7972		
Supervisor II	2460	01-020	7527	7904	8287	8696	9064		
Transportation Maintenance Technician	3860	01-015	5949	6252	6563	6888	7230		
J. LEGAL									
Assistant City Attorney I	6351	06-009	6937	-	7795	-	9018		
Assistant City Attorney II	6352	06-013	9037	-	10156	-	11749		
Assistant City Attorney III	6353	06-015	10409	-	11696	-	13538		
Assistant City Attorney/Safe Streets Manager	6016	06-016	11198	-	12585	-	14563		
City Attorney	6354	06-022	14842	-	16691	-	19331		
Deputy City Attorney	6355	06-019	13521	-	15207	-	17614		
Lead Prosecuting Attorney	6359	06-016	11198	-	12585	-	14563		
Legal Administrator/Risk Manager	6356	06-015	10409	-	11696	-	13538		
Legal Assistant	2395	01-010	4664	4897	5136	5393	5659		

Classification Title	Occup. Code	Range No.	MIN Step A	Step B	Step C	Step D	Step E	Step F	MAX Step G
K. LIBRARY									
Assistant Library Director/Librarian IV	6401	06-013	9037	-	10156	-	11749		
Circulation Assistant II	2606	01-008	4229	4438	4664	4897	5136		
Circulation Assistant III	2609	01-010	4664	4897	5136	5393	5659		
Circulation Assistant IV	2612	01-012	5136	5393	5659	5949	6252		
Circulation Supervisor	2615	01-017	6563	6888	7230	7589	7972		
Digital Services Librarian	2633	01-020	7527	7904	8287	8696	9064		
ILS and Acquisitions Coordinator	2645	01-014	5659	5949	6252	6563	6888		
Librarian I	2624	01-018	6888	7230	7589	7972	8376		
Librarian II	2627	01-020	7527	7904	8287	8696	9064		
Librarian II - Cataloging	2648	01-020	7527	7904	8287	8696	9064		
Library Director	6404	06-019	13521	-	15207	-	17614		
Library Fundraising & Marketing Coordinator	6408	06-010	7386	-	8305	-	9608		
Library Manager/Librarian III	6409	06-012	8436	-	9483	-	10968		
Library Office Specialist	2720	01-012	5136	5393	5659	5949	6252		
Library PC Technician	2762	01-016	6252	6563	6888	7230	7589		
Library Technician II	2636	01-008	4229	4438	4664	4897	5136		
Library Technician III	2639	01-010	4664	4897	5136	5393	5659		
Library Technician IV	2642	01-012	5136	5393	5659	5949	6252		
Northwest Room Assistant	2618	01-008	4229	4438	4664	4897	5136		
Youth Services Assistant	2621	01-008	4229	4438	4664	4897	5136		
L. MUNICIPAL COURT									
Assistant Municipal Court Administrator	6451	06-013	9037	-	10156	-	11749		
Detention Monitoring Assistant*	6455	06-107	5793	-	6505	-	7530		
Judicial Assistant	2811	01-012	5136	5393	5659	5949	6252		
Municipal Court Administrator	6452	06-017	12282	-	13811	-	15997		
Municipal Court Commissioner	6456	06-018	12693	-	14272	-	16531		
Municipal Court Security Officer*	6453	06-103	4678	-	5251	-	6082		
Probation Counselor	6454	06-010	7386	-	8305	-	9608		
M. PARKS AND COMMUNITY SERVICES									
Animal Care and Customer Service Assistant	1535	01-008	4229	4438	4664	4897	5136		
Animal Control Officer	1510	01-014	5659	5949	6252	6563	6888		
Animal Services Manager	6201	06-014	9694	-	10893	-	12605		
Animal Shelter Attendant	1530	01-007	4021	4229	4438	4664	4897		
Animal Shelter Volunteer & Foster Supervisor	1515	01-017	6563	6888	7230	7589	7972		
Arborist	3000	01-015	5949	6252	6563	6888	7230		
Assistant Animal Services Manager	6754	06-010	7386	-	8305	-	9608		
Assistant Parks & Recreation Director	6502	06-017	12282	-	13811	-	15997		
Athletic Program Supervisor	3038	01-017	6563	6888	7230	7589	7972		
Cultural Arts Manager	6014	06-014	9694	-	10893	-	12605		
Fundraising Coordinator	6757	06-010	7386	-	8305	-	9608		
Golf and Athletic Supervisor	3037	01-020	7527	7904	8287	8696	9064		
Golf and Grounds Equipment Technician	3025	01-015	5949	6252	6563	6888	7230		
Golf and Park Program Manager	6511	06-012	8436	-	9483	-	10968		
Golf Course Supervisor	3035	01-017	6563	6888	7230	7589	7972		
Groundskeeper	3020	01-015	5949	6252	6563	6888	7230		
Horticulturist	3040	01-017	6563	6888	7230	7589	7972		
Landscaper	3050	01-015	5949	6252	6563	6888	7230		
Lead Groundskeeper	3018	01-016	6252	6563	6888	7230	7589		
Maintenance Technician	3026	01-012	5136	5393	5659	5949	6252		
Park Ranger I	3080	01-012	5136	5393	5659	5949	6252		
Park Ranger Supervisor	3095	01-017	6563	6888	7230	7589	7972		
Parks & Golf Manager	6510	06-014	9694	-	10893	-	12605		
Parks & Grounds Maintenance Supervisor	3105	01-020	7527	7904	8287	8696	9064		
Parks & Recreation Director	6504	06-021	14468	-	16512	-	18841		
Parks and Facilities Program Coordinator	6507	06-010	7386	-	8305	-	9608		
Parks & Facilities Planning & Capital Development Manager	6512	06-014	9694	-	10893	-	12605		
Recreation Leader	3160	01-009	4438	4664	4897	5136	5393		
Recreation Supervisor	3190	01-017	6563	6888	7230	7589	7972		
Resource Conservation Program Manager	6509	06-012	8436	-	9483	-	10968		
Senior Center Coordinator	1700	01-017	6563	6888	7230	7589	7972		
Shelter Operations Coordinator	6755	06-009	6937	-	7795	-	9018		
Structural Maintenance Supervisor	3100	01-020	7527	7904	8287	8696	9064		
Urban Forester	3210	01-017	6563	6888	7230	7589	7972		
Veterinarian	6750	06-011	7890	-	8863	-	10260		
Veterinary Clinic Coordinator	6756	06-007	6137	-	6895	-	7979		
Veterinary Manager	6758	06-015	10409	-	11696	-	13538		
Veterinary Technician	1525	01-009	4438	4664	4897	5136	5393		

Classification Title	Occup. Code	Range No.	MIN Step A	Step B	Step C	Step D	Step E	Step F	MAX Step G
<u>N. POLICE</u>									
Deputy Police Chief	6601	06-021	14468	-	16512	-	18841		
Forensic Imaging Analyst	6611	06-009	6937	-	7795	-	9018		
Parking Enforcement Officer	3420	01-011	4897	5136	5393	5659	5949		
Parking Enforcement Supervisor	3415	01-015	5949	6252	6563	6888	7230		
Police Captain	3430	03-014	-	16584	-	-	-		
Police Chief	6602	06-023	15287	-	17192	-	19911		
Police Crime Analyst	6610	06-009	6937	-	7795	-	9018		
Police Inspector	6604	06-017	12282	-	13811	-	15997		
Police Lieutenant	3450	03-013	-	15432	-	-	-		
Police Officer	3460	03-021	8234	9017	10792	-	-		
Police Officer (BLEA)	3475	03-021	8234	9017	10792	-	-		
Police Officer (BLEA) Recruit	3465	03-021	8234	9017	10792	-	-		
Police Officer Entry-Level	3470	03-021	8234	9017	10792	-	-		
Police Property Room Manager	6609	06-011	7890	-	8863	-	10260		
Police Property Room Specialist	3531	01-013	5393	5659	5949	6252	6563		
Police Public Disclosure Manager	6608	06-011	7890	-	8863	-	10260		
Police Public Disclosure Specialist	3525	01-013	5393	5659	5949	6252	6563		
Police Records Unit Shift Supervisor	3505	01-015	5949	6252	6563	6888	7230		
Police Sergeant	3510	03-012	13496	-	-	-	-		
Police Services Program Manager	6606	06-012	8436	-	9483	-	10968		
Police Specialist	3520	01-012	5136	5393	5659	5949	6252		
Records Information Specialist	3530	01-012	5136	5393	5659	5949	6252		
Records Unit Manager	6607	06-011	7890	-	8863	-	10260		
Senior Police Crime Analyst	6615	06-011	7890	-	8863	-	10260		
Wellness Coordinator - Police	6613	06-010	7386	-	8305	-	9608		
<u>O. PUBLIC WORKS/ENGINEERING/PUBLIC SERVICES</u>									
Building Inspector	4150	05-023	9080	9443	9823	-	-		
Building Inspector II	4152	05-024	10315	-	-	-	-		
Building Official	6701	06-016	11198	-	12585	-	14563		
Chief Inspector	4170	05-025	11346	-	-	-	-		
City Engineer/Assistant Public Works Director	6702	06-019	13521	-	15207	-	17614		
City Traffic Engineer	6703	06-015	10409	-	11696	-	13538		
Civil Design Technician	4215	01-019	7230	7589	7972	8376	8791		
Code Compliance Supervisor	6612	06-011	7890	-	8863	-	10260		
Code Enforcement Officer	6102	06-009	6937	-	7795	-	9018		
Computer Aided Design (CAD) Manager	6709	06-011	7890	-	8863	-	10260		
Construction Contracts Compliance Coordinator	6681	06-012	8436	-	9483	-	10968		
Construction Inspector	4210	01-019	7230	7589	7972	8376	8791		
Electrical Inspector	4230	05-023	9080	9443	9823	-	-		
Electrical Inspector II	4232	05-024	10315	-	-	-	-		
Capital Program Funding Manager	6708	06-015	10409	-	11696	-	13538		
Permit Services Manager	6706	06-015	10409	-	11696	-	13538		
Permit Support Assistant	4325	01-010	4664	4897	5136	5393	5659		
Permit Technician	4320	01-014	5659	5949	6252	6563	6888		
Permit Technician Supervisor	4315	01-019	7230	7589	7972	8376	8791		
Plan Review Technician	4220	01-019	7230	7589	7972	8376	8791		
Plumbing/Mechanical Inspector	4340	05-023	9080	9443	9823	-	-		
Plumbing/Mechanical Inspector II	4342	05-024	10315	-	-	-	-		
Public Works Plan Review Supervisor (NPE)	6713	06-013	9037	-	10156	-	11749		
Public Works Plan Review Supervisor (PE)	6714	06-014	9694	-	10893	-	12605		
Senior Signal Technician	4410	01-020	7527	7904	8287	8696	9064		
Traffic Electronic Technician	4420	01-019	7230	7589	7972	8376	8791		
Traffic Electronic Technician Trainee	4425	01-017	6563	6888	7230	7589	7972		
Traffic Operations Supervisor	4441	01-021	7904	8287	8696	9064	9518		
Traffic Signal Electrician	4430	01-019	7230	7589	7972	8376	8791		
Traffic Signal Technician	4435	01-018	6888	7230	7589	7972	8376		
Traffic Technician	4440	01-019	7230	7589	7972	8376	8791		
<u>P. PUBLIC WORKS/UTILITIES</u>									
Assistant Construction Manager	6674	06-013	9037	-	10156	-	11749		
Assistant Inventory Control/Dispatch Technician	3600	01-014	5659	5949	6252	6563	6888		
Cement Finisher	3610	01-016	6252	6563	6888	7230	7589		
Chief Wastewater Treatment Plant Operator	6670	06-013	9037	-	10156	-	11749		
Chief Water Treatment Plant Operator	6657	06-013	9037	-	10156	-	11749		
Construction Manager	6664	06-014	9694	-	10893	-	12605		
Electrical Safe Worker Program Administrator	3887	01-021	7904	8287	8696	9064	9518		
Encampment Response Supervisor	4090	01-018	6888	7230	7589	7972	8376		
Environmental Permit Coordinator	4385	01-020	7527	7904	8287	8696	9064		
Environmental Technician	4395	01-016	6252	6563	6888	7230	7589		
Equipment Operator	3700	01-014	5659	5949	6252	6563	6888		
Heavy Equipment Operator	3720	01-015	5949	6252	6563	6888	7230		

Classification Title	Occup. Code	Range No.	MIN Step A	Step B	Step C	Step D	Step E	Step F	MAX Step G
Industrial Waste Inspector	3730	01-019	7230	7589	7972	8376	8791		
Inventory Control Technician	3740	01-017	6563	6888	7230	7589	7972		
Lead Utility Serviceworker	3750	01-017	6563	6888	7230	7589	7972		
Maintenance Superintendent	6662	06-016	11198	-	12585	-	14563		
Maintenance Superintendent/Assistant Public Works Director	6679	06-019	13521	-	15207	-	17614		
Maintenance/Operations Supervisor	6663	06-013	9037	-	10156	-	11749		
Operations Maintenance Manager	6678	06-015	10409	-	11696	-	13538		
Operations Superintendent	6654	06-016	11198	-	12585	-	14563		
Operations Superintendent/Assistant Public Works Director	6666	06-019	13521	-	15207	-	17614		
Plant Maintenance Supervisor	6676	06-012	8436	-	9483	-	10968		
Plant/Pump Maintenance Mechanic ¹	3820	01-016	6252	6563	6888	7230	7589		
Pretreatment Manager	6655	06-012	8436	-	9483	-	10968		
Public Information/Education Specialist	3809	01-016	6252	6563	6888	7230	7589		
Public Works Budget and Compliance Manager	6680	06-015	10409	-	11696	-	13538		
Public Works Director	6667	06-022	14842	-	16691	-	19331		
Public Works Finance & Support Services Superintendent	6658	06-017	12282	-	13811	-	15997		
Public Works Information & Education Officer	6656	06-012	8436	-	9483	-	10968		
Public Works Project Manager	6677	06-012	8436	-	9483	-	10968		
Public Works Supervisor - Sewer/Drainage/Utilities	4082	01-019	7230	7589	7972	8376	8791		
Public Works Supervisor - Streets	4085	01-019	7230	7589	7972	8376	8791		
Public Works Supervisor - TSG/Utilities	4084	01-019	7230	7589	7972	8376	8791		
Public Works Supervisor - Water/Utilities	4083	01-019	7230	7589	7972	8376	8791		
Public Works Support Services Manager	6682	06-014	9694	-	10893	-	12605		
Records Systems Specialist	4400	01-014	5659	5949	6252	6563	6888		
SCADA/Telemetry Technician I	3875	01-019	7230	7589	7972	8376	8791		
SCADA/Telemetry Technician II	3876	01-020	7527	7904	8287	8696	9064		
SCADA/Telemetry Technician Lead	3877	01-021	7904	8287	8696	9064	9518		
Senior Environmental Specialist	6668	06-014	9694	-	10893	-	12605		
Senior Public Information/Education Specialist	3808	01-017	6563	6888	7230	7589	7972		
Senior Records Systems Specialist	4398	01-016	6252	6563	6888	7230	7589		
Source Control Inspector	3725	01-019	7230	7589	7972	8376	8791		
Surface Water Inspector	3735	01-019	7230	7589	7972	8376	8791		
Surface Water Manager	6675	06-015	10409	-	11696	-	13538		
Treatment Plant Operator-in-Training	4070	01-012	5136	5393	5659	5949	6252		
Utilities Electrician	3885	01-021	7904	8287	8696	9064	9518		
Utilities Engineering Manager	6665	06-016	11198	-	12585	-	14563		
Utilities GIS Program Manager	6659	06-011	7890	-	8863	-	10260		
Utilities Maintenance Technician I	3878	01-018	6888	7230	7589	7972	8376		
Utilities Maintenance Technician II	3879	01-019	7230	7589	7972	8376	8791		
Utilities Maintenance Technician III	3880	01-020	7527	7904	8287	8696	9064		
Utilities Records Manager	6660	06-011	7890	-	8863	-	10260		
Utility Billing Supervisor	6661	06-010	7386	-	8305	-	9608		
Utility Laborer	3900	01-010	4664	4897	5136	5393	5659		
Utility Mapping Supervisor	3890	01-019	7230	7589	7972	8376	8791		
Utility Service Worker	3920	01-015	5949	6252	6563	6888	7230		
Wastewater Plant Manager	6651	06-015	10409	-	11696	-	13538		
Water Plant Manager	6669	06-015	10409	-	11696	-	13538		
Water Pollution Control Operator I	3940	01-017	6563	6888	7230	7589	7972		
Water Pollution Control Operator II	3950	01-019	7230	7589	7972	8376	8791		
Water Pollution Control Operator III	3960	01-021	7904	8287	8696	9064	9518		
Water Pollution Control Operator IV	3965	01-020	7527	7904	8287	8696	9064		
Water Quality Analyst	3980	01-019	7230	7589	7972	8376	8791		
Water Quality Control Operator I	3989	01-017	6563	6888	7230	7589	7972		
Water Quality Control Operator II	3990	01-018	6888	7230	7589	7972	8376		
Water/Wastewater Quality Process Analyst	6671	06-012	8436	-	9483	-	10968		
Water Quality Technician	4010	01-016	6252	6563	6888	7230	7589		
Water Service Technician ¹	4020	01-016	6252	6563	6888	7230	7589		
Water Treatment Plant Operator I	4040	01-017	6563	6888	7230	7589	7972		
Water Treatment Plant Operator II	4050	01-019	7230	7589	7972	8376	8791		
Water Treatment Plant Operator III	4060	01-021	7904	8287	8696	9064	9518		
Water Treatment Plant Operator IV	4065	01-020	7527	7904	8287	8696	9064		
Welder	4080	01-018	6888	7230	7589	7972	8376		
Q. TRANSIT									
Assistant Transit Director	6815	06-017	12282	-	13811	-	15997		
Bus Maintenance Person	4500	02-014	28.19	29.45	30.75	32.12	33.57		
Bus Operator	4510	02-110	30.07	32.14	34.21	36.29	38.44		
Bus Operator ⁴	4510	02-010	-	-	-	-	38.44		
Bus Operator Trainee	4520	02-011	28.15	-	-	-	-		
Communications Technician	3640	01-019	7230	7589	7972	8376	8791		
Director of Everett Transit	6807	06-019	13521	-	15207	-	17614		
Equipment Service Worker	3710	01-014	5659	5949	6252	6563	6888		
Everett Station Building Manager	6814	06-011	7890	-	8863	-	10260		

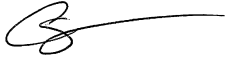
Classification Title	Occup. Code	Range No.	MIN Step A	Step B	Step C	Step D	Step E	Step F	MAX Step G
Fleet Maintenance Supervisor	3685	01-021	7904	8287	8696	9064	9518		
Fleet Program Manager	6813	06-011	7890	-	8863	-	10260		
Fleet Service Technician	3690	01-019	7230	7589	7972	8376	8791		
Fleet Support Specialist	4549	01-016	6252	6563	6888	7230	7589		
Paratransit Operator	4530	02-113	27.06	28.93	30.79	32.66	34.60	36.52	38.44
Paratransit Operator ⁴	4530	02-013	-	-	-	-	38.44		
Paratransit Operator Trainee	4540	02-009	25.34	-	-	-	-		
Paratransit Schedule Technician	4545	01-010	4664	4897	5136	5393	5659		
Transit Inspector	4550	02-012	44.21	45.36	47.63	-	-		
Transit Operations Manager	6805	06-015	10409	-	11696	-	13538		
Transit Operations Supervisor	6804	06-011	7890	-	8863	-	10260		
Transit Training/Safety Coordinator	6812	06-010	7386	-	8305	-	9608		
Security Officer	2016	01-011	4897	5136	5393	5659	5949		
Transportation Program Manager	6808	06-011	7890	-	8863	-	10260		
Transportation Services Customer Service Technician	4590	01-010	4664	4897	5136	5393	5659		
Transportation Services Manager	6803	06-015	10409	-	11696	-	13538		
Transportation Systems Manager	6809	06-013	9037	-	10156	-	11749		
Vehicle Electronics Technician	3695	01-019	7230	7589	7972	8376	8791		
Vehicle Maintenance Manager	6810	06-015	10409	-	11696	-	13538		
Vehicle Parts Storekeeper	4547	01-011	4897	5136	5393	5659	5949		

- 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 until completing 12 years of service. After 12 years of service, employees covered by this collective bargaining agreement may participate in both the longevity and the education plans as 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 10% of their base hourly rate premium pay in addition to their regular hourly rate.
- Section 10: Employees represented by AFSCME, Local 113, and Snohomish County Construction Crafts receiving promotions will advance to the same step in the higher classification pay range or shall be assured of a minimum increase equal to one step in the employee's previous classification, whichever is less.
- Section 11: Employees represented by Everett Firefighters Local 46 shall have 3% added to base salary while meeting HAZMAT and Rescue Technician standards and serving as a member of either team.
- Section 12: Upon demotion, an employee shall be paid either at the step in the lower pay range which is the amount equal to the amount s/he had been at in the higher classification or at the highest step of the lower classification if all of the steps in the lower range are below the step the employee has been at in the higher classification.
- Section 13: All employees, except Circulation Assistant I/Shelver and those who are members of the Amalgamated Transit Union, Local 883, who are paid on an hourly basis as hereinafter or herein set forth shall be considered day laborers as defined by the City Charter governing civil service.
- Section 14: The addition of new classification(s) within salary ranges may be made by Council resolution during the life of this ordinance.
- Section 15: Any and all ordinances in conflict herewith of the City of Everett and all amendments thereto be and the same, are hereby repealed.
- Section 16: The effective date of this ordinance shall be January 1, 2025.

Footnotes:

- 1 Plant/Pump Maintenance Mechanic and Water Service Technician: Positions assigned to cross-connection responsibilities and possessing a state certification = 5% above salary.
- 2 Fire Captain - 3% added to base salary while assigned as Station Captain.
- 3 Firefighter/Paramedic classification - 3% added to base salary while assigned as Lead Paramedic.
- 4 Transit Operators hired in the classification prior to 1/1/99.
- 5 Appointive employees will receive an additional 1.5% market adjustment effective July 1, 2025.

*Non-exempt in accordance with Fair Labor Standards Act



Cassie Franklin, Mayor



Marista Jorve, City Clerk

Date Passed: 12/18/2024

Date Valid: 12/19/2024

Date Published: 12/24/24

Effective Date: 1/02/2025

ORD 4064-24_CB 2412-42 Salary Ordinance_Final Final

Final Audit Report

2024-12-19

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