



## ORDINANCE NO. 4180-26

An ORDINANCE regarding officers' and officials' fringe benefits, amending chapter 2.74 of the Everett Municipal Code.

### WHEREAS,

- A. Certain provisions of chapter 2.74 of the Everett Municipal Code have become outdated or require clarifications.
- B. The purpose of this ordinance is to make clarifications and updates regarding insurance plans, holidays, vacation accrual, sick leave, leave of absence and other matters.

### NOW, THEREFORE, THE CITY OF EVERETT DOES ORDAIN:

**Section 1.** EMC 2.74.020 is amended as follows, with underlined text added and strike-out text deleted:

#### **2.74.020 Insurance plan**

The city will offer insurance plans to all appointive officers comprised of the following on terms and conditions determined by the city:

- A. Basic and major medical, vision, and dental coverage for the appointive officer and eligible dependents, provided the full-time officer makes a fifteen percent or five percent contribution toward the cost of the medical coverage, depending on the medical plan selected. ~~However, for year 2023 only, such contribution will be zero percent.~~ Part-time appointive officers working less than thirty hours per pay period will pay a prorated contribution toward their health care coverage based on their hours worked during a pay period.
- B. The face amount of life insurance and the principal sum of accidental death and dismemberment insurance for an appointive officer shall be equal to two times the appointive officer's basic annual earnings, rounded to the next higher multiple of one thousand dollars, if not already a multiple of one thousand dollars, plus two thousand dollars. The maximum face amount and maximum principal sum shall each be two hundred fifty thousand dollars.
- C. Long-term disability insurance shall be sixty-six and two-thirds percent up to seven thousand five hundred dollars of the appointive officer's pre-disability monthly earnings, subject to policy conditions and limitations.
- D. Voluntary dependent life insurance covered at the appointive officer's expense.

**Section 2.** EMC 2.74.030 is amended as follows, with underlined text added:

#### **2.74.030 Holidays**

The following days are hereby designated paid holidays for those appointive officers in pay status on the day before and the day after the holiday. Full-time employees receive

8 hours of pay for the following holidays:

New Year's Day

Martin Luther King, Jr. Day

President's Day

Memorial Day

The Nineteenth of June, recognized as Juneteenth

Independence Day

Labor Day

Veteran's Day

Thanksgiving Day

Native American Heritage Day (Day after Thanksgiving Day)

Christmas Day

Two floating holidays

**Section 3.** EMC 2.74.040 is amended as follows, with underlined text added and strike-out text deleted:

**2.74.040 Vacation**

A. Recognizing that an annual vacation is of benefit to both the appointive officers and the city, appointive officers shall accrue vacation credit for each ~~month~~ year of continuous service as shown on the table below:

<b>Continuous Service From Adjusted Employment Date</b>	<b>Vacation Credit Accrued Number of Work Days</b>	
	<b>Per Month</b>	<b>Per Year</b>
First year	1 1/6 days	14
Second year	1 1/4 days	15
Third and fourth years	1 1/3 days	16
Fifth year	1 5/12 days	17
Sixth and seventh years	1 1/2 days	18
Eighth and ninth years	1 7/12 days	19
10th through 14th years	1 2/3 days	20
15th through 19th years	1 5/6 days	22
20th through 24th years	2 days	24
25th year and beyond	2 2/25 days	25

<u>Continuous Service From Employee's Adjusted Employment Date Per Year</u>	<u>Number of Vacation Hours Per Year</u>
<u>1st Year</u>	<u>112 hours</u>
<u>2nd Year</u>	<u>120 hours</u>
<u>3rd and 4th Years</u>	<u>128 hours</u>
<u>5th Year</u>	<u>136 hours</u>
<u>6th and 7th Years</u>	<u>144 hours</u>
<u>8th and 9th Years</u>	<u>152 hours</u>
<u>10th through 14th Years</u>	<u>160 hours</u>
<u>15th through 19th Years</u>	<u>184 hours</u>
<u>20th through 24th Years</u>	<u>200 hours</u>
<u>25th Year and Beyond</u>	<u>216 hours</u>

In addition, the mayor may grant up to five days of vacation leave upon hire. Forty hours of vacation leave will be provided to all appointive officers upon hire.

B. ~~Department directors and program directors~~ executive administrators shall accrue vacation at the rate of ~~two days per month or twenty four days per year~~ 200 hours per year up to twenty-four years of service. Upon the completion of the twenty-fourth year of service, ~~department directors and program directors~~ executive administrators shall accrue vacation at the same rate as appointive officers. Uniformed appointive police and fire personnel will accrue vacation based on the IAFF contract or EPMA contract, based on years of service with the City.

C. No vacation credit accrual will be allowed in excess of two full years accrual.

D. ~~Exception: Effective January 1, 1986, n~~No employee shall have vacation credit accrual in excess of ~~thirty days at the time of his/her~~ 240 hours at the time of retirement/separation. In the event that an employee elects to retire, all vacation accrual in excess of ~~thirty days~~ 240 hours must be taken prior to the effective retirement/separation date or be lost to the employee.

**Section 4.** EMC 2.74.045 is amended as follows, with underlined text added:

**2.74.045 Sick leave incentive plan**

Appointive officers who have successfully passed probation shall, upon voluntary separation, retirement, or in situations of reduction in force from city employment, receive a payment equal to twenty-five percent of the value of their then-existing sick leave accrual balances, at a bank maximum of 960 hours, deposited into a health reimbursement arrangement, voluntary employee benefit association (HRA/VEBA) account.

**Section 5.** EMC 2.74.050 is amended as follows, with underlined text added and strike-out text deleted:

**2.74.050 Leave of absence**

The city shall grant appointive officers leave of absence with pay for the following reasons:

A. *Bereavement Leave.* Appointive officers shall be granted up to ~~five~~ seven days to attend or assist in bereavement services for an immediate family member as defined by state law or individual as approved by the mayor or the mayor's designee within one year of death.

B. *Sick Leave.* Upon employment with the city, appointive officers ~~(with the exception of those~~

~~individuals covered by LEOFF 1 retirement system who shall be noneligible)~~ shall have available immediately ~~ten days~~ 80 hours of sick leave with pay. All eligible appointive officers shall accrue sick leave at a rate of ~~two days~~ 16 hours per month to a total maximum of ~~one hundred twenty work days~~ bank of 960 hours. While still actively employed with the city of Everett, should any monthly disability payment be made to the eligible appointive officer as a benefit resulting from any insurance coverage provided by the city, the city shall only pay the difference between the amount of the benefit and the appointive officer's normal monthly salary. ~~In no case, shall such sick leave payment exceed one hundred and twenty work days at eight hours per day.~~

**Section 6.** A new section EMC 2.74.056 is added to chapter 2.74 EMC as follows:

**2.74.056 Public safety appointive premium**

The Appointive Compensation Committee, as established in EMC 2.70.020, will create and maintain a premium for uniformed appointive police and fire personnel to ensure a pay structure that attracts and retains highly qualified command-level officers.

**Section 7.** EMC 2.74.080 is amended as follows, with underlined text added:

**2.74.080 Insurance plan**

Members of the city council of the city of Everett will be offered insurance plans comprised of the following on terms and conditions determined by the city:

- A. Basic and major medical, vision, and dental coverage for the councilmember and eligible dependents, provided the councilmember makes a fifteen percent or five percent contribution toward the cost of the medical coverage, depending on the medical plan selected, and must work a minimum of 14.5 hours per week.
- B. The face amount of life insurance and the principal sum of accidental death and dismemberment insurance for a councilmember shall be equal to two times the councilmember's basic annual earnings, rounded to the next higher multiple of one thousand dollars, if not already a multiple of one thousand dollars, plus two thousand dollars. The maximum face amount and maximum principal sum shall each be one hundred fifty thousand dollars.
- C. Long-term disability insurance shall be sixty-six and two-thirds percent up to three thousand dollars of the councilmember's predisability monthly earnings, subject to policy conditions and limitations.
- D. Voluntary dependent life insurance covered at the councilmember's expense.

**Section 8.** The following is provided for reference and may not be complete:

EMC Amended by this Ordinance	Ordinance History of EMC Amended by this Ordinance
EMC 2.74.020	(Ord. 3927-22 § 1, 2022; Ord. 3785-20 § 2, 2020; Ord. 3472-15 § 1, 2015; Ord. 3295-12 § 1, 2012; Ord. 2560-01 §§ 1, 2, 2001; Ord. 1594-89 § 1(B), 1989.)
EMC 2.74.030	(Ord. 3847-21 § 2, 2021; Ord. 3785-20 § 3, 2020; Ord. 2879-05 § 1, 2005; Ord. 1594-89 § 1(C), 1989.)
EMC 2.74.040	(Ord. 3785-20 § 4, 2020; Ord. 2494-00 § 4, 2000; Ord. 1594-89 § 1(D),

	1989.)
EMC 2.74.045	(Ord. 3785-20 § 5, 2020; Ord. 3472-15 § 3, 2015; Ord. 2879-05 § 2, 2005.)
EMC 2.74.055	(Ord. 3785-20 § 6, 2020; Ord. 1696-90 § 1, 1990; Ord. 1594-89 § 1(E), 1989.)
EMC 2.74.080	(Ord. 3785-20 § 7, 2020; Ord. 3472-15 § 2, 2015; Ord. 3295-12 § 3, 2012; Ord. 2560-01 §§ 3, 4, 2001; Ord. 1594-89 § 3, 1989.)

**Section 9.** The City Clerk and the codifiers of this Ordinance are authorized to make necessary corrections to this Ordinance, including, but not limited to, the correction of scrivener’s/clerical errors, references, ordinance numbering, section/subsection numbers, and any internal references.

**Section 10.** The City Council hereby declares that should any section, paragraph, sentence, clause or phrase of this ordinance be declared invalid for any reason, it is the intent of the City Council that it would have passed all portions of this ordinance independent of the elimination of any such portion as may be declared invalid.

**Section 11.** The enactment of this Ordinance shall not affect any case, proceeding, appeal, or other matter currently pending in any court or in any way modify any right or liability, civil or criminal, which may be in existence on the effective date of this Ordinance.

**Section 12.** It is expressly the purpose of this Ordinance to provide for and promote the health, safety, and welfare of the general public and not to create or otherwise establish or designate any particular class or group of persons who will or should be especially protected or benefited by the terms of this Ordinance. Nothing contained in this Ordinance is intended nor shall be construed to create or form the basis of any liability on the part of the City, or its officers, employees, or agents, for any injury or damage resulting from any action or inaction on the part of the City related in any manner to the enforcement of this Ordinance by its officers, employees, or agents.



\_\_\_\_\_  
Cassie Franklin, Mayor

ATTEST:



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Marista Jorve, City Clerk

PASSED: 5/20/2026

VALID: 05/21/2026

PUBLISHED: 5/23/2026

EFFECTIVE DATE: 6/5/2026

# Ordinance No. 4180-26

Final Audit Report

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