

CITY OF BUCKLEY, WASHINGTON

ORDINANCE NO. 16-14

**AN ORDINANCE OF THE CITY OF BUCKLEY,
WASHINGTON, ADOPTING THE CITY'S 2015
CITY EMPLOYEE SALARY SCALE AND
ESTABLISHING AN EFFECTIVE DATE.**

WHEREAS, in December, 2003 the City Council adopted a salary scale for exempt employees by Resolution; and

WHEREAS, in July, 2012 the City Council modified the salary scale to add all City employees salaries to the scale to include exempt, those covered by bargaining unit contract, part-time and hourly and adopted the scale by Ordinance; and

WHEREAS, the City Council desires to compensate exempt and hourly employees with a fair and equitable wage comparative with other public agencies for the position and duties assigned and to reflect increases in cost of living; and

WHEREAS, the Consumer Price Index published by the Bureau of Labor indicates that the Seattle-Tacoma CPI Index from October, 2011 to October, 2014 reflected a change of 8.5% with a current year change of 2.1% ; and

WHEREAS, during this same period exempt and hourly employees received salary increases of 0.0% in 2011, 1.0% in 2012, 0.0% in 2013 and 3.0% in 2014 all totaling 4.0%, which was (-4.5%) under CPI; and

WHEREAS, the City Council has reviewed revenues and expenditures for 2015 and determined that due to the current economic climate and concern over limited resources that wage and salary increases must be fair but also reflect current conditions; and

WHEREAS, based on this analysis the City Council has determined that cost of living increases for exempt and hourly employees shall be 3.0% for 2015;

NOW THEREFORE THE CITY COUNCIL OF THE CITY OF BUCKLEY, PIERCE COUNTY, WASHINGTON DO ORDAIN AS FOLLOWS:

Section 1. The City Council hereby adopts Exhibit A, entitled “2015 City Employee Salary Scale”, attached and incorporated by this reference as if set forth in full, representing the salary ranges for the designated position classification. Newly hired employees will be placed at the first step of the salary range assigned to a classification, unless the Mayor approves a salary step exception for reasons of recruiting difficulties, or because the first step creates an inequity for a potential appointee relative to his or her qualifications and current or expected compensation package.

Section 2. **Severability.** If any section, sentence, clause or phrase of this ordinance should be held to be invalid or unconstitutional by a court of competent jurisdiction, such invalidity or unconstitutionality shall not affect the validity or constitutionality of any other section, sentence, clause or phrase of this ordinance.

Section 3. **Effective Date.** This ordinance or a summary thereof consisting of the title shall be published in the official newspaper of the City, and shall take effect and be in full force five (5) days after publication.

APPROVED by the Buckley City Council this 25th day of November, 2014.



MAYOR, PAT JOHNSON

ATTEST/AUTHENTICATED:



JOANNE STARR, CITY CLERK

APPROVED AS TO FORM

OFFICE OF THE CITY ATTORNEY:

BY 

PHIL OLBRECHTS

PUBLISHED: December 3, 2014

EFFECTIVE: December 8, 2014

EXHIBIT A: 2015 CITY EMPLOYEE SALARY SCALE

2015 CITY EMPLOYEE SALARY SCALE											
2015 EXEMPT SALARY SCALE (3.0%)											
	Initial step	A	B	C	D	E	F	G	H	I	J
R1	3,988	4,067	4,149	4,232	4,317	4,403	4,491	4,580	4,672	4,766	4,862
R2	4,276	4,361	4,449	4,537	4,628	4,720	4,815	4,911	5,009	5,110	5,212
R3	4,587	4,678	4,772	4,867	4,965	5,063	5,164	5,268	5,374	5,481	5,591
R4	4,918	5,017	5,117	5,219	5,324	5,430	5,539	5,650	5,763	5,878	5,996
R5	5,275	5,381	5,488	5,598	5,709	5,824	5,940	6,059	6,180	6,304	6,430
R6	5,659	5,772	5,887	6,005	6,125	6,248	6,373	6,500	6,630	6,763	6,898
R7	6,070	6,190	6,315	6,441	6,569	6,701	6,835	6,972	7,111	7,253	7,398
R8	6,509	6,638	6,771	6,907	7,045	7,186	7,329	7,477	7,626	7,779	7,934
R9	6,979	7,119	7,262	7,407	7,555	7,706	7,860	8,018	8,178	8,341	8,508
R10	7,504	7,654	7,807	7,963	8,123	8,284	8,450	8,619	8,792	8,967	9,147
R11	8,066	8,228	8,391	8,559	8,731	8,905	9,084	9,265	9,450	9,640	9,832
R12	8,671	8,845	9,021	9,201	9,385	9,573	9,764	9,960	10,159	10,363	10,570

(a) Salary steps are graduated by a 2% separation. Step increases shall be performance based on the employee's anniversary hire date and shall be subject to Mayors approval.

(b) Employees shall be eligible for a Step increase subject to the provisions of (a) above and the following; for Initial Step through Step J employees shall be evaluated and eligible for an increase to the next Step on an annual basis. The Mayor may grant up to one additional Step increase over and above the eligible annual increase, for meritorious performance reasons.

Salary Range	Position Classification(s)	1-Jan	Step Eligibility
R1	- N/A	N/A	N/A
R2	- Associate Planner	N/A	N/A
R3	- Court Administrator (87.5%)	Step B	8/1/2015
	- Recreation Services Director	Step A	5/12/2015
R4	- City Clerk	Step E	1/1/2016
	- Planner (87.5%)	Step D	1/1/2016
R5	- Building Official	Step G****	4/1/2015
R6	- Com & I.T. Services Manager	Step C	1/1/2016
R7	- N/A	N/A	N/A
R8	- Finance Director	Step E	12/1/2015
	- Asst Police Chief	Step E	4/15/2015
	- Asst Fire Chief (New)	Step C	1/1/2016
R9	- Fire Chief	Step J	1/1/2016
	- Public Works Director	N/A	N/A
R10	- Police Chief	Step F**	4/1/2015
R11	- N/A	N/A	N/A
R12	- City Administrator	Step G***	11/26/2015

**Note: In addition the Police Chief shall receive a monthly stipend of \$200 while managing the Wilkeson Police Contract for the City of Buckley.

***Note: In addition the City Administrator shall receive a monthly stipend of \$250 while acting as the City's Public Works Director.

****Note: In addition the Building Official shall receive a monthly stipend of \$200 while performing shared contract with Edgewood. The Building Official shall also receive an additional monthly stipend of \$200 while actively training an individual through a State sponsored OJT Program.

2015 Proposed Hourly Employee Scale:

2015 HOURLY SCALE (NON-BARGAINING UNIT 3.0% Avg)				
Hourly or Contract Position	2014 hourly	2015 hourly	COLA Increase	Monthly
Municipal Judge	N/A	N/A	3.00%	\$1,843
Judge Pro-Tem	\$51.50	\$53.05	3.00%	N/A
Court Clerk I	\$20.29 to \$22.89	\$20.90 to \$23.58	3.00%	N/A
Court Security	\$20.00	\$20.60	0.00%	N/A
Regular Firefighter (P/T)	\$25.89	\$28.08	8.50%	N/A
Temp Firefighter (P/T)	\$15.69	\$15.00	-4.40%	N/A
Asst. Fire Chief	\$20.20	\$20.00	-0.99%	N/A
Fire Admin Asst (P/T)	\$14.51	\$14.95	3.00%	N/A
Youth Center Coordinator	\$13.00 to \$15.53	\$13.39 to \$16.00	3.00%	N/A
Youth Asst P/T (min)	\$9.32	\$9.47 to \$12.00	State Min - 26.7%	N/A
Seasonal Parks P/T	\$9.32	\$9.47 to \$12.00	State Min - 26.7%	N/A
Seasonal Senior Aide -Parks P/T	N/A	\$15.00 to \$18.00	New	N/A
Meter Reader	\$17.63	\$18.16	3.00%	N/A
Seasonal Utility P/T	\$10.00	\$10.00 to \$12.50	0% - 25%	N/A

2015 - Bargaining Unit Salaries

Police Department Employee Salaries (3.0%)						
(January 1, 2015 to December 31, 2015)						
Classification	0-6 mos	7-12 mos	13-24 mos	25-36	37-48 mos	49+ mos
Patrol	\$4,646	\$4,847	\$5,099	\$5,304	\$5,509	\$5,656
Detective Patrol/Officer	\$4,832	\$5,041	\$5,303	\$5,516	\$5,730	\$5,882
Sergeant	\$5,157	\$5,380	\$5,660	\$5,887	\$6,115	\$6,278

Public Works & Clerical Department Employee Salaries (3.0%)						
(January 1, 2015 to December 31, 2015)						
Classification	0-6 mos	7-12 mos	13-24 mos	25-36 mos	37-48 mos	49+ mos
Cemetery Caretaker	\$3,622	\$3,730	\$3,842	\$3,958	\$4,077	\$4,199
Maint Parks/Bldg Custodial	\$2,385	\$2,457	\$2,530	\$2,606	\$2,684	\$2,765
Admin Assistant	\$2,828	\$2,914	\$3,000	\$3,091	\$3,184	\$3,279
Police Records Clerk	\$3,296	\$3,395	\$3,497	\$3,602	\$3,710	\$3,821
Support Services Officer	\$3,431	\$3,568	\$3,711	\$3,860	\$4,014	\$4,175
Maint Parks/Bldg	\$3,622	\$3,730	\$3,842	\$3,958	\$4,077	\$4,199
Utility Billing/Deputy Clerk	\$3,786	\$3,900	\$4,017	\$4,136	\$4,262	\$4,389
Permit Tech/PW Clerk	\$3,853	\$4,128	\$4,294	\$4,465	\$4,644	\$4,830
Utility Worker	\$4,296	\$4,425	\$4,557	\$4,694	\$4,835	\$4,980
Utility Worker Lead	\$4,691	\$4,832	\$4,978	\$5,127	\$5,280	\$5,439
Asst PWD Supervisor	\$4,902	\$5,050	\$5,202	\$5,357	\$5,517	\$5,684
WWTP Supervisor	\$5,122	\$5,277	\$5,435	\$5,598	\$5,767	\$5,939

PWD Supervisor	\$5,393	\$5,554	\$5,721	\$5,893	\$6,070	\$6,251
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