

CITY OF BUCKLEY, WASHINGTON

ORDINANCE NO. 28 - 15

**AN ORDINANCE OF THE CITY OF BUCKLEY,
WASHINGTON, ADOPTING THE CITY'S 2016
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, 2015 reflected a change of 9.7% with a current year change of 1.2% ; 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, 3.0% in 2014 and 3% in 2015 all totaling 7.0%, which was (-2.7%) under CPI; and

WHEREAS, the City Council has reviewed revenues and expenditures for 2016 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 2.0% for 2016;

WHEREAS, due to the transfer of 911 dispatch services from local to regional and the vacancy created by the loss of the City's current Communications & I.T. Services Manager, the

roles and responsibilities of the position have changed and the City desires to reclassify this position to an I.T. Systems Support Specialist; and

WHEREAS, due to organizational plans and need, a new position classification is being created as identified in the 2016 Budget and described as a Utility Systems Technician; and

WHEREAS, due to future workforce organizational plans and need, a new managerial position classification is being added to the exempt scale, described as a Utility Superintendent. This position is created but not funded in the 2016 Budget; now, therefore

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 “2016 City Employee Salary Scale”, attached and incorporated by this reference as if set forth in full, representing the salary ranges for the designated position classifications. 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 24th day of November, 2015.


MAYOR, PAT JOHNSON

ATTEST/AUTHENTICATED:

For Joanne Starr
JOANNE STARR, CITY CLERK
Deputy City Clerk

APPROVED AS TO FORM

OFFICE OF THE CITY ATTORNEY:

PUBLISHED: December 9, 2015

BY Phil Olbrechts
PHIL OLBRECHTS

EFFECTIVE: December 14, 2015

Exhibit A: 2016 CITY EMPLOYEE SALARY SCALE

| 2016 EXEMPT SALARY SCALE (2.0%) | | | | | | | | | | | |
|---------------------------------|--------------|-------|-------|-------|-------|-------|-------|--------|--------|--------|--------|
| | Initial step | A | B | C | D | E | F | G | H | I | J |
| R1 | 4,068 | 4,148 | 4,232 | 4,317 | 4,403 | 4,491 | 4,581 | 4,672 | 4,765 | 4,861 | 4,959 |
| R2 | 4,362 | 4,448 | 4,538 | 4,628 | 4,721 | 4,814 | 4,911 | 5,009 | 5,109 | 5,212 | 5,316 |
| R3 | 4,679 | 4,772 | 4,867 | 4,964 | 5,064 | 5,164 | 5,267 | 5,373 | 5,481 | 5,591 | 5,703 |
| R4 | 5,016 | 5,117 | 5,219 | 5,323 | 5,430 | 5,539 | 5,650 | 5,763 | 5,878 | 5,996 | 6,116 |
| R5 | 5,381 | 5,489 | 5,598 | 5,710 | 5,823 | 5,940 | 6,059 | 6,180 | 6,304 | 6,430 | 6,559 |
| R6 | 5,772 | 5,887 | 6,005 | 6,125 | 6,248 | 6,373 | 6,500 | 6,630 | 6,763 | 6,898 | 7,036 |
| R7 | 6,191 | 6,314 | 6,441 | 6,570 | 6,700 | 6,835 | 6,972 | 7,111 | 7,253 | 7,398 | 7,546 |
| R8 | 6,639 | 6,771 | 6,906 | 7,045 | 7,186 | 7,330 | 7,476 | 7,627 | 7,779 | 7,935 | 8,093 |
| R9 | 7,119 | 7,261 | 7,407 | 7,555 | 7,706 | 7,860 | 8,017 | 8,178 | 8,342 | 8,508 | 8,678 |
| R10 | 7,654 | 7,807 | 7,963 | 8,122 | 8,285 | 8,450 | 8,619 | 8,791 | 8,968 | 9,146 | 9,330 |
| R11 | 8,227 | 8,393 | 8,559 | 8,730 | 8,906 | 9,083 | 9,266 | 9,450 | 9,639 | 9,833 | 10,029 |
| R12 | 8,844 | 9,022 | 9,201 | 9,385 | 9,573 | 9,764 | 9,959 | 10,159 | 10,362 | 10,570 | 10,781 |

(a) Salary steps are graduated approximately 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 |
| R2 | - | Associate Planner | N/A |
| R3 | - | Court Administrator (87.5%) | 8/1/2015 |
| | - | Recreation Services Director | 5/12/2015 |
| | - | I.T. Systems Support Specialist | TBD |
| R4 | - | City Clerk | 1/1/2016 |
| | - | Planner | 1/1/2016 |
| R5 | - | Building Official | 10/1/2015 |
| R6 | - | Com & I.T. Services Manager | 1/1/2016 |
| R7 | - | N/A | N/A |
| R8 | - | Finance Director | 12/1/2015 |
| | - | Asst Police Chief | 4/15/2015 |
| | - | Asst Fire Chief (New) | 1/1/2016 |
| | - | Utility Superintendent (New) | TBD |
| R9 | - | Fire Chief | 1/1/2016 |
| | - | Public Works Director | N/A |
| R10 | - | Police Chief | 2/1/2015 |
| R11 | - | N/A | N/A |
| R12 | - | City Administrator | 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.

2016 Proposed Hourly Employee Scale:

| 2016 HOURLY SCALE (NON-BARGAINING UNIT 2.0%) | | | | |
|---|--------------------|--------------------|----------------------|----------------|
| Hourly or Contract Position | 2015 hourly | 2016 hourly | COLA Increase | Monthly |
| Municipal Judge | N/A | N/A | 2.00% | \$1,880 |
| Judge Pro-Tem | \$53.05 | \$53.05 | 0.00% | N/A |
| Court Clerk I | \$20.90 to \$23.58 | \$21.32 to \$24.05 | 2.00% | N/A |
| Court Security | \$20.60 | \$21.01 | 0.00% | N/A |
| Regular Firefighter (P/T) | \$28.08 | \$28.64 | 2.00% | N/A |
| Temp Firefighter (P/T) | \$15.00 | \$15.30 | 2.00% | N/A |
| Asst. Fire Chief | \$20.00 | \$20.40 | 1.50% | N/A |
| Fire Admin Asst (P/T) | \$14.95 | \$15.25 | 2.00% | N/A |
| Youth Center Coordinator | \$13.39 to \$16.00 | \$14.00 to \$17.00 | 4.50% | N/A |
| Youth Asst P/T (min) | \$9.47 to \$12.00 | \$9.47 to \$12.25 | State Min - 2.0% | N/A |
| Seasonal Parks P/T | \$9.47 to \$12.00 | \$9.47 to \$12.25 | State Min - 2.0% | N/A |
| Seasonal Senior Aide -Parks P/T | \$15.00 to \$18.00 | \$15.30 to \$18.36 | 2.00% | N/A |
| Meter Reader | \$18.16 | \$18.52 | 2.00% | N/A |
| Seasonal Utility P/T | \$10.00 to \$12.50 | \$12.50 to \$15.00 | 25.00% | N/A |

2016 - Bargaining Unit Salaries

| Police Department Employee Salaries (4.0%) | | | | | | |
|---|----------------|-----------------|------------------|------------------|------------------|----------------|
| (January 1, 2016 to December 31, 2016) | | | | | | |
| Classification | 0-6 mos | 7-12 mos | 13-24 mos | 25-36 mos | 37-48 mos | 49+ mos |
| Patrol | \$4,832 | \$5,041 | \$5,303 | \$5,516 | \$5,730 | \$5,882 |
| Detective Patrol/Officer | \$5,025 | \$5,243 | \$5,515 | \$5,736 | \$5,959 | \$6,117 |
| Sergeant | \$5,363 | \$5,596 | \$5,886 | \$6,122 | \$6,360 | \$6,529 |

| Public Works & Clerical Department Employee Salaries (In Negotiation) | | | | | | |
|--|----------------|-----------------|------------------|------------------|------------------|----------------|
| (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 Systems Technician | TBD | TBD | TBD | TBD | TBD | TBD |
| 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 |