



BUCKLEY CITY COUNCIL AGENDA

Tuesday, January 14, 2025, at 6:00 P.M.

Multi-Purpose Center, 811 Main Street

Next Ordinance #01-25, Next Resolution #25-01, Next Agenda Bill #25-002

Or Via Zoom:

<https://us02web.zoom.us/j/83366597529?pwd=N2hMTmh5eEZ4TGpJd2dpbFp0cnkvdz09>

Call-in Number: 253-215-8782

Meeting ID: 833 6659 7529 Meeting Passcode: 863441

A. CALL TO ORDER

1. Pledge of Allegiance
2. Roll call
3. Agenda Modifications
4. Announcements, Appointments and Presentations
 - a. Approve Commission Work Plans
 - b. Appoint Mayor Pro Tem
 - c. Appoint Council Committees and Liaisons

B. PUBLIC COMMENTS - *Time Limit of Three Minutes* (Citizens wishing to speak are Encouraged to sign up at City Hall by Wednesday prior to the Council Meeting)

C. COMMITTEE REPORTS

1. Mayor's Report Burkett

D. CONSENT AGENDA

- a. Approve City Council Study Session Minutes of September 3, 2024
- b. Approve City Council Minutes of November 12, 2024
- c. Approve City Council Minutes of November 26, 2024

E. REGULAR AGENDA

1. ORDINANCE
 - a. ORD No. ___-25: Amending the 2025 City Employee Salary Scale

F. STAFF REPORTS

1. City Administrator Update

G. PUBLIC COMMENTS - *Time Limit of Three Minutes*

H. COUNCIL MEMBER COMMENTS & GOOD OF THE ORDER

I. ADJOURNMENT



Citizen Advisory Commission
2025 ANNUAL WORK PLAN AND MEETING SCHEDULE

Meeting Schedule:

Third Monday of the month at 5:30pm unless noted due to holidays.

Areas of focus for consideration:

- *Historic & Cultural Preservation*
- *Infrastructure Parks, and Facilities*
- *Policy Development & Implementation*
- *Public Art & Beautification*
- *Community Engagement & Communication*
- *Environmental Health*

2025 Work Plan:

1.	Wayfinding Planning
2.	Capital Facility Asset Management Review
3.	Review Art Proposals
4.	Review Historic Preservation/CLG Applications
5.	Review Park Enhancement Application
6.	Increase Community Outreach & Engagement
7.	Support Healthy Parks & Open Space Policies and Initiatives
8.	Reviewing implementation of Developed Policies
9.	Miller Park & Park Space Review and Planning

Meetings:

January 27 (Due to MLK Day)

February 24 (Due to Presidents Day)

March 17

April 21

May 19

June 16

August 18

September 15

October 20

November 17



**Senior Citizen Advisory Commission
2025 ANNUAL WORK PLAN & MEETING DATES**

2025 Work Plan

1.	ADA issues in public buildings i.e. ramps, transitional areas
2.	Creating a Fee and Trip Policy, including scholarship fund.
3.	Quarterly Newsletter Review for Commissioners
4.	Increase Engagement with Youth
5.	Review Transportation Improvement Plan (TIP) i.e. sidewalk connections, etc.
6.	NISC Standards; working towards Building Excellence for Senior Centers
7.	Being involved in the hiring process and onboarding of new staff.
8.	Volunteer Development Training and Workshops
9.	Bring CPR/AED trainings to the Senior Center

Meeting Dates:

First Wednesday every other month @ 10am

January 8

March 5

May 7

July 2

September 3

November 5



Planning Commission
(Draft) 2025 ANNUAL WORK PLAN AND MEETING SCHEDULE

Members:

Chair: Mel Garland
Vice-Chair: Robert Wohlfeil
Ashley Fererro
Matt McCollum

Mark McPhail
Lorna Anderson
David Griffin

City Staff Support:

Chris Farnsworth, Senior Planner
Charity Rohner, Permit Technician, Planning Commission Clerk

Meeting Schedule:

First Monday of the month at 7 pm at the Buckley Multi-Purpose Center (City Hall)

2025 Work Plan:

1.	Update ADU code for compliance with state law.
2.	Review and update BMC 19.20-24 & BMC 20 regarding dimensional standards for lots.
3.	Draft language for BMC 19.22.120 Flag lots
4.	Update definitions of BMC 19.12 to clearly define mixed-use developments
5.	Draft language for updates to BMC 19.50 and 20.20-58 to clarify administrative design review.
6.	Draft language to update BMC 19.36 Non-Conforming Uses
7.	Draft language for updates to BMC 19.49-50 Design Review Standards
8.	Update to BMC 3.50 Traffic Impact Fees to include reductions for specific uses
9.	Street Vacation Amendment to remove the requirement for appraisal

Additional 2025 Work Plan Items (Timeline/Workload Dependent):

1.	Zoning Map and District Amendments
2.	Zoning Districts and Land Use Tables
3.	Planned Unit Developments and Cluster Housing
4.	Design Standards for Multi-Family and Commercial Development
5.	Construction Materials and Development Standards
6.	New Code Consideration – Commercial Vehicles in Residential Zones
7.	New Code Consideration – Form Based Code
8.	New Code Consideration – Tree Preservation

B. PUBLIC COMMENTS

C. COMMITTEE REPORTS

D. CONSENT AGENDA

**CITY COUNCIL
STUDY SESSION
September 3, 2024**

ATTENDEES: Council members Smith, Arsanto, Burbank, Bergerson and Bender (via Zoom).

Also in attendance were Mayor Burkett, City Administrator Brunell, Fire Chief Skogen, Finance Director Hines, Senior Planner Farnsworth, and Deputy City Clerk Clark.

Mayor Pro Tem Smith called the regularly scheduled meeting to order at 6:00 PM.

DISCUSSION ITEMS

Doc Tait Pavilion:

Shayla Miles (via Zoom) from the Rails to Trails Coalition updated the Council on the Doc Tait Pavilion and stated that they are hoping to have bids go out by the end of the year and have construction by early spring of 2025.

City Administrator Brunell explained to the Council that this project was originally approved in November 2021 to be located near the Foothills Museum. The pavilion's location was relocated to the Foothills Trail Parking lot to create a formal trailhead after community input. The Coalition has actively been fundraising for the project and has currently secured over 90% of the necessary funding.

The MOU ensures that the City Council will review the final design before construction begins and that is expected to happen in 2025. Council member Bergerson asked about the cost of signage that was displayed in handout and City Administrator Brunell answered that the cost is still to be determined. Council member Burbank likes the part about the railroad being added that is shown on the map in the packet that will be stamped in the concrete. Mayor Pro Tem Smith finds it encouraging that the coalition is at 90% funding for the pavilion. Lastly Ms. Miles added that for the sign package the coalition is leaning towards the most enduring and easy-to-maintain option.

Fire Department RFP:

Chief Skogen and Captain Medical Services Operator Riggsby spoke to the Council regarding paramedic ambulance services. The Request for Proposal (RFP) closed on August 12, 2024. The Fire Department received quotes from our current provider AMR and a quote from Olympic Ambulance. Fire Chief Skogen explained that staff recommend no action be taken at this time pending additional information. From a financial standpoint the AMR requires a subsidy which is what brought forth the RFP.

Comp Plan Open House Community Feedback Report:

City Planner Farnsworth gave a general overview for the round table discussion regarding the Comp Plan open house. We had great attendance and positive feedback. If the Council has any feedback or comments Mr. Farnsworth would love to hear it.

City Administrator Brunell explained to the Council what all is considered in the Comp Plan such as historical factors, housing data broken down on race and identifying housing needs. Steps to be taken are engagement of the community, gather and analyze data, evaluate policies and review and update regulations. The Council discussed the pros and cons of what they would prefer.

Updated Budget Forecast:

Finance Director Hines presented a 6-year forecast for 2025-2030 that was brought before the Council in April 2024 for a baseline forecast for the upcoming 2025-2026 biennial budget. Now that the process is underway for the first 2025-2026 biennial budget, an updated 6-year financial forecast is presented to keep the Council informed and to allow any feedback. In the Council packet is an updated forecast using the preliminary revenue and expenditure projections developed by staff.

Next steps will be further discussion at committee meetings regarding the budget and there will be Special Council Study Sessions on October 15, 2024, and November 19, 2024.

With nothing further, the Study Session was adjourned at 6:58 PM.

City Administrator

Mayor

Prepared by: Jessica Clark, Deputy City Clerk

City Council
November 12, 2024

Mayor Pro Tem Smith called the regularly scheduled meeting to order at 6:00 PM.

Upon roll call the following members were present: Smith, Anderson (via Zoom), Arsanto, Burbank, Bergerson, and Green.

Also present were: City Administrator Brunell, Finance Director Hines, Fire Chief Skogen, Police Chief Alfano, Police Records Clerk Burkett, and City Clerk Zumeck

Council member Arsanto moved to excuse Council member Bender. Council member Green seconded the motion. Motion carried.

Mayor Pro Tem Smith asked if there were any other additions, deletions, or changes to the agenda.

Council member Arsanto moved to approve the agenda as presented. Council member Green seconded the motion. Motion carried.

Mayor Burkett arrived at 6:02 PM.

CITIZEN PARTICIPATION

Carolyn Robertson Harding – Ms. Harding shared that she was there as a representative for the Chamber of Commerce. She shared that McDonalds is the newest member of the Chamber and she invited everyone to the grand opening on December 7th. She also shared that they have hired 40 people so far and are hoping to hire more. She also shared that they are very excited to be in Buckley.

COMMITTEE REPORTS

Lodging Tax Advisory Committee – Council member Bergerson shared that the Committee met on October 29, 2024, and shared the funding decisions that the Committee made.

Council Member Comments & Good of the Order:

Council member Green wanted to say a Happy Birthday to the Marine Corps and a Happy Veteran's day.

CONSENT AGENDA

Council Member Arsanto moved to approve the Consent Agenda. Council member Green seconded the motion. Motion carried.

Claim check numbers 68451 through 68520 in the amount of \$427,307.78 for September 25, 2024, through October 8, 2024; payroll check numbers 41300 through 41462 in the amount of \$198,498.37 and ACH payroll in the amount of \$486,033.96 for October 9, 2024, through October 22, 2024, and claim check numbers 68521 through 68625 in the amount of \$316,493.97 for October 9, 2024, through October 22, 2024; and claim check numbers 68626 through 68684 in the amount of \$204,250.27 for October 23, 2024, through November 12, 2024, are hereby approved and ordered paid this 12th day of November 2024.

REGULAR AGENDA

Public Hearing: 2025-2026 Preliminary Budget

Mayor Burkett convened the Public Hearing at 6:12 PM.

Finance Director Hines gave a brief presentation on the 2025-2026 Preliminary Budget.

Upon no public comment, Mayor Burkett closed the Public Hearing and reconvened the Council meeting at 6:29 PM.

ILA with the Town of Wilkeson for Fire and EMS

Council member Arsanto moved to Approve the Interlocal Agreement with the Town of Wilkeson for Fire and EMS. Council member Smith seconded the motion. Motion carried.

ILA with the Town of Carbonado for Fire and EMS

Council member Arsanto moved the Approve the Interlocal Agreement with the Town of Carbonado for Fire and EMS. Council member Smith seconded the motion. Motion carried.

Adoption of the 2025 Legislative Priorities

Council member Arsanto moved to Adopt the City of Buckley 2025 Legislative Priorities. Council member Green seconded the motion. Motion carried.

STAFF REPORTS

City Administrator Update – Comp Plan

City Administrator Brunell shared that she wanted to give Council another opportunity to comment or get questions answered prior to adopting the Comprehensive Plan so if anyone has anything, please let her know as soon as possible as this needs to be adopted by December 31, 2024.

CITIZEN PARTICIPATION

None.

Council member Smith moved to adjourn. Council member Green seconded the motion. Motion carried.

With nothing further, the meeting was adjourned at 6:36 PM.

Mayor

City Administrator

Prepared by: Treva Zumeck, City Clerk

City Council
November 26, 2024

Mayor Burkett called the regularly scheduled meeting to order at 6:01 PM.

Upon roll call the following members were present: Smith, Anderson, Arsanto, Burbank, Bergerson, and Green

Council member Green moved to excuse Council member Bender. Council member Bergerson seconded the motion. Motion carried.

Also present were: City Administrator Brunell, Public Works Director Banks, City Engineer Miller, City Clerk Zumeck, Utility Worker Wilson, Utility Worker Mickelson, Senior Planner Farnsworth, Mechanic Summers, Asst. Police Chief Northam, Utility Worker Reedy, Utility Worker Lead Rice, Support Services Officer Sutphin, Public Works Supervisor Dansby, Police Records Clerk Burkett, Permit Tech Rohner, Wastewater Treatment Plant Supervisor Doty, Court Administrator Cash (via Zoom), and Utility Worker Meier.

Mayor Burkett asked if there were any other additions, deletions, or changes to the agenda.

Council member Arsanto moved to approve the agenda as amended. Council member Green seconded the motion. Motion carried.

CITIZEN PARTICIPATION

James Ricks – Mr. Ricks shared that he is a Senior Center Board member and a long-time resident of Buckley. He came to the meeting to share his dissatisfaction with the loss of Chloe at the Senior Center; however, he now wanted to thank the Mayor for his phone calls and the transparency of the City. He also wanted to wish Chloe the best in her future endeavors.

COMMITTEE REPORTS

Mayor's Report:

Mayor Burkett shared that the grand opening of McDonalds is on December 7th with a ribbon cutting at 11:45 AM.

Citizen's Advisory Commission

Council member Anderson shared that the Commission met last Monday and worked on the Certified Local Government Policy and the 2025 work plan.

Council Member Comments & Good of the Order:

Council member Green shared that PCRC met last Thursday and held their annual elections, Council member Green will remain as Vice President.

Council member Smith shared that he has a good relationship with the newly elected Pierce County Sheriff and would be happy to be a conduit if anyone should need it.

CONSENT AGENDA

Council Member Arsanto moved to approve the Consent Agenda. Council member Smith seconded the motion. Motion carried.

Approve Minutes of May 7, 2024, City Council Study Session
Approve Minutes of June 11, 2024, City Council Study Session
Approve Minutes of July 9, 2024, City Council Meeting
Approve Minutes of July 23, 2024, City Council Meeting
Approve Minutes of August 13, 2024, City Council Meeting
Approve Minutes of September 10, 2024, City Council Meeting
Approve Minutes of September 24, 2024, City Council Meeting
Approve Minutes of October 8, 2024, City Council Meeting
Approve Minutes of October 15, 2024, Special City Council Study Session

REGULAR AGENDA

Public Hearing: 2025-2026 Final Budget

Mayor Burkett convened the Public Hearing at 6:10 PM.

Upon no testimony, Mayor Burkett closed the Public Hearing and reconvened the Council meeting at 6: 11 PM.

ORD No. 12-24: Adopting the 2025 Regular Property Tax Levy

Council member Arsanto moved to Approve Ordinance No. 12-24 Adopting the 2025 Regular Property Tax Levy. Council member Green seconded the motion. Upon roll call vote, motion carried 6/0.

ORD No. 13-24: Adopting the 2025 EMS Tax Levy

Council member Arsanto moved to Approve Ordinance No. 13-24 Adopting the 2025 EMS Tax Levy. Council member Bergerson seconded the motion. Upon roll call vote, motion carried 6/0.

ORD No. 14-24: Setting the 2025 Levy Amount Required for the 2010 Unlimited General Obligation Bonds Used for the Fire Station Construction

Council member Arsanto moved to Approve Ordinance No. 14-24 Setting the 2025 Levy Amount Required for the Voter Approved 2010 Unlimited General Obligation Bonds for Fire Station Construction Financing. Council member Smith seconded the motion. Upon roll call vote, motion carried 6/0.

ORD No. 15-24: Adopting the 2025-2026 Budget

Council member Arsanto moved to Approve Ordinance No. 15-24 Adopting the 2025-2026 Budget. Council member Green seconded the motion. Upon roll call vote, motion carried 6/0.

Consultant Agreement with Gray & Osborne for SR-410 Corridor Study

Council member Arsanto moved to Approve the Consultant Agreement with Gray & Osborne for the SR 410 Corridor Study. Council member Green seconded the motion. Motion carried.

Interlocal Agreement with West Pierce Fire & Rescue for EMT School Services

Council member Arsanto moved to Approve the Interlocal Agreement between the City of Buckley and West Pierce Fire & Rescue for EMT School Services. Council member Green seconded the motion. Motion carried.

Emergency Medical Services Agreement with Olympic Ambulance

Council member Arsanto moved to Approve the Emergency Medical Services Agreement with Olympic Ambulance. Council member Bergerson seconded the motion. Motion carried.

STAFF REPORTS

City Administrator Update (Comp Plan) – City Administrator Brunell shared a memo with some updates to the Comprehensive Plan. She also shared that Council will review it one more time at the December 3rd Study Session prior to adoption. She also shared that she has heard from recently elected Representative Penner and her and the Mayor will be meeting with him next week.

Public Works – Director Banks shared that the City had just received notice that we will be receiving a \$398,000 grant from TIB for the West Mason overlay project.

CITIZEN PARTICIPATION

Mayor Burkett wanted to remind folks that the City is always looking for new Street names so if you know of a name that should be included on the list, please let the City know.

James Ricks – Mr. Ricks shared that the space at the Senior Center is limited and he was hoping that when the City Hall remodel is complete, that the Senior Center may be able to use part of the other side of the Multi-Purpose Center. He also shared his concern regarding the sidewalk where the Senior Center van drops off and picks up.

Mayor Burkett announced that immediately following the Council meeting, the Council will be going into a closed session to discuss Labor Negotiations, and everyone must leave the room.

Council member Arsanto moved to adjourn. Council member Anderson seconded the motion. Motion carried.

With nothing further, the meeting was adjourned at 6:34 PM.

Mayor

City Administrator

Prepared by: Treva Zumeck, City Clerk

E. REGULAR AGENDA



CITY COUNCIL AGENDA BILL

City of Buckley
PO Box 1960
Buckley, WA 98321

ITEM INFORMATION		
SUBJECT: ORD No. ____-25: Amending the 2025 City Employee Salary Scale	Agenda Date: January 14, 2025	AB25-002
	Department/Committee/Individual	Created
	Mayor	X
	City Administrator	X
	City Attorney	X
	City Engineer	
	City Clerk	X
	Finance Dept	
	Building Official	
	Fire Dept	
	Parks & Recreation	
	Building & Planning	
	Police Dept	
	Municipal Court	
	PW/Utilities	
Staff Contact: City Administrator Brunell and City Clerk Zumeck		
Attachments: Ordinance and Exhibit A		
SUMMARY STATEMENT: In December, the City Council adopted Ordinance No. 17-24 Adopting the 2025 City Employee Salary Scales. At that time, Local 302 had not approved a new contract for 2025. Since then, the represented employees and the City Council have approved the new 2025-2027 Collective Bargaining Agreement with updated salary scales for 2025-2027. This Ordinance amends the original adopted Ordinance to include updated 2025 salary scale for Local 302 positions.		
COMMITTEE REVIEW AND RECOMMENDATION:		
RECOMMENDED ACTION: MOVE to Approve Ordinance No. 01-25 Amending the 2025 City Employee Salary Scales.		
RECORD OF COUNCIL ACTION		
<i>Meeting Date</i>	<i>Action</i>	<i>Vote</i>

CITY OF BUCKLEY, WASHINGTON

ORDINANCE NO. ____-25

**AN ORDINANCE OF THE CITY OF BUCKLEY, PIERCE COUNTY,
WASHINGTON, AMENDING THE CITY'S 2025 CITY EMPLOYEE SALARY
SCALE AND ESTABLISHING AN EFFECTIVE DATE.**

WHEREAS, the City Council adopted Ordinance No. 17-24 in December 2024, adopting the 2025 City Employee Salary Scale for exempt and hourly employees; and

WHEREAS, the salary scale included the 2024 wages for IUOE Local 302 represented employees; and

WHEREAS, the IUOE Local 302 represented employees have approved a new contract for 2025-2027, which includes wages; and

WHEREAS, the City Council needs to adopt the amended 2025 City Employee Salary Scale to reflect the new wages:

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 "Amended 2025 City Employee Salary Scale," attached and incorporated by this reference as if set forth in full, representing the salary ranges for the designated positions classifications.

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 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.

Introduced, passed, and approved this 14th day of January 2025.

Beau Burkett, Mayor

Attest:

Treva Zumeck, City Clerk

APPROVED AS TO FORM:

Phil Olbrechts, City Attorney

Published: _____

Effective: _____

Ordinance No. ___-25

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2025 CITY EMPLOYEE SALARY SCALES

Attachment A

2025 Exempt Salary Scale (4.0% Increase)													
	Initial Step	A	B	C	D	E	F	G	H	I	J		
R1	\$ 5,310	\$ 5,416	\$ 5,524	\$ 5,635	\$ 5,748	\$ 5,861	\$ 5,978	\$ 6,098	\$ 6,219	\$ 6,345	\$ 6,474		
R2	\$ 5,694	\$ 5,806	\$ 5,924	\$ 5,987	\$ 6,163	\$ 6,285	\$ 6,410	\$ 6,537	\$ 6,668	\$ 6,804	\$ 6,940		
R3	\$ 6,108	\$ 6,229	\$ 6,352	\$ 6,479	\$ 6,611	\$ 6,741	\$ 6,874	\$ 7,015	\$ 7,155	\$ 7,298	\$ 7,444		
R4	\$ 6,547	\$ 6,681	\$ 6,814	\$ 6,947	\$ 7,088	\$ 7,231	\$ 7,436	\$ 7,522	\$ 7,672	\$ 7,829	\$ 7,986		
R5	\$ 7,024	\$ 7,165	\$ 7,308	\$ 7,454	\$ 7,601	\$ 7,754	\$ 7,909	\$ 8,068	\$ 8,227	\$ 8,392	\$ 8,561		
R6	\$ 7,534	\$ 7,686	\$ 7,838	\$ 7,996	\$ 8,156	\$ 8,318	\$ 8,484	\$ 8,653	\$ 8,829	\$ 9,005	\$ 9,184		
R7	\$ 8,080	\$ 8,243	\$ 8,408	\$ 8,575	\$ 8,746	\$ 8,923	\$ 9,100	\$ 9,282	\$ 9,467	\$ 9,656	\$ 9,850		
R8	\$ 8,666	\$ 8,838	\$ 9,016	\$ 9,197	\$ 9,381	\$ 9,568	\$ 9,761	\$ 9,956	\$ 10,155	\$ 10,358	\$ 10,564		
R9	\$ 9,291	\$ 9,479	\$ 9,668	\$ 9,861	\$ 10,059	\$ 10,261	\$ 10,466	\$ 10,676	\$ 10,889	\$ 11,105	\$ 11,327		
R10	\$ 9,990	\$ 10,191	\$ 10,395	\$ 10,603	\$ 10,815	\$ 11,030	\$ 11,250	\$ 11,475	\$ 11,704	\$ 11,941	\$ 12,179		
R11	\$ 10,741	\$ 10,949	\$ 11,172	\$ 11,397	\$ 11,624	\$ 11,857	\$ 12,093	\$ 12,334	\$ 12,585	\$ 12,834	\$ 13,092		
R12	\$ 11,545	\$ 11,775	\$ 12,010	\$ 12,252	\$ 12,496	\$ 12,745	\$ 13,001	\$ 13,261	\$ 13,527	\$ 13,798	\$ 14,073		
R13	\$ 12,410	\$ 12,659	\$ 12,912	\$ 13,168	\$ 13,433	\$ 13,701	\$ 13,974	\$ 14,255	\$ 14,539	\$ 14,830	\$ 15,127		
R14	\$ 13,341	\$ 13,608	\$ 13,879	\$ 14,158	\$ 14,440	\$ 14,728	\$ 15,023	\$ 15,323	\$ 15,629	\$ 15,942	\$ 16,261		

(A) Salary steps are graduated by approximately 2%. Step increases shall be performance based on the employee's anniversary hire date and shall be subject to the Mayor's 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	Step as of 1/1/2025	Next Step Eligibility
R1	Court Clerk	C	1-Jan-2026
R2	N/A	N/A	N/A
R3	N/A	N/A	N/A
R4	Volunteer FF Coordinator	C	1-Jun-2025
	Firefighter	A	1-Jan-2026
R5	Firefighter/Captain	B	1-Jan-2026
R6	Senior Planner	A	1-Oct-2025
	Management Analyst	Initial	1-Nov-2025
R7	Court Administrator	B	1-Aug-2025
	City Clerk	D	1-Sep-2025
R8	N/A	N/A	N/A
R9	Parks and Recreation Director	D	1-Nov-2025
R10	Finance Director	J	N/A
	Information Systems Manager	B	1-Jan-2026
	Assistant Police Chief	J	N/A
R11	Public Services Director	G	1-Jan-2026
R12	N/A	N/A	N/A
R13	Police Chief	I	1-Jan-2026
	Fire Chief	C	1-Aug-2025
R14	City Administrator	F	1-Oct-2025

Public Works & Clerical Department Employee Salary Scale (5% Increase)							
January 1, 2025 to December 31, 2025							
Classification	0-6 Months	7-12 Months	13-24 Months	25-36 Months	37-48 Months	49-60 Months	61+ Months
Admin Assistant	\$ 3,831	\$ 3,949	\$ 4,065	\$ 4,188	\$ 4,316	\$ 4,446	\$ 4,579
Facility Maint/Custodial	\$ 3,894	\$ 4,010	\$ 4,131	\$ 4,254	\$ 4,385	\$ 4,516	\$ 4,651
Meter Reader	\$ 4,144	\$ 4,289	\$ 4,439	\$ 4,595	\$ 4,754	\$ 4,920	\$ 5,068
Police Records Clerk	\$ 4,681	\$ 4,821	\$ 4,967	\$ 5,113	\$ 5,267	\$ 5,424	\$ 5,587
Parks Maintenance 1	\$ 4,909	\$ 5,056	\$ 5,208	\$ 5,363	\$ 5,525	\$ 5,690	\$ 5,861
Support Service Officer	\$ 4,871	\$ 5,064	\$ 5,268	\$ 5,480	\$ 5,698	\$ 5,929	\$ 6,107
Parks Maintenance 2	\$ 5,131	\$ 5,285	\$ 5,443	\$ 5,606	\$ 5,777	\$ 5,949	\$ 6,128
Utility Billing/Deputy Clerk	\$ 5,131	\$ 5,285	\$ 5,443	\$ 5,606	\$ 5,777	\$ 5,949	\$ 6,128
Finance Assistant 1	\$ 5,183	\$ 5,414	\$ 5,661	\$ 5,915	\$ 6,179	\$ 6,458	\$ 6,652
Permit Tech/ PW Clerk	\$ 5,221	\$ 5,597	\$ 5,819	\$ 6,051	\$ 6,295	\$ 6,548	\$ 6,744
Utility Worker	\$ 5,822	\$ 5,999	\$ 6,176	\$ 6,362	\$ 6,554	\$ 6,750	\$ 6,953
Finance Assistant 2	\$ 5,441	\$ 5,686	\$ 5,945	\$ 6,210	\$ 6,489	\$ 6,780	\$ 6,984
WWTP Operator 1	\$ 6,056	\$ 6,131	\$ 6,311	\$ 6,501	\$ 6,697	\$ 6,899	\$ 7,105
Utility Systems Technician	\$ 6,089	\$ 6,271	\$ 6,460	\$ 6,654	\$ 6,853	\$ 7,060	\$ 7,272
Utility Work Lead	\$ 6,359	\$ 6,550	\$ 6,747	\$ 6,950	\$ 7,156	\$ 7,372	\$ 7,594
Asst PWD Supervisor	\$ 6,643	\$ 6,845	\$ 7,051	\$ 7,261	\$ 7,476	\$ 7,705	\$ 7,936
WWTP Supervisor	\$ 7,271	\$ 7,493	\$ 7,717	\$ 7,946	\$ 8,186	\$ 8,433	\$ 8,686
PWD Supervisor	\$ 7,309	\$ 7,527	\$ 7,754	\$ 7,987	\$ 8,225	\$ 8,471	\$ 8,726

Police Department Employee Salary Scale (3.5% Increase)						
January 1, 2025 to December 31, 2025						
Classification	0-6 Months	7-12 Months	13-24 Months	25-36 Months	37-48 Months	49+ Months
Patrol	\$ 6,899	\$ 7,244	\$ 7,606	\$ 7,986	\$ 8,386	\$ 8,611
Detective/Patrol Officer				\$9,041		
Sergeant				\$9,902		

Hourly Salary Scale (Non-Bargaining Unit) (4% Increase)	
Hourly or Contract Position	2025 Hourly
Municipal Judge*	\$2,653
Judge Pro-Tem	\$65.00
Wildland Firefighter	\$35.00
Recreation Coordinator	\$24.96 to \$31.20
Recreation Assistant	\$18.72 to \$23.92
Seasonal Utilities (PT)	\$16.93 to \$20.05
Senior Center Assistant	\$16.93 to \$19.07
Seasonal Parks (PT)	\$16.93 to \$18.00
Senior Center Cook	\$17.46 to \$18.00

* The Municipal Judge is paid monthly at the listed salary