

CITY OF BUCKLEY, WASHINGTON

ORDINANCE NO. 14-25

**AN ORDINANCE OF THE CITY OF BUCKLEY, PIERCE COUNTY, WASHINGTON, ADOPTING
THE CITY'S 2026 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 contracts, 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-Bellevue CPI Index from August 2024 to August 2025 reflected a change of 2.8%; and

WHEREAS, the City Council has reviewed revenues and expenditures for 2025-2026 and determined that due to the current economic climate and concern over limited resources that wage and salary increases for exempt and hourly employees must be fair but also reflect current conditions; and

WHEREAS, based on the analysis, the City Council has determined that cost of living increases for exempt employees shall be 3.5% and hourly employees shall be 3.5% for 2026; and

WHEREAS, Washington State voters approved an increase in the State's minimum wage through passage of Initiative 1433 in 2016 and pursuant to this initiative, beginning January 1, 2026, the minimum wage will increase to \$17.13. The City's salary scale for exempt and hourly employees has been adjusted to incorporate this new minimum wage.

**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 "2026 City Employee Salary Scales," attached and incorporated by this reference as if set forth in full, representing the salary ranges for the designated positions 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 inequity for a potential appointee relative to his or her qualifications and current or expected compensation package.

Section 2. 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.

Introduced, passed, and approved this 9th day of December 2025.



A blue ink signature of Beau Burkett, Mayor, consisting of several loops and strokes.

Beau Burkett, Mayor

Attest:



A blue ink signature of Treva Zumeck.

Treva Zumeck, City Clerk

APPROVED AS TO FORM:



A blue ink signature of Phil Olbrechts.

Phil Olbrechts, City Attorney

Published: December 17, 2025

Effective: January 1, 2026

2026 CITY EMPLOYEE SALARY SCALES

Attachment A

2026 Exempt Salary Scale (3.5% Increase)

	Initial Step	A	B	C	D	E	F	G	H	I	J
R1	\$ 5,496	\$ 5,606	\$ 5,718	\$ 5,832	\$ 5,949	\$ 6,067	\$ 6,187	\$ 6,311	\$ 6,437	\$ 6,567	\$ 6,701
R2	\$ 5,893	\$ 6,010	\$ 6,131	\$ 6,197	\$ 6,379	\$ 6,505	\$ 6,634	\$ 6,766	\$ 6,902	\$ 7,042	\$ 7,183
R3	\$ 6,322	\$ 6,447	\$ 6,575	\$ 6,706	\$ 6,843	\$ 6,977	\$ 7,115	\$ 7,260	\$ 7,406	\$ 7,553	\$ 7,705
R4	\$ 6,776	\$ 6,915	\$ 7,053	\$ 7,190	\$ 7,336	\$ 7,484	\$ 7,696	\$ 7,786	\$ 7,941	\$ 8,103	\$ 8,266
R5	\$ 7,270	\$ 7,415	\$ 7,564	\$ 7,715	\$ 7,867	\$ 8,026	\$ 8,186	\$ 8,351	\$ 8,515	\$ 8,685	\$ 8,861
R6	\$ 7,797	\$ 7,955	\$ 8,113	\$ 8,275	\$ 8,441	\$ 8,609	\$ 8,781	\$ 8,956	\$ 9,138	\$ 9,321	\$ 9,506
R7	\$ 8,363	\$ 8,532	\$ 8,703	\$ 8,875	\$ 9,053	\$ 9,236	\$ 9,419	\$ 9,607	\$ 9,798	\$ 9,994	\$ 10,195
R8	\$ 8,970	\$ 9,147	\$ 9,331	\$ 9,519	\$ 9,709	\$ 9,903	\$ 10,103	\$ 10,304	\$ 10,510	\$ 10,721	\$ 10,934
R9	\$ 9,617	\$ 9,810	\$ 10,006	\$ 10,206	\$ 10,411	\$ 10,620	\$ 10,832	\$ 11,049	\$ 11,270	\$ 11,494	\$ 11,723
R10	\$ 10,340	\$ 10,548	\$ 10,759	\$ 10,974	\$ 11,193	\$ 11,416	\$ 11,643	\$ 11,877	\$ 12,114	\$ 12,359	\$ 12,606
R11	\$ 11,117	\$ 11,332	\$ 11,563	\$ 11,796	\$ 12,031	\$ 12,272	\$ 12,516	\$ 12,766	\$ 13,026	\$ 13,283	\$ 13,550
R12	\$ 11,949	\$ 12,187	\$ 12,430	\$ 12,681	\$ 12,933	\$ 13,191	\$ 13,456	\$ 13,725	\$ 14,001	\$ 14,281	\$ 14,566
R13	\$ 12,845	\$ 13,102	\$ 13,364	\$ 13,629	\$ 13,903	\$ 14,180	\$ 14,464	\$ 14,754	\$ 15,048	\$ 15,349	\$ 15,656
R14	\$ 13,808	\$ 14,085	\$ 14,365	\$ 14,653	\$ 14,946	\$ 15,244	\$ 15,549	\$ 15,860	\$ 16,176	\$ 16,500	\$ 16,831

(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 1/1/2026	Next Step Eligibility
R1	Court Clerk	D	1-Jan-2027
R2	N/A	N/A	N/A
R3	N/A	N/A	N/A
R4	N/A	N/A	N/A
	N/A	N/A	N/A
R5	N/A	N/A	N/A
R6	Senior Planner	C	1-Oct-2026
	Management Analyst	A	1-Nov-2026
R7	Court Administrator	C	1-Aug-2026
	City Clerk	E	1-Sep-2026
R8	N/A	N/A	N/A
R9	Parks and Recreation Director	E	1-Nov-2026
R10	Finance Director	J	N/A
	Information Systems Manager	C	1-Jan-2027
	Assistant Police Chief	J	N/A
R11	Public Services Director	N/A	N/A
R12	N/A	N/A	N/A
R13	Police Chief	J	N/A
	Fire Chief	D	1-Aug-2026
R14	Interim City Administrator	C	1-Oct-2026

Police Department Employee Salary Scale (3.5% Increase)

January 1, 2026 to December 31, 2026

Classification	0-6 Months	7-12 Months	13-24 Months	25-36 Months	37-48 Months	49+ Months
Patrol	\$ 7,140	\$ 7,498	\$ 7,872	\$ 8,266	\$ 8,680	\$ 8,912
Detective/Patrol Officer				\$ 9,358		
Sergeant				\$ 10,249		

2026 CITY EMPLOYEE SALARY SCALES

Attachment A

Public Works & Clerical Department Employee Salary Scale (4% Increase)							
January 1, 2026 to December 31, 2026							
Classification	0-6 Months	7-12 Months	13-24 Months	25-36 Months	37-48 Months	49-60 Months	61+ Months
Admin Assistant	\$ 3,985	\$ 4,107	\$ 4,227	\$ 4,356	\$ 4,488	\$ 4,624	\$ 4,762
Facility Maint/Custodial	\$ 4,050	\$ 4,170	\$ 4,296	\$ 4,424	\$ 4,560	\$ 4,696	\$ 4,837
Police Records Clerk	\$ 4,868	\$ 5,014	\$ 5,165	\$ 5,317	\$ 5,477	\$ 5,641	\$ 5,810
Parks Maintenance 1	\$ 5,105	\$ 5,258	\$ 5,416	\$ 5,578	\$ 5,746	\$ 5,918	\$ 6,096
Support Service Officer	\$ 5,066	\$ 5,267	\$ 5,479	\$ 5,699	\$ 5,926	\$ 6,166	\$ 6,351
Parks Maintenance 2	\$ 5,337	\$ 5,496	\$ 5,661	\$ 5,830	\$ 6,008	\$ 6,187	\$ 6,373
Utility Billing/Deputy Clerk	\$ 5,337	\$ 5,496	\$ 5,661	\$ 5,830	\$ 6,008	\$ 6,187	\$ 6,373
Finance Assistant 1	\$ 5,390	\$ 5,630	\$ 5,887	\$ 6,151	\$ 6,426	\$ 6,716	\$ 6,918
Permit Tech/ PW Clerk	\$ 5,429	\$ 5,820	\$ 6,052	\$ 6,293	\$ 6,547	\$ 6,810	\$ 7,014
Utility Worker	\$ 6,055	\$ 6,239	\$ 6,423	\$ 6,616	\$ 6,816	\$ 7,020	\$ 7,231
Finance Assistant 2	\$ 5,659	\$ 5,913	\$ 6,183	\$ 6,458	\$ 6,749	\$ 7,051	\$ 7,263
WWTP Operator 1	\$ 6,299	\$ 6,376	\$ 6,563	\$ 6,761	\$ 6,965	\$ 7,174	\$ 7,390
Utility Systems Technician	\$ 6,333	\$ 6,521	\$ 6,718	\$ 6,920	\$ 7,127	\$ 7,343	\$ 7,563
Utility Worker Lead	\$ 6,613	\$ 6,812	\$ 7,017	\$ 7,228	\$ 7,442	\$ 7,667	\$ 7,897
Asst PWD Supervisor	\$ 6,909	\$ 7,119	\$ 7,333	\$ 7,551	\$ 7,775	\$ 8,013	\$ 8,253
WWTP Supervisor	\$ 7,562	\$ 7,793	\$ 8,025	\$ 8,264	\$ 8,514	\$ 8,770	\$ 9,033
PWD Supervisor	\$ 7,601	\$ 7,829	\$ 8,064	\$ 8,307	\$ 8,554	\$ 8,810	\$ 9,075

Fire Department Employee Salary Scale (2.7% Increase)											
January 1, 2026 to December 31, 2026											
	Initial Step	A	B	C	D	E	F	G	H	I	J
Firefighter	\$ 6,724	\$ 6,861	\$ 6,998	\$ 7,135	\$ 7,279	\$ 7,426	\$ 7,637	\$ 7,725	\$ 7,879	\$ 8,040	\$ 8,202
Recruitment Coord.	\$ 6,724	\$ 6,861	\$ 6,998	\$ 7,135	\$ 7,279	\$ 7,426	\$ 7,637	\$ 7,725	\$ 7,879	\$ 8,040	\$ 8,202
Captain	\$ 7,214	\$ 7,358	\$ 7,505	\$ 7,655	\$ 7,806	\$ 7,963	\$ 8,123	\$ 8,286	\$ 8,449	\$ 8,619	\$ 8,792

Hourly Salary Scale (Non-Bargaining Unit) (3.5% Increase)											
Hourly or Contract Position		2026 Hourly									
Municipal Judge*		TBD									
Judge Pro-Tem		\$65.00									
Wildland Firefighter		\$35.00									
Recreation Coordinator		\$25.83 to \$32.29									
Recreation Assistant		\$19.38 to \$24.76									
Seasonal Utilities (PT)		\$17.52 to \$20.75									
Senior Center Assistant		\$17.52 to \$19.74									
Seasonal Parks (PT)		\$17.52 to \$18.63									
Senior Center Cook		\$18.07 to \$18.63									

* The Municipal Judge is paid monthly at the listed salary