

CITY OF BUCKLEY, WASHINGTON

ORDINANCE NO. 17-24

**AN ORDINANCE OF THE CITY OF BUCKLEY, PIERCE COUNTY, WASHINGTON, ADOPTING
THE CITY'S 2025 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 2023 to August 2024 reflected a change of 3.1%; and

WHEREAS, the City Council has reviewed revenues and expenditures for 2025 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 the analysis, the City Council has determined that cost of living increases for exempt employees shall be 4% and hourly employees shall be 4% for 2025; 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, 2025, the minimum wage will increase to \$16.66. 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 "2025 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.

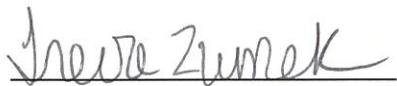
Introduced, passed, and approved this 10th day of December 2024.



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

Beau Burkett, Mayor

Attest:



A blue ink signature of Treva Zumeck.

Treva Zumeck, City Clerk

APPROVED AS TO FORM:



A black ink signature of Phil Olbrechts.

Phil Olbrechts, City Attorney

Published: December 18, 2024

Effective: December 23, 2024

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

2025 CITY EMPLOYEE SALARY SCALES

Attachment A

Public Works & Clerical Department Employee Salary Scale							
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
Facility Maint/Custodial	\$ 3,540	\$ 3,645	\$ 3,755	\$ 3,867	\$ 3,986	\$ 4,105	\$ 4,228
Admin Assistant	\$ 3,649	\$ 3,761	\$ 3,871	\$ 3,989	\$ 4,110	\$ 4,234	\$ 4,361
Police Records Clerk	\$ 4,255	\$ 4,383	\$ 4,515	\$ 4,648	\$ 4,788	\$ 4,931	\$ 5,079
Support Service Officer	\$ 4,428	\$ 4,604	\$ 4,789	\$ 4,982	\$ 5,180	\$ 5,390	\$ 5,552
Parks Maintenance 1	\$ 4,675	\$ 4,815	\$ 4,960	\$ 5,108	\$ 5,262	\$ 5,419	\$ 5,582
Parks Maintenance 2	\$ 4,887	\$ 5,033	\$ 5,184	\$ 5,339	\$ 5,502	\$ 5,666	\$ 5,836
Utility Billing/Deputy Clerk	\$ 4,887	\$ 5,033	\$ 5,184	\$ 5,339	\$ 5,502	\$ 5,666	\$ 5,836
Finance Assistant 1	\$ 4,936	\$ 5,156	\$ 5,391	\$ 5,633	\$ 5,885	\$ 6,150	\$ 6,335
Permit Tech/ PW Clerk	\$ 4,972	\$ 5,330	\$ 5,542	\$ 5,763	\$ 5,995	\$ 6,236	\$ 6,423
Utility Worker	\$ 5,545	\$ 5,713	\$ 5,882	\$ 6,059	\$ 6,242	\$ 6,429	\$ 6,622
Finance Assistant 2	\$ 5,182	\$ 5,415	\$ 5,662	\$ 5,914	\$ 6,180	\$ 6,457	\$ 6,651
WWTP Operator 1	\$ 5,768	\$ 5,839	\$ 6,010	\$ 6,191	\$ 6,378	\$ 6,570	\$ 6,767
Utility Systems Technician	\$ 5,799	\$ 5,972	\$ 6,152	\$ 6,337	\$ 6,527	\$ 6,724	\$ 6,926
Utility Work Lead	\$ 6,056	\$ 6,238	\$ 6,426	\$ 6,619	\$ 6,815	\$ 7,021	\$ 7,232
Asst PWD Supervisor	\$ 6,327	\$ 6,519	\$ 6,715	\$ 6,915	\$ 7,120	\$ 7,338	\$ 7,558
WWTP Supervisor	\$ 6,610	\$ 6,812	\$ 7,015	\$ 7,224	\$ 7,442	\$ 7,666	\$ 7,896
PWD Supervisor	\$ 6,961	\$ 7,169	\$ 7,385	\$ 7,607	\$ 7,833	\$ 8,068	\$ 8,310

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