

**CITY OF BUCKLEY, WASHINGTON**

**ORDINANCE NO. 20-23**

**AN ORDINANCE OF THE CITY OF BUCKLEY, PIERCE COUNTY, WASHINGTON, ADOPTING  
THE CITY'S 2024 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 CPI Index from August 2022 to August 2023 reflected a change of 6.3%; and

**WHEREAS**, the City Council has reviewed revenues and expenditures for 2024 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 1% and hourly employees shall be 3.4% for 2024; 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, 2024, the minimum wage will increase to \$16.28. 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 "2024 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.

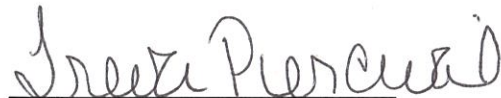
**Section 3. Effective Date.** This Ordinance or a summary thereof consisting of the title shall be published in the official newspaper of the City and shall take effect and be in full force five (5) days after publication.

Introduced, passed, and approved this 28<sup>th</sup> day of November 2023.




Beau Burkett, Mayor

Attest:



Treva Percival, City Clerk

APPROVED AS TO FORM:



Phil Olbrechts, City Attorney

Published: December 6, 2023  
Effective: December 11, 2023

# 2024 CITY EMPLOYEE SALARY SCALES

Attachment A

2024 Exempt Salary Scale (1.0% Increase)											
	Initial Step	A	B	C	D	E	F	G	H	I	J
R1	\$ 5,106	\$ 5,208	\$ 5,312	\$ 5,418	\$ 5,527	\$ 5,636	\$ 5,748	\$ 5,863	\$ 5,980	\$ 6,101	\$ 6,225
R2	\$ 5,475	\$ 5,583	\$ 5,696	\$ 5,757	\$ 5,926	\$ 6,043	\$ 6,163	\$ 6,286	\$ 6,412	\$ 6,542	\$ 6,673
R3	\$ 5,873	\$ 5,989	\$ 6,108	\$ 6,230	\$ 6,357	\$ 6,482	\$ 6,610	\$ 6,745	\$ 6,880	\$ 7,017	\$ 7,158
R4	\$ 6,295	\$ 6,424	\$ 6,552	\$ 6,680	\$ 6,815	\$ 6,953	\$ 7,150	\$ 7,233	\$ 7,377	\$ 7,528	\$ 7,679
R5	\$ 6,754	\$ 6,889	\$ 7,027	\$ 7,167	\$ 7,309	\$ 7,456	\$ 7,605	\$ 7,758	\$ 7,911	\$ 8,069	\$ 8,232
R6	\$ 7,244	\$ 7,390	\$ 7,537	\$ 7,688	\$ 7,842	\$ 7,998	\$ 8,158	\$ 8,320	\$ 8,489	\$ 8,659	\$ 8,831
R7	\$ 7,769	\$ 7,926	\$ 8,085	\$ 8,245	\$ 8,410	\$ 8,580	\$ 8,750	\$ 8,925	\$ 9,103	\$ 9,285	\$ 9,471
R8	\$ 8,333	\$ 8,498	\$ 8,669	\$ 8,843	\$ 9,020	\$ 9,200	\$ 9,386	\$ 9,573	\$ 9,764	\$ 9,960	\$ 10,158
R9	\$ 8,934	\$ 9,114	\$ 9,296	\$ 9,482	\$ 9,672	\$ 9,866	\$ 10,063	\$ 10,265	\$ 10,470	\$ 10,678	\$ 10,891
R10	\$ 9,606	\$ 9,799	\$ 9,995	\$ 10,195	\$ 10,399	\$ 10,606	\$ 10,817	\$ 11,034	\$ 11,254	\$ 11,482	\$ 11,711
R11	\$ 10,328	\$ 10,528	\$ 10,742	\$ 10,959	\$ 11,177	\$ 11,401	\$ 11,628	\$ 11,860	\$ 12,101	\$ 12,340	\$ 12,588
R12	\$ 11,101	\$ 11,322	\$ 11,548	\$ 11,781	\$ 12,015	\$ 12,255	\$ 12,501	\$ 12,751	\$ 13,007	\$ 13,267	\$ 13,532
R13	\$ 11,933	\$ 12,172	\$ 12,415	\$ 12,662	\$ 12,916	\$ 13,174	\$ 13,437	\$ 13,707	\$ 13,980	\$ 14,260	\$ 14,545
R14	\$ 12,828	\$ 13,085	\$ 13,345	\$ 13,613	\$ 13,885	\$ 14,162	\$ 14,445	\$ 14,734	\$ 15,028	\$ 15,329	\$ 15,636

(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 1/1/2024	Step Eligibility
R1	N/A	N/A	N/A
R2	Asst. Building Inspector/Code Enforcement	N/A	N/A
	Management Analyst	D	1-Nov-2024
R3	Associate Planner	N/A	N/A
R4	Volunteer FF Coordinator	B	1-Jun-2024
	Firefighter	A	1-Jun-2024
R5	FF/Fire Marshall	N/A	N/A
R6	N/A	N/A	N/A
R7	Information Systems Manager	H	1-Jan-2025
	Court Administrator	A	1-Aug-2024
	City Clerk	C	1-Sep-2024
	City Planner	N/A	N/A
R8	N/A	N/A	N/A
R9	Assistant Police Chief	J	N/A
	Public Works Director	H	1-Jan-2025
	Assistant Fire Chief	D	1-Apr-2024
	Parks and Recreation Director	C	1-Nov-2024
	Planning and Building Director	N/A	N/A
R10	Finance Director	H	1-Jan-2025
R11	N/A	N/A	N/A
R12	N/A	N/A	N/A
R13	Police Chief	H	1-Jan-2025
	Fire Chief	B	1-Aug-2024
R14	City Administrator	E	1-Oct-2024



# 2024 CITY EMPLOYEE SALARY SCALES

Attachment A

Public Works & Clerical Department Employee Salary Scale (4% Increase)							
January 1, 2024 to December 31, 2024							
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
Meter Reader	\$ 3,947	\$ 4,085	\$ 4,228	\$ 4,376	\$ 4,528	\$ 4,686	\$ 4,827
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 (4% Increase)						
January 1, 2024 to December 31, 2024						
Classification	0-6 Months	7-12 Months	13-24 Months	25-36 Months	37-48 Months	49+ Months
Patrol	\$ 6,666	\$ 6,999	\$ 7,349	\$ 7,716	\$ 8,102	\$ 8,320
Detective/Patrol Officer	\$8,736					
Sergeant	\$9,658					

Hourly Salary Scale (Non-Bargaining Unit) (3.4% Increase)	
Hourly or Contract Position	2024 Hourly
Municipal Judge*	\$2,653
Judge Pro-Tem	\$65.00
Wildland Firefighter	\$35.00
Court Clerk I	\$27.41 to \$30.91
Planning Assistant	\$27.04 to \$31.36
Fire Admin Assistant	\$22.95
Recreation Coordinator	\$24.00 to \$30.00
Recreation Assistant	\$18.00 to \$23.00
Seasonal Utilities (PT)	\$16.28 to \$19.28
Senior Center Assistant	\$16.28 to \$18.34
Seasonal Parks (PT)	\$16.28 to \$17.31
Senior Center Cook	\$16.79 to \$17.31

\* The Municipal Judge is paid monthly at the listed salary