

CITY OF BUCKLEY, WASHINGTON

ORDINANCE NO. 10-23

AN ORDINANCE OF THE CITY OF BUCKLEY, PIERCE COUNTY, WASHINGTON,  
AMENDING THE CITY'S 2023 CITY EMPLOYEE SALARY SCALE AND ESTABLISHING AN  
EFFECTIVE DATE

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**WHEREAS**, in December 2022, the City Council adopted the 2023 Employee Salary Scale that included salaries for exempt, those covered by bargaining unit contract, part-time and hourly employees; and

**WHEREAS**, City compensation goals are to enable recruitment and retention of high-performing employees who enhance workplace goals and culture, to ensure there is a fair and equitable (internal and external) pay structure with a predictable and consistent classification system; and to align with competitive, market driven compensation and benefits; and

**WHEREAS**, the City has struggled to recruit qualified candidates for the position of Associate Planner and Planning Assistant; and

**WHEREAS**, as a result of this struggle, the City desires to add the position of Senior Planner to the 2023 City Employee Salary Scale in Range 6; and

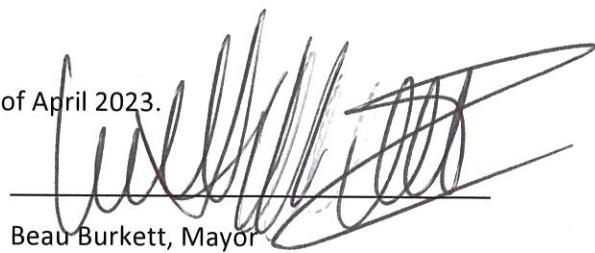
NOW THEREFORE THE CITY COUNCIL OF THE CITY OF BUCKLEY, PIERCE COUNTY, WASHINGTON,  
DO ORDAIN AS FOLLOWS:

**Section 1.** The City Council hereby adopts Exhibit A, entitled "Amended 2023 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 their 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 4.** 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 11<sup>th</sup> day of April 2023.



Beau Burkett, Mayor

Attest:



Treva Percival

Treva Percival, City Clerk

APPROVED AS TO FORM:



Phil Olbrechts

Phil Olbrechts, City Attorney

PUBLISHED: April 19, 2023

EFFECTIVE: April 24, 2023

## 2023 CITY EMPLOYEE SALARY SCALES - AMENDED

2023 Exempt Salary Scale (4.6% Increase) (AMENDED)													
	Initial Step	A	B	C	D	E	F	G	H	I	J		
R1	\$ 5,055	\$ 5,156	\$ 5,259	\$ 5,364	\$ 5,472	\$ 5,580	\$ 5,691	\$ 5,805	\$ 5,921	\$ 6,041	\$ 6,163		
R2	\$ 5,421	\$ 5,528	\$ 5,640	\$ 5,700	\$ 5,867	\$ 5,983	\$ 6,102	\$ 6,224	\$ 6,349	\$ 6,477	\$ 6,607		
R3	\$ 5,815	\$ 5,930	\$ 6,048	\$ 6,168	\$ 6,294	\$ 6,418	\$ 6,545	\$ 6,678	\$ 6,812	\$ 6,948	\$ 7,087		
R4	\$ 6,233	\$ 6,360	\$ 6,487	\$ 6,614	\$ 6,748	\$ 6,884	\$ 7,079	\$ 7,161	\$ 7,304	\$ 7,453	\$ 7,603		
R5	\$ 6,687	\$ 6,821	\$ 6,957	\$ 7,096	\$ 7,237	\$ 7,382	\$ 7,530	\$ 7,681	\$ 7,833	\$ 7,989	\$ 8,150		
R6	\$ 7,172	\$ 7,317	\$ 7,462	\$ 7,612	\$ 7,764	\$ 7,919	\$ 8,077	\$ 8,238	\$ 8,405	\$ 8,573	\$ 8,744		
R7	\$ 7,692	\$ 7,848	\$ 8,005	\$ 8,163	\$ 8,327	\$ 8,495	\$ 8,663	\$ 8,837	\$ 9,013	\$ 9,193	\$ 9,377		
R8	\$ 8,250	\$ 8,414	\$ 8,583	\$ 8,755	\$ 8,931	\$ 9,109	\$ 9,293	\$ 9,478	\$ 9,667	\$ 9,861	\$ 10,057		
R9	\$ 8,846	\$ 9,024	\$ 9,204	\$ 9,388	\$ 9,576	\$ 9,768	\$ 9,963	\$ 10,163	\$ 10,366	\$ 11,618	\$ 10,783		
R10	\$ 9,511	\$ 9,702	\$ 9,896	\$ 10,094	\$ 10,296	\$ 10,501	\$ 10,710	\$ 10,925	\$ 11,143	\$ 11,368	\$ 11,595		
R11	\$ 10,226	\$ 10,424	\$ 10,636	\$ 10,850	\$ 11,066	\$ 11,288	\$ 11,513	\$ 11,743	\$ 11,981	\$ 12,218	\$ 12,463		
R12	\$ 10,991	\$ 11,210	\$ 11,434	\$ 11,664	\$ 11,896	\$ 12,134	\$ 12,377	\$ 12,625	\$ 12,878	\$ 13,136	\$ 13,398		
R13	\$ 11,815	\$ 12,051	\$ 12,292	\$ 12,537	\$ 12,788	\$ 13,044	\$ 13,304	\$ 13,571	\$ 13,842	\$ 14,119	\$ 14,401		
R14	\$ 12,701	\$ 12,955	\$ 13,213	\$ 13,478	\$ 13,748	\$ 14,022	\$ 14,302	\$ 14,588	\$ 14,879	\$ 15,177	\$ 15,481		

(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 1/1/2023	Step Eligibility
R1	N/A	N/A	N/A
R2	Asst. Building Inspector/Code Enforcement	G	1-Jul-2023
R3	Associate Planner	Initial	1-Mar-2023
R4	Volunteer FF Coordinator	A	1-Jun-2023
R5	FF/Fire Marshall	D	1-Aug-2023
R6	Parks and Recreation Director	B	1-Nov-2023
Senior Planner		Initial	N/A
R7	Information Systems Manager	G	1-Jan-2024
	Court Administrator	Initial	1-Jan-2024
	City Clerk	B	1-Sep-2023
R8	City Engineer	N/A	N/A
R9	Assistant Police Chief	J	N/A
	Public Works Director	G	1-Jan-2024
	Assistant Fire Chief	B	1-Apr-2023
	Planning and Building Director	B	1-Sep-2023
R10	Finance Director	G	1-Jan-2024
R11	N/A	N/A	N/A
R12	N/A	N/A	N/A
R13	Police Chief	G	1-Jan-2024
	Fire Chief	A	1-Aug-2023
R14	City Administrator	C	1-Oct-2023

## 2023 CITY EMPLOYEE SALARY SCALES - AMENDED

Public Works & Clerical Department Employee Salary Scale (3% Increase)						
January 1, 2023 to December 31, 2023						
Classification	0-6 Months	7-12 Months	13-24 Months	25-36 Months	37-48 Months	49+ Months
Admin Assistant	\$ 3,509	\$ 3,616	\$ 3,722	\$ 3,836	\$ 3,952	\$ 4,071
Police Records Clerk	\$ 4,091	\$ 4,214	\$ 4,341	\$ 4,469	\$ 4,604	\$ 4,741
Facility Maint/Custodial	\$ 3,404	\$ 3,505	\$ 3,611	\$ 3,718	\$ 3,833	\$ 3,947
Support Service Officer	\$ 4,258	\$ 4,427	\$ 4,605	\$ 4,790	\$ 4,981	\$ 5,183
Parks Maintenance 1	\$ 4,495	\$ 4,630	\$ 4,769	\$ 4,912	\$ 5,060	\$ 5,211
Parks Maintenance 2	\$ 4,699	\$ 4,839	\$ 4,985	\$ 5,134	\$ 5,290	\$ 5,448
Utility Billing/Deputy Clerk	\$ 4,699	\$ 4,840	\$ 4,985	\$ 5,134	\$ 5,289	\$ 5,448
Permit Tech/ PW Clerk	\$ 4,781	\$ 5,125	\$ 5,329	\$ 5,541	\$ 5,764	\$ 5,996
Utility Worker	\$ 5,332	\$ 5,493	\$ 5,656	\$ 5,826	\$ 6,002	\$ 6,182
Utility Systems Technician	\$ 5,576	\$ 5,742	\$ 5,915	\$ 6,093	\$ 6,276	\$ 6,465
Utility Work Lead	\$ 5,823	\$ 5,998	\$ 6,179	\$ 6,364	\$ 6,553	\$ 6,751
WWTP Operator 1	\$ 5,546	\$ 5,614	\$ 5,779	\$ 5,953	\$ 6,133	\$ 6,317
Asst PWD Supervisor	\$ 6,084	\$ 6,268	\$ 6,457	\$ 6,649	\$ 6,846	\$ 7,056
WWTP Supervisor	\$ 6,356	\$ 6,550	\$ 6,745	\$ 6,946	\$ 7,156	\$ 7,371
PWD Supervisor	\$ 6,693	\$ 6,893	\$ 7,101	\$ 7,314	\$ 7,532	\$ 7,758
Meter Reader	\$ 3,795	\$ 3,928	\$ 4,065	\$ 4,208	\$ 4,354	\$ 4,506
Finance Assistant 1	\$ 4,746	\$ 4,958	\$ 5,184	\$ 5,416	\$ 5,659	\$ 5,913
Finance Assistant 2	\$ 4,983	\$ 5,207	\$ 5,444	\$ 5,687	\$ 5,942	\$ 6,209

Police Department Employee Salary Scale (6.5% Increase)						
January 1, 2023 to December 31, 2023						
Classification	0-6 Months	7-12 Months	13-24 Months	25-36 Months	37-48 Months	49+ Months
Patrol	\$ 6,409	\$ 6,730	\$ 7,066	\$ 7,420	\$ 7,791	\$ 8,000
Detective/Patrol Officer				\$8,400		
Sergeant				\$9,200		

2023 Hourly Salary Scale (Non-Bargaining Unit - 4.6% Increase)	
Hourly or Contract Position	2023 Hourly
Municipal Judge*	\$2,653
Court Clerk I	\$26.51 to \$29.89
Fire Admin Assistant	\$22.20
Youth Activities Coordinator	\$17.39 to \$21.14
Youth Center Coordinator	\$17.39 to \$21.14
Youth Center Assistant	\$15.16 to \$15.69
Seasonal Parks (PT)	\$15.74 to \$16.74
Seasonal Utilities (PT)	\$15.74 to \$18.65
Planning Assistant	\$26.15 to \$30.33
Senior Center Assistant	\$15.74 to \$16.74
Senior Center Coordinator	\$17.39 to \$21.14
Senior Center Cook	\$16.24 to \$16.74

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