

CITY OF BUCKLEY, WASHINGTON

ORDINANCE NO. 20-22

**AN ORDINANCE OF THE CITY OF BUCKLEY, PIERCE COUNTY, WASHINGTON, ADOPTING
THE CITY'S 2023 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 contract, 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 2021 to August 2022 reflected a change of 9.0%; and

WHEREAS, the City Council has reviewed revenues and expenditures for 2023 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 and hourly employees shall be 4.6% for 2023; 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, 2023; the minimum wage will increase to \$15.74. The City's salary scale for exempt and hourly employees has been adjusted to incorporate this new minimum wage.

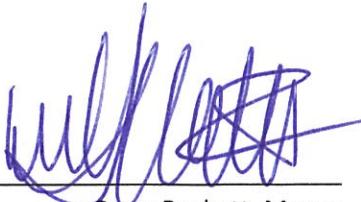
**NOW THEREFORE THE CITY COUNCIL OF THE CITY OF BUCKLEY, PIERCE COUNTY, WASHINGTON,
DO ORDAIN AS FOLLOWS:**

Section 1. The City Council hereby adopts Exhibit A, entitled "2023 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. 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. 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 13th day of December 2022.



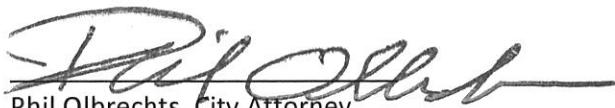
Beau Burkett, Mayor

Attest:



Treva Percival, City Clerk

APPROVED AS TO FORM:



Phil Olbrechts, City Attorney

Published: December 21, 2022
Effective: December 26, 2022

Exhibit A

2023 CITY EMPLOYEE SALARY SCALES

2023 Exempt Salary Scale (4.6% Increase)													
	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
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

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