

CITY OF BUCKLEY, WASHINGTON

ORDINANCE NO. 06-22

**AN ORDINANCE OF THE CITY OF BUCKLEY, PIERCE COUNTY, WASHINGTON, AMENDING
THE CITY'S 2022 CITY EMPLOYEE SALARY SCALE AND ESTABLISHING AN EFFECTIVE DATE**

WHEREAS, City Council adopted Ord #17-21 in November 2021 adopting the 2022 salary scale for exempt and hourly employees; and

WHEREAS, with the assumption of a new administration in January 2022, City department managers were tasked with meeting with the Interim City Administrator to evaluate their current department operations to assess staffing level needs to provide an adequate level of service to the community; and

WHEREAS, on February 11, 2022, the results of this organization wide evaluation were presented to the Admin/Finance/Public Safety Committee in a memorandum; and

WHEREAS, the Admin/Finance/Public Safety Committee concurred with the evaluation and recommended that the City Council consider and approve the needs outlined in the memorandum; and

WHEREAS, on March 3, 2022, the City Council evaluated position classifications and organizational structure of the City workforce presented in the memorandum referenced in this ordinance as Exhibit B at a Council workshop; and

WHEREAS, the City Council concurs with the recommendation from the Admin/Finance/Public Safety Committee and determined through this evaluation that the changes in position classifications, organizational structure and equitable compensation were needed to meet the City's operational needs; and

WHEREAS, the City Council desires to implement the changes addressed in the evaluation.

**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 "2022 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 12th day of April, 2022.


Beau Burkett, Mayor

Attest:



Treva Percival, City Clerk

APPROVED AS TO FORM:



Phil Olbrechts, City Attorney

Published: April 20, 2022

Effective: April 25, 2022

2022 CITY EMPLOYEE SALARY SCALE

2022 EXEMPT SALARY SCALE (3% Increase)

	Initial Step	A	B	C	D	E	F	G	H	I	J
R1	4,833	4,929	5,028	5,128	5,231	5,335	5,441	5,550	5,661	5,775	5,892
R2	5,183	5,285	5,392	5,499	5,609	5,720	5,834	5,950	6,070	6,192	6,316
R3	5,559	5,669	5,782	5,897	6,017	6,136	6,257	6,384	6,512	6,642	6,775
R4	5,959	6,080	6,202	6,323	6,451	6,581	6,768	6,846	6,983	7,125	7,269
R5	6,393	6,521	6,651	6,784	6,919	7,057	7,199	7,343	7,489	7,638	7,792
R6	6,857	6,995	7,134	7,277	7,423	7,571	7,722	7,876	8,035	8,196	8,359
R7	7,354	7,503	7,653	7,804	7,961	8,121	8,282	8,448	8,617	8,789	8,965
R8	7,887	8,044	8,206	8,370	8,538	8,708	8,884	9,061	9,242	9,427	9,615
R9	8,457	8,627	8,799	8,975	9,155	9,338	9,525	9,716	9,910	10,107	10,309
R10	9,093	9,275	9,461	9,650	9,843	10,039	10,239	10,445	10,653	10,868	11,085
R11	9,776	9,966	10,168	10,373	10,579	10,792	11,007	11,227	11,454	11,681	11,915
R12	10,508	10,717	10,931	11,151	11,373	11,600	11,833	12,070	12,312	12,558	12,809
R13	11,295	11,521	11,751	11,986	12,226	12,470	12,719	12,974	13,233	13,498	13,768
R14	12,142	12,385	12,632	12,885	13,143	13,405	13,673	13,946	14,225	14,510	14,800

(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(s)	Current Step	Step Eligibility
R1	N/A	N/A	N/A
R2	Associate Planner	C	1-Dec-2022
	Asst. Building Inspector/Code Enforcement	F	1-Jun-2022
R3	N/A	N/A	N/A
R4	Court Administrator (100%)	I	1-Aug-2022
	Firefighter	E	1-Aug-2022
	Volunteer FF Coordinator	C	1-Jan-2023
R5	FF/Fire Marshall	C	1-Aug-2022
R6	City Clerk	D	1-Sep-2022
	Parks and Recreation Director	A	1-Nov-2022
R7	Information Systems Manager	F	N/A
	Planning and Building Director	H	1-Sep-2022
R8	Assistant Fire Chief	E	1-Apr-2022
	City Engineer	Initial	1-Jun-2022
R9	Assistant Police Chief	I	N/A
	Public Works Director	F	1-Jan-2023
	Assistant Fire Chief	A	1-Apr-2022
R10	Finance Director	F	1-Dec-2022
R11	Fire Chief	B	1-Aug-2022
R12	N/A	N/A	N/A
R13	Police Chief	F	1-Dec-2022
	Fire Chief	Initial	1-Aug-2022
R14	City Administrator	J	1-Jan-2023

2022 CITY EMPLOYEE SALARY SCALE

2022 HOURLY SALARY SCALE (NON-BARGAINING UNIT, 3% Incr.)	
Hourly or Contract Position	2022 Hourly
Municipal Judge*	\$2,653
Judge Pro-Tem	\$63.03
Court Clerk I	\$25.34 to \$28.58
Court Security	\$24.97
Temp Firefighter (PT)	\$16.23
Fire Admin Assistant (PT)	\$21.22
Youth Center Coordinator	\$16.63 to \$20.21
Youth Center Assistant (PT)	\$14.49 to \$14.92
Seasonal Parks (PT)	\$14.49 to \$14.92
Seasonal Utilities (PT)	\$14.85 to \$17.83
Planning Assistant (PT)	\$25.00 to \$29.00
Activities Coordinator	\$16.63 to \$20.21
Temp Paramedic (PT)	\$21.65
Police Records Clerk (PT)	\$21.65
Senior Center Cook	\$15.53
Property Custodian (PT)	\$30.00

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

2022 BARGAINING UNIT SALARY SCALE (3% Increase)						
Police Department Employee Salaries (3% Increase) Per Contract						
Classification	0-6 mos	7-12 mos	13-24 mos	25-36 mos	37-48 mos	49+ mos
Patrol	6,018	6,319	6,635	6,967	7,315	7,512
Detective Patrol/Officer	6,076	6,571	6,900	7,245	7,608	7,812
Sergeant	6,697	7,032	7,383	7,753	8,140	8,358
Public Works & Clerical Department Employee Salaries (3% Increase) Per Contract						
Classification	0-6 mos	7-12 mos	13-24 mos	25-36 mos	37-48 mos	49+ mos
Cemetery Caretaker	4,344	4,473	4,606	4,745	4,888	5,035
Building Maint./Custodial	2,874	2,959	3,049	3,139	3,235	3,332
Facility Maint./Custodial	3,305	3,403	3,506	3,610	3,721	3,832
Administrative Assistant	3,407	3,511	3,614	3,724	3,837	3,952
Meter Reader	3,684	3,814	3,947	4,085	4,227	4,375
Police Records Clerk	3,972	4,091	4,215	4,339	4,470	4,603
Support Services Officer	4,134	4,298	4,471	4,650	4,836	5,032
Parks Maintenance	4,364	4,496	4,630	4,769	4,913	5,059
Parks Maintenance I	4,364	4,496	4,630	4,769	4,913	5,059
Parks Maintenance II	4,562	4,698	4,840	4,984	5,136	5,289
Facilities Maintenance	4,364	4,496	4,630	4,769	4,913	5,059
Utility Billing/Deputy Clerk	4,562	4,699	4,840	4,984	5,135	5,289
Finance Assistant II	4,838	5,055	5,285	5,521	5,769	6,028
Finance Assistant I	4,608	4,814	5,033	5,258	5,494	5,741
Permit Tech	4,642	4,976	5,174	5,380	5,596	5,821
Utility Worker	5,177	5,333	5,491	5,656	5,827	6,002
Utility Systems	5,414	5,575	5,743	5,916	6,093	6,277
Utility Worker Lead	5,653	5,823	5,999	6,179	6,362	6,554
WWTP Operator I	5,384	5,450	5,611	5,780	5,954	6,133
Asst Public Works Supervisor	5,907	6,085	6,269	6,455	6,647	6,850
WWTP Supervisor	6,171	6,359	6,549	6,744	6,948	7,156
Public Works Supervisor	6,498	6,692	6,894	7,101	7,313	7,532
	Step A	Step B	Step C	Step D		
Utility Maint Apprentice	4,323	4,454	4,586	4,725		