

**CITY OF BUCKLEY, WASHINGTON**

**ORDINANCE NO. 07-21**

**AN ORDINANCE OF THE CITY OF BUCKLEY, PIERCE COUNTY, WASHINGTON, AMENDING  
THE CITY'S 2021 CITY EMPLOYEE SALARY SCALE AND ESTABLISHING AN EFFECTIVE DATE.**

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**WHEREAS**, in December 2020, the City Council adopted the 2021 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**, administrative analysis of the position classification and roles of Director of Planning and Building in addition to the Director of Parks and Recreation position performs higher and more complex scope of duties and responsibilities that more closely align at a higher compensation level; and

**WHEREAS**, as a result of the analysis, the City desires to add move Director of Planning and Building to Range 7 in addition to moving the Director of Parks and Recreation to Ranges 6 of the 2021 Employee Salary Scale; 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 2020 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 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 unconstitutional

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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 25<sup>th</sup> day of May 2021.



Treva Percival, City Clerk



Pat Johnson, Mayor

APPROVED AS TO FORM:



Phil Olbrechts, City Attorney

Published: June 2, 2021

Effective: June 7, 2021

**Exhibit A: 2021 CITY EMPLOYEE SALARY SCALE**

2021 CITY EMPLOYEE SALARY SCALE												
2021 EXEMPT SALARY SCALE (Preliminary - 2.0%)												
	Initial step	A	B	C	D	E	F	G	H	I	J	
<b>R1</b>	4692	4785	4882	4979	5079	5180	5283	5388	5496	5607	5720	
<b>R2</b>	5032	5131	5235	5339	5446	5553	5664	5777	5893	6012	6132	
<b>R3</b>	5397	5504	5614	5725	5842	5957	6075	6198	6322	6449	6578	
<b>R4</b>	5785	5903	6021	6139	6263	6389	6571	6647	6780	6917	7057	
<b>R5</b>	6207	6331	6457	6586	6717	6851	6989	7129	7271	7416	7565	
<b>R6</b>	6657	6791	6926	7065	7207	7350	7497	7647	7801	7957	8116	
<b>R7</b>	7140	7284	7430	7577	7729	7884	8041	8202	8366	8533	8704	
<b>R8</b>	7657	7810	7967	8126	8289	8454	8625	8797	8973	9152	9335	
<b>R9</b>	8211	8376	8543	8714	8888	9066	9248	9433	9621	9813	10009	
<b>R10</b>	8828	9005	9185	9369	9556	9747	9941	10141	10343	10551	10762	
<b>R11</b>	9491	9676	9872	10071	10271	10478	10686	10900	11120	11341	11568	
<b>R12</b>	10202	10405	10613	108826	11042	11262	11488	11718	11953	12192	12436	
<b>R13</b>	10966	11185	11409	11637	11870	12107	12349	12596	12848	13105	13367	
<b>R14</b>	11788	12024	12264	12510	12760	13015	13275	13540	13811	14087	14369	

(a) Salary steps are graduated approximately by a 2% separation. Step increases shall be performance based on the employee's anniversary hire date and shall be subject to Mayors 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)	1-Jan	Step Eligibility
R1	- N/A	N/A	N/A
R2	- Associate Planner (F/T)	Step A	1-Dec-2021
	- Asst. Building Inspector/Code Enforcement	Step E	1-July-2021
R3	- Community Services Director (87.5%)	Step E	1-Sep-2021
R4	- Court Administrator (90.0%)	Step H	1-Sep-2021
	- City Planner	Step A	1-Nov-2021
	- Firefighter	Step B	16-Jul-2021
	- Volunteer FF Coordinator	Step B	1-Jan-2021
R5	- N/A	N/A	N/A
R6	- City Clerk	Step C	1-Sep-2021
	Parks & Recreation Director	Initial	
R7	- Information Systems Manager	Step E	1-Jan-2021
	City Planning and Building Director	Initial	
R8	- Asst Fire Chief	N/A	N/A
R9	- Asst Police Chief	Step H	15-Apr-2021
	Public Works Director	Step E	1-Jan-2021
R10	- Finance Director	Step E	5-Aug-2021
R11	- Fire Chief	Step A	1-Aug-2021
R13	- Police Chief	N/A	N/A
R14	- City Administrator	Step F	1-Apr-2021