

CITY OF BUCKLEY, WASHINGTON
ORDINANCE NO. 01-25

**AN ORDINANCE OF THE CITY OF BUCKLEY, PIERCE COUNTY,
WASHINGTON, AMENDING THE CITY'S 2025 CITY EMPLOYEE SALARY
SCALE AND ESTABLISHING AN EFFECTIVE DATE.**

WHEREAS, the City Council adopted Ordinance No. 17-24 in December 2024, adopting the 2025 City Employee Salary Scale for exempt and hourly employees; and

WHEREAS, the salary scale included the 2024 wages for IUOE Local 302 represented employees; and

WHEREAS, the IUOE Local 302 represented employees have approved a new contract for 2025-2027, which includes wages; and

WHEREAS, the City Council needs to adopt the amended 2025 City Employee Salary Scale to reflect the new wages:

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 2025 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.

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 14th day of January 2025.



Beau Burkett, Mayor

Attest:



Treva Zumeck, City Clerk

APPROVED AS TO FORM:



Phil Olbrechts, City Attorney

Published: January 22, 2025

Effective: January 27, 2025

2025 CITY EMPLOYEE SALARY SCALES

Attachment A

2025 Exempt Salary Scale (4.0% Increase)											
	Initial Step	A	B	C	D	E	F	G	H	I	J
R1	\$ 5,310	\$ 5,416	\$ 5,524	\$ 5,635	\$ 5,748	\$ 5,861	\$ 5,978	\$ 6,098	\$ 6,219	\$ 6,345	\$ 6,474
R2	\$ 5,694	\$ 5,806	\$ 5,924	\$ 5,987	\$ 6,163	\$ 6,285	\$ 6,410	\$ 6,537	\$ 6,668	\$ 6,804	\$ 6,940
R3	\$ 6,108	\$ 6,229	\$ 6,352	\$ 6,479	\$ 6,611	\$ 6,741	\$ 6,874	\$ 7,015	\$ 7,155	\$ 7,298	\$ 7,444
R4	\$ 6,547	\$ 6,681	\$ 6,814	\$ 6,947	\$ 7,088	\$ 7,231	\$ 7,436	\$ 7,522	\$ 7,672	\$ 7,829	\$ 7,986
R5	\$ 7,024	\$ 7,165	\$ 7,308	\$ 7,454	\$ 7,601	\$ 7,754	\$ 7,909	\$ 8,068	\$ 8,227	\$ 8,392	\$ 8,561
R6	\$ 7,534	\$ 7,686	\$ 7,838	\$ 7,996	\$ 8,156	\$ 8,318	\$ 8,484	\$ 8,653	\$ 8,829	\$ 9,005	\$ 9,184
R7	\$ 8,080	\$ 8,243	\$ 8,408	\$ 8,575	\$ 8,746	\$ 8,923	\$ 9,100	\$ 9,282	\$ 9,467	\$ 9,656	\$ 9,850
R8	\$ 8,666	\$ 8,838	\$ 9,016	\$ 9,197	\$ 9,381	\$ 9,568	\$ 9,761	\$ 9,956	\$ 10,155	\$ 10,358	\$ 10,564
R9	\$ 9,291	\$ 9,479	\$ 9,668	\$ 9,861	\$ 10,059	\$ 10,261	\$ 10,466	\$ 10,676	\$ 10,889	\$ 11,105	\$ 11,327
R10	\$ 9,990	\$ 10,191	\$ 10,395	\$ 10,603	\$ 10,815	\$ 11,030	\$ 11,250	\$ 11,475	\$ 11,704	\$ 11,941	\$ 12,179
R11	\$ 10,741	\$ 10,949	\$ 11,172	\$ 11,397	\$ 11,624	\$ 11,857	\$ 12,093	\$ 12,334	\$ 12,585	\$ 12,834	\$ 13,092
R12	\$ 11,545	\$ 11,775	\$ 12,010	\$ 12,252	\$ 12,496	\$ 12,745	\$ 13,001	\$ 13,261	\$ 13,527	\$ 13,798	\$ 14,073
R13	\$ 12,410	\$ 12,659	\$ 12,912	\$ 13,168	\$ 13,433	\$ 13,701	\$ 13,974	\$ 14,255	\$ 14,539	\$ 14,830	\$ 15,127
R14	\$ 13,341	\$ 13,608	\$ 13,879	\$ 14,158	\$ 14,440	\$ 14,728	\$ 15,023	\$ 15,323	\$ 15,629	\$ 15,942	\$ 16,261

(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 1/1/2025	Next Step Eligibility
R1	Court Clerk	C	1-Jan-2026
R2	N/A	N/A	N/A
R3	N/A	N/A	N/A
R4	Volunteer FF Coordinator	C	1-Jun-2025
R5	Firefighter	A	1-Jan-2026
R5	Firefighter/Captain	B	1-Jan-2026
R6	Senior Planner	A	1-Oct-2025
R6	Management Analyst	Initial	1-Nov-2025
R7	Court Administrator	B	1-Aug-2025
R7	City Clerk	D	1-Sep-2025
R8	N/A	N/A	N/A
R9	Parks and Recreation Director	D	1-Nov-2025
R10	Finance Director	J	N/A
R10	Information Systems Manager	B	1-Jan-2026
R10	Assistant Police Chief	J	N/A
R11	Public Services Director	G	1-Jan-2026
R12	N/A	N/A	N/A
R13	Police Chief	I	1-Jan-2026
R13	Fire Chief	C	1-Aug-2025
R14	City Administrator	F	1-Oct-2025

Public Works & Clerical Department Employee Salary Scale (5% Increase)							
January 1, 2025 to December 31, 2025							
<i>Classification</i>	0-6 Months	7-12 Months	13-24 Months	25-36 Months	37-48 Months	49-60 Months	61+ Months
Admin Assistant	\$ 3,831	\$ 3,949	\$ 4,065	\$ 4,188	\$ 4,316	\$ 4,446	\$ 4,579
Facility Maint/Custodial	\$ 3,894	\$ 4,010	\$ 4,131	\$ 4,254	\$ 4,385	\$ 4,516	\$ 4,651
Meter Reader	\$ 4,144	\$ 4,289	\$ 4,439	\$ 4,595	\$ 4,754	\$ 4,920	\$ 5,068
Police Records Clerk	\$ 4,681	\$ 4,821	\$ 4,967	\$ 5,113	\$ 5,267	\$ 5,424	\$ 5,587
Parks Maintenance 1	\$ 4,909	\$ 5,056	\$ 5,208	\$ 5,363	\$ 5,525	\$ 5,690	\$ 5,861
Support Service Officer	\$ 4,871	\$ 5,064	\$ 5,268	\$ 5,480	\$ 5,698	\$ 5,929	\$ 6,107
Parks Maintenance 2	\$ 5,131	\$ 5,285	\$ 5,443	\$ 5,606	\$ 5,777	\$ 5,949	\$ 6,128
Utility Billing/Deputy Clerk	\$ 5,131	\$ 5,285	\$ 5,443	\$ 5,606	\$ 5,777	\$ 5,949	\$ 6,128
Finance Assistant 1	\$ 5,183	\$ 5,414	\$ 5,661	\$ 5,915	\$ 6,179	\$ 6,458	\$ 6,652
Permit Tech/ PW Clerk	\$ 5,221	\$ 5,597	\$ 5,819	\$ 6,051	\$ 6,295	\$ 6,548	\$ 6,744
Utility Worker	\$ 5,822	\$ 5,999	\$ 6,176	\$ 6,362	\$ 6,554	\$ 6,750	\$ 6,953
Finance Assistant 2	\$ 5,441	\$ 5,686	\$ 5,945	\$ 6,210	\$ 6,489	\$ 6,780	\$ 6,984
WWTP Operator 1	\$ 6,056	\$ 6,131	\$ 6,311	\$ 6,501	\$ 6,697	\$ 6,899	\$ 7,105
Utility Systems Technician	\$ 6,089	\$ 6,271	\$ 6,460	\$ 6,654	\$ 6,853	\$ 7,060	\$ 7,272
Utility Work Lead	\$ 6,359	\$ 6,550	\$ 6,747	\$ 6,950	\$ 7,156	\$ 7,372	\$ 7,594
Asst PWD Supervisor	\$ 6,643	\$ 6,845	\$ 7,051	\$ 7,261	\$ 7,476	\$ 7,705	\$ 7,936
WWTP Supervisor	\$ 7,271	\$ 7,493	\$ 7,717	\$ 7,946	\$ 8,186	\$ 8,433	\$ 8,686
PWD Supervisor	\$ 7,309	\$ 7,527	\$ 7,754	\$ 7,987	\$ 8,225	\$ 8,471	\$ 8,726

Police Department Employee Salary Scale (3.5% Increase)						
January 1, 2025 to December 31, 2025						
<i>Classification</i>	0-6 Months	7-12 Months	13-24 Months	25-36 Months	37-48 Months	49+ Months
Patrol	\$ 6,899	\$ 7,244	\$ 7,606	\$ 7,986	\$ 8,386	\$ 8,611
Detective/Patrol Officer	\$9,041					
Sergeant	\$9,902					

Hourly Salary Scale (Non-Bargaining Unit) (4% Increase)	
Hourly or Contract Position	2025 Hourly
Municipal Judge*	\$2,653
Judge Pro-Tem	\$65.00
Wildland Firefighter	\$35.00
Recreation Coordinator	\$24.96 to \$31.20
Recreation Assistant	\$18.72 to \$23.92
Seasonal Utilities (PT)	\$16.93 to \$20.05
Senior Center Assistant	\$16.93 to \$19.07
Seasonal Parks (PT)	\$16.93 to \$18.00
Senior Center Cook	\$17.46 to \$18.00

* The Municipal Judge is paid monthly at the listed salary