

CITY OF BUCKLEY, WASHINGTON

ORDINANCE NO. 02-20

AN ORDINANCE OF THE CITY OF BUCKLEY, PIERCE COUNTY,  
WASHINGTON, AMENDING THE CITY'S 2020 CITY EMPLOYEE SALARY  
SCALE AND ESTABLISHING AN EFFECTIVE DATE.

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**WHEREAS**, the City Council adopted Ord #25-19 in November, 2019 adopting the 2020 salary scale for exempt and hourly employees; and

**WHEREAS**, the exempt salary scale provided a new position entitled Building Inspector/Code Enforcement; and

**WHEREAS**, in attempting to fill the new vacant position City staff determined that portions of the duties and responsibilities of the new position conflicted with the intended purpose of the new position; and

**WHEREAS**, the intended purpose of the new position was to be of limited duration to assist with the current housing boom in residential growth and train to assume the position of Building Official upon the retirement of the City's current employee within the next 12-24 months and the job description has been revised to more specifically address the intended job duties during the limited term of the position; and

**WHEREAS**, the City Council desires to amend the salary schedule in consideration of the amended job description:

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

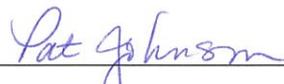
**Section 1.** The City Council hereby adopts Exhibit A, entitled "Amended 2020 City Employee Salary Scale," attached and incorporated by this reference as if set forth in full, representing the salary ranges for the designated positions classifications. Newly hired employees will be placed at the first 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.

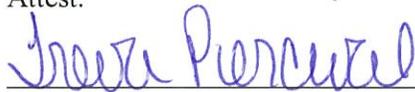
**Section 2.** Severability. If any section, sentence, clause or phrase of this Ordinance should be held to be invalid or unconstitutional by a court of competent jurisdiction, such invalidity or unconstitutionality of any other section, sentence, clause or phrase of this Ordinance.

**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.

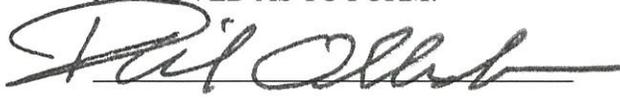
Introduced, passed, and approved this 25<sup>th</sup> day of February 2020.

  
\_\_\_\_\_  
Pat Johnson, Mayor

Attest:

  
\_\_\_\_\_  
Treva Percival, City Clerk

APPROVED AS TO FORM:

  
\_\_\_\_\_  
Phil Olbrechts, City Attorney

PUBLISHED: March 4, 2020

EFFECTIVE: March 9, 2020

**Exhibit A: 2020 CITY EMPLOYEE SALARY SCALE**

2020 CITY EMPLOYEE SALARY SCALE											
2020 EXEMPT SALARY SCALE											
	Initial step	A	B	C	D	E	F	G	H	I	J
R1	4,600	4,691	4,786	4,882	4,979	5,079	5,180	5,283	5,388	5,497	5,608
R2	4,933	5,030	5,132	5,234	5,339	5,444	5,554	5,664	5,777	5,894	6,012
R3	5,291	5,396	5,504	5,613	5,727	5,840	5,956	6,076	6,198	6,323	6,449
R4	5,672	5,787	5,902	6,019	6,140	6,264	6,389	6,517	6,647	6,781	6,916
R5	6,085	6,207	6,330	6,457	6,585	6,717	6,852	6,989	7,129	7,271	7,417
R6	6,527	6,657	6,791	6,926	7,065	7,207	7,350	7,497	7,648	7,801	7,957
R7	7,001	7,140	7,284	7,430	7,577	7,729	7,884	8,041	8,202	8,366	8,533
R8	7,508	7,657	7,810	7,967	8,126	8,289	8,454	8,625	8,797	8,973	9,152
R9	8,050	8,211	8,376	8,543	8,714	8,888	9,066	9,248	9,433	9,621	9,813
R10	8,655	8,828	9,005	9,185	9,369	9,556	9,747	9,941	10,141	10,343	10,551
R11	9,303	9,491	9,679	9,872	10,071	10,271	10,478	10,686	10,900	11,120	11,341
R12	10,001	10,202	10,405	10,613	10,826	11,042	11,262	11,488	11,718	11,953	12,192

(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
R2	-	Associate Planner (F/T)	1-Dec-2020
NEW	-	Assistant Building Official	1-TBD-2021
R3	-	Community Services Director (87.5%)	1-Sep-2020
R4	-	Court Administrator (90.0%)	1-Aug-2020
	-	City Planner	1-Nov-2020
	-	Firefighter	16-Jul-2020
	-	Volunteer FF Coordinator	1-Jan-2021
R5	-	Building Official	1-Oct-2020
R6	-	City Clerk	1-Sep-2020
R7	-	Information Systems Manager	1-Jan-2021
R8	-	Asst Fire Chief	1-Jan-2021
R9	-	Asst Police Chief	15-Apr-2020
	-	Public Works Director	1-Jan-2021
R10	-	Finance Director	5-Aug-2020
R11	-	Fire Chief	1-Jan-2021
	-	Police Chief	1-Apr-2020
R12	-	City Administrator	26-Nov-2020

**2020 Hourly Employee Scale:**

<b>2020 HOURLY SCALE (NON-BARGAINING UNIT 3.0%)</b>				
<b>Hourly or Contract Position</b>	<b>2019 hourly</b>	<b>2020 hourly</b>	<b>COLA Increase</b>	<b>Monthly</b>
Municipal Judge	N/A	N/A	N/A	\$2,575
Judge Pro-Tem	\$58.24	\$59.99	3.00%	N/A
Court Clerk I	\$23.41 to \$26.41	\$24.11 to \$27.20	3.00%	N/A
Court Security	\$23.07	\$23.76	3.00%	N/A
Temp Firefighter (P/T)	\$15.00	\$15.45	3.00%	N/A
Fire Admin Asst (P/T)	\$19.60	\$20.19	3.00%	N/A
Youth Center Coordinator	\$15.37 to \$18.67	\$15.83 to \$19.23	3.00%	N/A
Youth Asst P/T (min)	\$12.00 to \$13.45	\$13.50 to \$13.91	State Min - 3.0%	N/A
Seasonal Parks P/T	\$12.00 to \$13.45	\$13.50 to \$13.91	State Min - 3.0%	N/A
Seasonal Utility P/T	\$13.72 to \$16.48	\$14.13 to \$16.97	3.00%	N/A
Planning Assistant P/T	\$18.81	\$19.37	3.00%	N/A
Activities Coordinator	\$15.37 to \$18.67	\$15.83 to \$19.23	3.00%	N/A
Temp Paramedic (P/T)	\$20.00	\$20.60	N/A	N/A
PD Records Clerk P/T	\$20.00	\$20.60	N/A	N/A
Senior Center Cook	\$14.35	\$14.78	N/A	N/A

**2020 - Bargaining Unit Salaries**

<b>Police Department Employee Salaries (12.0%) - Per Contract</b>						
<b>(January 1, 2020 to December 31, 2020)</b>						
<b>Classification</b>	<b>0-6 mos</b>	<b>7-12 mos</b>	<b>13-24 mos</b>	<b>25-36 mos</b>	<b>37-48 mos</b>	<b>49+ mos</b>
Patrol	\$5,673	\$5,956	\$6,254	\$6,567	\$6,895	\$7,081
Detective Patrol/Officer	\$5,900	\$6,195	\$6,504	\$6,830	\$7,171	\$7,363
Sergeant	\$6,312	\$6,628	\$6,960	\$7,308	\$7,673	\$7,879

<b>Public Works &amp; Clerical Department Employee Salaries (3.0%)</b>						
<b>(January 1, 2020 to December 31, 2020)</b>						
<b>Classification</b>	<b>0-6 mos</b>	<b>7-12 mos</b>	<b>13-24 mos</b>	<b>25-36 mos</b>	<b>37-48 mos</b>	<b>49+ mos</b>
Cemetery Caretaker	\$4,134	\$4,258	\$4,385	\$4,517	\$4,653	\$4,792
Maint Parks/Bldg	\$2,735	\$2,817	\$2,902	\$2,988	\$3,079	\$3,171
Admin Assistant	\$3,243	\$3,342	\$3,441	\$3,546	\$3,652	\$3,762
Meter Reader (NEW)	\$3,507	\$3,630	\$3,757	\$3,888	\$4,024	\$4,165
Police Records Clerk	\$3,780	\$3,894	\$4,011	\$4,131	\$4,254	\$4,382
Support Services Officer	\$3,936	\$4,091	\$4,256	\$4,426	\$4,603	\$4,789
Maint Parks/Bldg	\$4,154	\$4,279	\$4,407	\$4,539	\$4,676	\$4,815
Utility Billing/Deputy	\$4,342	\$4,472	\$4,607	\$4,744	\$4,888	\$5,034
Finance Assistant	\$4,386	\$4,582	\$4,790	\$5,005	\$5,229	\$5,465
Permit Tech/PW Clerk	\$4,419	\$4,735	\$4,925	\$5,121	\$5,327	\$5,540
Utility Worker	\$4,927	\$5,076	\$5,226	\$5,384	\$5,546	\$5,712
Utility Systems	\$5,153	\$5,307	\$5,467	\$5,631	\$5,800	\$5,974
Utility Worker Lead	\$5,381	\$5,543	\$5,710	\$5,881	\$6,056	\$6,238

WWTP Operator I	\$5,124	\$5,187	\$5,341	\$5,502	\$5,668	\$5,838
Asst PWD Supervisor	\$5,623	\$5,792	\$5,967	\$6,144	\$6,327	\$6,520
WWTP Supervisor	\$5,873	\$6,053	\$6,234	\$6,420	\$6,614	\$6,812
PWD Supervisor	\$6,186	\$6,370	\$6,561	\$6,758	\$6,961	\$7,169
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>		
Utility Maint Apprentice	\$4,115	\$4,239	\$4,365	\$4,497		