

CITY OF BUCKLEY, WASHINGTON

ORDINANCE NO. 12-18

**AN ORDINANCE OF THE CITY OF BUCKLEY,
WASHINGTON, AMENDING THE CITY'S 2018
CITY EMPLOYEE SALARY SCALE AND
ESTABLISHING AN EFFECTIVE DATE.**

WHEREAS, in November, 2018 the City Council adopted the 2018 Employee Salary Scale that included salaries for exempt, those covered by bargaining unit contract, part-time and hourly; and

WHEREAS, on April 24, 2018 the City Council approved the newly negotiated bargaining unit contract with the International Union of Operating Engineers, Local 286 that established wages for covered positions for the period 2018-2020; and

WHEREAS, administrative analysis of the position classification of I.T. Systems Support Specialist demonstrates that the position performs higher and more complex duties and responsibilities that more closely align with that of an Information Systems Manager that surveys at a higher compensation level; and

WHEREAS, as a result of the analysis the City desires to reclassify the I.T. Systems Support Specialist to that of Information Systems Manager and adjusting the salary range for the position to R7 of the 2018 Salary Scale; and

WHEREAS, based upon a restructuring plan for the City Planning Department the City desires to reduce the City Planner position to $\frac{3}{4}$ time and increase the Associate Planner from a $\frac{3}{4}$ time position to full-time to better respond to the influx of short range land use permit activities that is inundating the department; and

WHEREAS, in evaluating the planning department restructuring plan it was identified that compensation for the Associate Planner position had not been surveyed in more than 10 years and had not been part of the citywide exempt survey conducted in 2013; and

WHEREAS, a comparative survey for the position reveals that the current salary for the Associate Planner position is (-3.8%) under survey average; however, the next range up at R3

would be 3.2% over survey average, therefore it is being recommended that the Associate Planner be advanced to R2, Step 5 to be commensurate with survey averages; and

WHEREAS, in order to provide additional support to the Planning Department the City desires to add a part-time planning intern to assist the Associate Planner with short range planning duties; and

WHEREAS, the City Council desires to amend the 2018 Salary Scale to reflect these changes.

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 2018 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 unconstitutionality 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.

APPROVED by the Buckley City Council this 10th day of July, 2018.


MAYOR, PAT JOHNSON

ATTEST/AUTHENTICATED:



JOANNE STARR, CITY CLERK

APPROVED AS TO FORM

OFFICE OF THE CITY ATTORNEY:

PUBLISHED: July 18, 2018

BY 

PHIL OLBRECHTS

EFFECTIVE: July 23, 2018

Exhibit A: AMENDED 2018 CITY EMPLOYEE SALARY SCALE

2018 CITY EMPLOYEE SALARY SCALE											
2018 EXEMPT SALARY SCALE (2.5%)											
	Initial step	A	B	C	D	E	F	G	H	I	J
R1	4,274	4,358	4,446	4,536	4,626	4,718	4,813	4,909	5,006	5,107	5,210
R2	4,583	4,673	4,768	4,862	4,960	5,058	5,160	5,263	5,368	5,476	5,585
R3	4,916	5,014	5,113	5,215	5,320	5,425	5,534	5,645	5,758	5,874	5,992
R4	5,270	5,376	5,483	5,592	5,705	5,819	5,936	6,055	6,176	6,300	6,426
R5	5,653	5,767	5,881	5,999	6,118	6,241	6,366	6,493	6,623	6,756	6,891
R6	6,064	6,185	6,309	6,435	6,564	6,696	6,829	6,966	7,105	7,247	7,392
R7	6,504	6,634	6,767	6,903	7,039	7,181	7,325	7,471	7,620	7,773	7,928
R8	6,975	7,114	7,256	7,402	7,550	7,701	7,854	8,013	8,173	8,337	8,503
R9	7,479	7,629	7,782	7,937	8,096	8,258	8,423	8,592	8,764	8,939	9,117
R10	8,041	8,202	8,366	8,533	8,704	8,878	9,055	9,236	9,422	9,609	9,802
R11	8,643	8,818	8,992	9,172	9,357	9,543	9,735	9,928	10,127	10,331	10,537
R12	9,292	9,479	9,667	9,860	10,058	10,258	10,463	10,673	10,887	11,105	11,327
<p>(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.</p> <p>(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.</p>											
Salary Range	Position Classification(s)	1-Jan	Step Eligibility								
R1	-	N/A	N/A								
R2	-	Associate Planner (F/T)	Step D	1-Jan							
R3	-	Court Administrator (87.5%)	Step F	1-Sep							
	-	Recreation Services Director	Step D	12-May							
R4	-	City Clerk	Step H	1-Jan							
	-	Planner (75%)	Step G	1-Jan							
R5	-	Building Official	Step I	1-Oct							
R6	-	N/A	N/A	N/A							
R7	-	Information Systems Manager	Initial	1-Jan							
R8	-	Finance Director	Step H	1-Dec							
	-	Asst Police Chief	Step H	15-Apr							
	-	Asst Fire Chief	Step F	1-Jan							
	-	Utility Superintendent	Step E	1-Jan							
R9	-	Fire Chief	Step J	1-Jan							
	-	Public Works Director	N/A	N/A							
R10	-	Police Chief	Step J**	1-Apr							
R11	-	N/A	N/A	N/A							
R12	-	City Administrator	Step J***	26-Nov							
<p>**Note: In addition the Police Chief shall receive a monthly stipend of \$200 while managing the Wilkeson Police Contract for the City of Buckley.</p> <p>***Note: In addition the City Administrator shall receive a monthly stipend of \$150 while acting as the City's Public Works Director.</p>											

2018 HOURLY SCALE (NON-BARGAINING UNIT 2.5%)				
Hourly or Contract Position	2017 hourly	2018 hourly	COLA Increase	Monthly
Municipal Judge	N/A	N/A	2.50%	\$1,975
Judge Pro-Tem	\$54.38	\$55.74	2.50%	N/A
Court Clerk I	\$21.85 to \$24.65	\$22.40 to \$25.27	2.50%	N/A
Court Security	\$21.54	\$22.08	2.50%	N/A
Regular Firefighter (P/T)	\$29.36	\$30.09	2.50%	N/A
Temp Firefighter (P/T)	\$15.68	\$16.07	2.50%	N/A
Fire Admin Asst (P/T)	\$15.72	\$16.12	2.50%	N/A
Youth Center Coordinator	\$14.35 to \$17.43	\$14.71 to \$17.87	2.50%	N/A
Youth Asst P/T (min)	\$9.53 to \$12.56	\$11.50 to \$12.87	State Min - 2.5%	N/A
Seasonal Parks P/T	\$9.53 to \$12.56	\$11.50 to \$12.87	State Min - 2.5%	N/A
Seasonal Senior Aide -Parks P/T	\$15.68 to \$18.82	N/A	N/A	N/A
Meter Reader	\$18.98	\$19.45	2.50%	N/A
Seasonal Utility P/T	\$12.81 to \$15.38	\$13.13 to \$15.77	2.50%	N/A
Planning Assistant P/T	N/A	\$18.00	N/A	N/A

2018 Bargaining Unit Salaries/Contract

Police Department Employee Salaries (2.0%) - Per Contract						
(January 1, 2018 to December 31, 2018)						
Classification	0-6 mos	7-12 mos	13-24 mos	25-36 mos	37-48 mos	49+ mos
Patrol	\$4,966	\$5,214	\$5,475	\$5,748	\$6,036	\$6,198
Detective Patrol/Officer	\$5,164	\$5,422	\$5,694	\$5,978	\$6,277	\$6,446
Sergeant	\$5,526	\$5,802	\$6,092	\$6,397	\$6,717	\$6,897

Public Works & Clerical Department Employee Salaries						
(January 1, 2018 to December 31, 2018)						
Classification	0-6 mos	7-12 mos	13-24 mos	25-36 mos	37-48 mos	49+ mos
Cemetery Caretaker	\$3,887	\$4,004	\$4,124	\$4,248	\$4,376	\$4,506
Maint Parks/Bldg Custodial	\$2,572	\$2,649	\$2,728	\$2,810	\$2,895	\$2,982
Admin Assistant	\$3,050	\$3,143	\$3,235	\$3,334	\$3,434	\$3,537
Police Records Clerk	\$3,555	\$3,662	\$3,772	\$3,884	\$4,001	\$4,120
Support Services Officer	\$3,701	\$3,847	\$4,002	\$4,162	\$4,328	\$4,503
Maint Parks/Bldg	\$3,906	\$4,023	\$4,144	\$4,268	\$4,397	\$4,528
Utility Billing/Deputy Clerk	\$4,083	\$4,205	\$4,332	\$4,461	\$4,596	\$4,734
Permit Tech/PW Clerk	\$4,155	\$4,453	\$4,631	\$4,815	\$5,009	\$5,210
Utility Worker	\$4,633	\$4,773	\$4,914	\$5,062	\$5,215	\$5,371
Utility Systems Technician	\$4,845	\$4,990	\$5,141	\$5,295	\$5,454	\$5,618
Utility Worker Lead	\$5,059	\$5,212	\$5,369	\$5,530	\$5,695	\$5,866
WWTP Operator I	\$4,818	\$4,878	\$5,022	\$5,174	\$5,329	\$5,489
Asst PWD Supervisor	\$5,287	\$5,447	\$5,610	\$5,777	\$5,949	\$6,131
WWTP Supervisor	\$5,523	\$5,692	\$5,862	\$6,037	\$6,219	\$6,406
PWD Supervisor	\$5,816	\$5,989	\$6,170	\$6,355	\$6,546	\$6,741
	Step A	Step B	Step C	Step D		
Utility Maint Apprentice	\$3,870	\$3,986	\$4,105	\$4,228		