

**CITY OF BUCKLEY, WASHINGTON**

**ORDINANCE NO. 15 - 15**

**AN ORDINANCE OF THE CITY OF BUCKLEY,  
WASHINGTON, AMENDING THE CITY'S 2015  
CITY EMPLOYEE SALARY SCALE.**

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**WHEREAS**, on November 25, 2014 the City Council adopted the 2015 City Employee Salary Scale that established wages for exempt and hourly employees for the 2015 budget year; and

**WHEREAS**, the 2015 Salary Scale also listed bargaining unit salaries that had been approved separately through labor agreements; and

**WHEREAS**, in March, 2015 the City's WWTP Supervisor position became vacant and the City has advertised for the position and received interest from "qualified" applicants, but due to Union conflicts is unable to fill the position until disposition of the conflicts has occurred; and

**WHEREAS**, the City has need of a State Certified Operator Group III or above to oversee process controls and daily operation and maintenance of the WWTP for an interim period until the vacant position is filled; and

**WHEREAS**, to satisfy this need the Mayor is proposing to appoint a "qualified" individual to the WWTP supervisor position as an interim "temporary" employee until such time that the conflict with the Union is resolved; and

**WHEREAS**, the 2015 City Employee Salary Scale does not have a wage established for a temporary WWTP supervisor position so one needs to be established; and

**WHEREAS**, the City Council concurs with the recommendation and desires to establish an hourly rate for the position of interim "temporary" WWTP supervisor; now, therefore

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

**Section 1.** The City Council hereby amends the "2015 City Employee Salary Scale", as attached as Exhibit A and incorporated by this reference as if set forth in full, representing the salary ranges for the designated position classification.

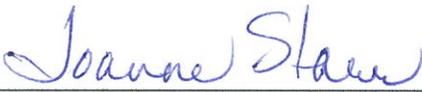
**Section 2.**      **Severability.** If any section, sentence, clause or phrase of this ordinance should be held to be invalid or unconstitutional by a court of competent jurisdiction, such invalidity or unconstitutionality shall not affect the validity or constitutionality of any other section, sentence, 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 9<sup>th</sup> day of June, 2015.

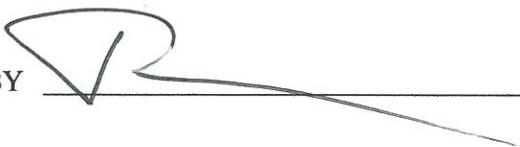
  
\_\_\_\_\_  
MAYOR, PAT JOHNSON

ATTEST/AUTHENTICATED:

  
\_\_\_\_\_  
JOANNE STARR, CITY CLERK

APPROVED AS TO FORM

OFFICE OF THE CITY ATTORNEY:

BY \_\_\_\_\_

PUBLISHED: June 17, 2015

EFFECTIVE: June 22, 2015

**EXHIBIT A: 2015 CITY EMPLOYEE SALARY SCALE**

2015 CITY EMPLOYEE SALARY SCALE											
2015 EXEMPT SALARY SCALE (3.0%)											
	Initial step	A	B	C	D	E	F	G	H	I	J
R1	3,988	4,067	4,149	4,232	4,317	4,403	4,491	4,580	4,672	4,766	4,862
R2	4,276	4,361	4,449	4,537	4,628	4,720	4,815	4,911	5,009	5,110	5,212
R3	4,587	4,678	4,772	4,867	4,965	5,063	5,164	5,268	5,374	5,481	5,591
R4	4,918	5,017	5,117	5,219	5,324	5,430	5,539	5,650	5,763	5,878	5,996
R5	5,275	5,381	5,488	5,598	5,709	5,824	5,940	6,059	6,180	6,304	6,430
R6	5,659	5,772	5,887	6,005	6,125	6,248	6,373	6,500	6,630	6,763	6,898
R7	6,070	6,190	6,315	6,441	6,569	6,701	6,835	6,972	7,111	7,253	7,398
R8	6,509	6,638	6,771	6,907	7,045	7,186	7,329	7,477	7,626	7,779	7,934
R9	6,979	7,119	7,262	7,407	7,555	7,706	7,860	8,018	8,178	8,341	8,508
R10	7,504	7,654	7,807	7,963	8,123	8,284	8,450	8,619	8,792	8,967	9,147
R11	8,066	8,228	8,391	8,559	8,731	8,905	9,084	9,265	9,450	9,640	9,832
R12	8,671	8,845	9,021	9,201	9,385	9,573	9,764	9,960	10,159	10,363	10,570

(a) Salary steps are graduated 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	N/A	N/A
R3	- Court Administrator (87.5%)	Step B	8/1/2015
	- Recreation Services Director	Step A	5/12/2015
R4	- City Clerk	Step E	1/1/2016
	- Planner (87.5%)	Step D	1/1/2016
R5	- Building Official	Step G****	4/1/2015
R6	- Com & I.T. Services Manager	Step C	1/1/2016
R7	- N/A	N/A	N/A
R8	- Finance Director	Step E	12/1/2015
	- Asst Police Chief	Step E	4/15/2015
	- Asst Fire Chief (New)	Step C	1/1/2016
R9	- Fire Chief	Step J	1/1/2016
	- Public Works Director	N/A	N/A
R10	- Police Chief	Step F**	4/1/2015
R11	- N/A	N/A	N/A
R12	- City Administrator	Step G***	11/26/2015

\*\*Note: In addition the Police Chief shall receive a monthly stipend of \$200 while managing the Wilkeson Police Contract for the City of Buckley.

\*\*\*Note: In addition the City Administrator shall receive a monthly stipend of \$250 while acting as the City's Public Works Director.

\*\*\*\*Note: In addition the Building Official shall receive a monthly stipend of \$200 while performing shared contract with Edgewood. The Building Official shall also receive an additional monthly stipend of \$200 while actively training an individual through a State sponsored OJT Program.

**2015 Proposed Hourly Employee Scale:**

<b>2015 HOURLY SCALE (NON-BARGAINING UNIT 3.0% Avg)</b>				
<b>Hourly or Contract Position</b>	<b>2014 hourly</b>	<b>2015 hourly</b>	<b>COLA Increase</b>	<b>Monthly</b>
Municipal Judge	N/A	N/A	3.00%	\$1,843
Judge Pro-Tem	\$51.50	\$53.05	3.00%	N/A
Court Clerk I	\$20.29 to \$22.89	\$20.90 to \$23.58	3.00%	N/A
Court Security	\$20.00	\$20.60	0.00%	N/A
Regular Firefighter (P/T)	\$25.89	\$28.08	8.50%	N/A
Temp Firefighter (P/T)	\$15.69	\$15.00	-4.40%	N/A
Asst. Fire Chief	\$20.20	\$20.00	-0.99%	N/A
Fire Admin Asst (P/T)	\$14.51	\$14.95	3.00%	N/A
Youth Center Coordinator	\$13.00 to \$15.53	\$13.39 to \$16.00	3.00%	N/A
Youth Asst P/T (min)	\$9.32	\$9.47 to \$12.00	State Min - 26.7%	N/A
Seasonal Parks P/T	\$9.32	\$9.47 to \$12.00	State Min - 26.7%	N/A
Seasonal Senior Aide -Parks P/T	N/A	\$15.00 to \$18.00	New	N/A
Meter Reader	\$17.63	\$18.16	3.00%	N/A
Seasonal Utility P/T	\$10.00	\$10.00 to \$12.50	0% - 25%	N/A
WWTP Supervisor P/T Temp	N/A	\$50.00	N/A	N/A

**2015 - Bargaining Unit Salaries**

<b>Police Department Employee Salaries (3.0%)</b>						
<b>(January 1, 2015 to December 31, 2015)</b>						
<b>Classification</b>	<b>0-6 mos</b>	<b>7-12 mos</b>	<b>13-24 mos</b>	<b>25-36</b>	<b>37-48 mos</b>	<b>49+ mos</b>
Patrol	\$4,646	\$4,847	\$5,099	\$5,304	\$5,509	\$5,656
Detective Patrol/Officer	\$4,832	\$5,041	\$5,303	\$5,516	\$5,730	\$5,882
Sergeant	\$5,157	\$5,380	\$5,660	\$5,887	\$6,115	\$6,278

<b>Public Works &amp; Clerical Department Employee Salaries (3.0%)</b>						
<b>(January 1, 2015 to December 31, 2015)</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	\$3,622	\$3,730	\$3,842	\$3,958	\$4,077	\$4,199
Maint Parks/Bldg Custodial	\$2,385	\$2,457	\$2,530	\$2,606	\$2,684	\$2,765
Admin Assistant	\$2,828	\$2,914	\$3,000	\$3,091	\$3,184	\$3,279
Police Records Clerk	\$3,296	\$3,395	\$3,497	\$3,602	\$3,710	\$3,821
Support Services Officer	\$3,431	\$3,568	\$3,711	\$3,860	\$4,014	\$4,175
Maint Parks/Bldg	\$3,622	\$3,730	\$3,842	\$3,958	\$4,077	\$4,199
Utility Billing/Deputy Clerk	\$3,786	\$3,900	\$4,017	\$4,136	\$4,262	\$4,389
Permit Tech/PW Clerk	\$3,853	\$4,128	\$4,294	\$4,465	\$4,644	\$4,830
Utility Worker	\$4,296	\$4,425	\$4,557	\$4,694	\$4,835	\$4,980
Utility Worker Lead	\$4,691	\$4,832	\$4,978	\$5,127	\$5,280	\$5,439
Asst PWD Supervisor	\$4,902	\$5,050	\$5,202	\$5,357	\$5,517	\$5,684
WWTP Supervisor	\$5,122	\$5,277	\$5,435	\$5,598	\$5,767	\$5,939
PWD Supervisor	\$5,393	\$5,554	\$5,721	\$5,893	\$6,070	\$6,251