

CITY OF BUCKLEY, WASHINGTON

ORDINANCE NO. 24-17

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

WHEREAS, in December, 2003 the City Council adopted a salary scale for exempt employees by Resolution; and

WHEREAS, in July, 2012 the City Council modified the salary scale to add all City employees' salaries to the scale to include exempt, those covered by bargaining unit contract, part-time and hourly, and adopted the scale by Ordinance; and

WHEREAS, the City Council desires to compensate exempt and hourly employees with a fair and equitable wage comparative with other public agencies for the position and duties assigned and to reflect increases in cost of living; and

WHEREAS, the Consumer Price Index published by the Bureau of Labor indicates that the Seattle-Tacoma CPI Index from October, 2016 to October, 2017 reflected a change of 3.0%; and

WHEREAS, the City Council has reviewed revenues and expenditures for 2018 and determined that due to the current economic climate and concern over limited resources that wage and salary increases must be fair but also reflect current conditions; and

WHEREAS, based on this analysis the City Council has determined that cost of living increases for exempt and hourly employees shall be 2.5% for 2018; and

WHEREAS, Washington State voters approved an increase in the state's minimum wage through passage of Initiative 1433 in 2016 and pursuant to this Initiative, beginning January 1, 2018, the minimum wage will increase to \$11.50. The City's salary scale for exempt and hourly employees has been adjusted to incorporate this new minimum wage;

WHEREAS, the City is currently in negotiation with the International Union of Operating Engineers, Local 286 over salaries and benefits for public works & clerical department employees so the scale reflects salaries approved for 2017 until such time that an agreement can be reached on a new labor contract.

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 “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 28th day of November, 2017.


MAYOR, PAT JOHNSON

ATTEST/AUTHENTICATED:


JOANNE STARR, CITY CLERK

APPROVED AS TO FORM

OFFICE OF THE CITY ATTORNEY:

PUBLISHED: December 6, 2017

BY 
PHIL OLBRECHTS

EFFECTIVE: December 11, 2017

Exhibit A: 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
(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 (75%)	Initial	1-Jan								
R3 -	Court Administrator (87.5%)	Step F	1-Sep								
-	Recreation Services Director	Step D	12-May								
-	I.T. Systems Support Specialist	Step C	1-Jan								
R4 -	City Clerk	Step H	1-Jan								
-	Planner	Step G	1-Jan								
R5 -	Building Official	Step I	1-Oct								
R6 -	N/A	N/A	N/A								
R7 -	N/A	N/A	N/A								
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								
**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 \$150 while acting as the City's Public Works Director.											

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

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 (under negotiation)						
(January 1, 2017 to December 31, 2017)						
Classification	0-6 mos	7-12 mos	13-24 mos	25-36 mos	37-48 mos	49+ mos
Cemetery Caretaker	\$3,781	\$3,894	\$4,011	\$4,132	\$4,257	\$4,384
Maint Parks/Bldg Custodial	\$2,490	\$2,565	\$2,642	\$2,720	\$2,802	\$2,886
Admin Assistant	\$2,953	\$3,042	\$3,132	\$3,227	\$3,324	\$3,424
Police Records Clerk	\$3,441	\$3,544	\$3,651	\$3,760	\$3,873	\$3,989
Support Services Officer	\$3,582	\$3,725	\$3,874	\$4,030	\$4,190	\$4,359
Maint Parks/Bldg	\$3,781	\$3,894	\$4,011	\$4,132	\$4,257	\$4,384
Utility Billing/Deputy Clerk	\$3,953	\$4,071	\$4,193	\$4,318	\$4,449	\$4,582
Permit Tech/PW Clerk	\$4,022	\$4,310	\$4,483	\$4,661	\$4,848	\$5,043
Utility Worker	\$4,485	\$4,620	\$4,757	\$4,901	\$5,048	\$5,199
Utility Systems Technician	\$4,691	\$4,831	\$4,976	\$5,126	\$5,279	\$5,438
Utility Worker Lead	\$4,897	\$5,045	\$5,197	\$5,353	\$5,513	\$5,678
Asst PWD Supervisor	\$5,118	\$5,272	\$5,431	\$5,592	\$5,759	\$5,934
WWTP Supervisor	\$5,347	\$5,510	\$5,674	\$5,844	\$6,020	\$6,200
PWD Supervisor	\$5,630	\$5,798	\$5,972	\$6,152	\$6,336	\$6,526
	Step A	Step B	Step C	Step D		
Utility Maint Apprentice	\$3,746	\$3,859	\$3,973	\$4,093		