

CITY OF BUCKLEY, WASHINGTON

ORDINANCE NO. 24-18

**AN ORDINANCE OF THE CITY OF BUCKLEY, PIERCE COUNTY,
WASHINGTON, ADOPTING THE CITY'S 2019 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, in the Spring of 2018, the City Council tasked City admin staff with conducting and completing an exempt employee competitive salary survey; and

WHEREAS, City staff completed the competitive salary survey which identified that there was a wide disparity between the comparative wages. Out of fifteen (15) positions evaluated, three (3) positions compared at or higher than the survey. Seven (7) positions were identified with the widest disparity surveyed from lows of between -6.88% to -16.48% from comparative salary ranges; and

WHEREAS, the completed salary survey was presented to the Admin/Finance and Public Safety (A/F/PS) Committee in August 2018 along with preliminary steps and/or recommendations to address the differentials; and

WHEREAS, the A/F/PS Committee reviewed this survey data along with the Administration's recommendations, and after discussion and deliberation forwarded a revised exempt salary scale for consideration to the full City Council at the Budget Workshop on November 6, 2018; and

WHEREAS, the Consumer Price Index published by the Bureau of Labor indicates that the Seattle-Tacoma CPI Index from October 2017 to October 2018 reflected a change of 3.1% and;

WHEREAS, the City Council has reviewed revenues and expenditures for 2019 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 increase for exempt and hourly employees shall be 4.5% for 2019; 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, 2019, the minimum wage will increase to \$12.00. The City's salary scale for exempt and hourly employees has been adjusted to incorporate this new minimum wage.

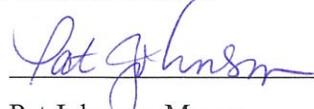
NOW THEREFORE THE CITY COUNCIL OF THE CITY OF BUCKLEY, PIERCE COUNTY, WASHINGTON, DO ORDAIN AS FOLLOWS:

Section 1. The City Council hereby adopts Exhibit A, entitled "2019 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.

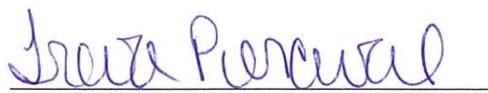
Section 3. Effective Date. This Ordinance or a summary thereof consisting of the title shall be published in the official newspaper of the City, and shall take effect and be in full force five (5) days after publication.

Introduced, passed, and approved this 11th day of December 2018.



Pat Johnson, Mayor

Attest:



Treva Percival, City Clerk

APPROVED AS TO FORM:



Phil Olbrechts, City Attorney

PUBLISHED: December 19, 2018

EFFECTIVE: December 24, 2018

Exhibit A: 2019 CITY EMPLOYEE SALARY SCALE

2019 CITY EMPLOYEE SALARY SCALE											
2019 EXEMPT SALARY SCALE (4.5%)											
	Initial step	A	B	C	D	E	F	G	H	I	J
R1	4,466	4,554	4,646	4,740	4,834	4,931	5,029	5,129	5,232	5,337	5,445
R2	4,789	4,883	4,982	5,081	5,183	5,285	5,392	5,499	5,609	5,722	5,836
R3	5,137	5,239	5,343	5,450	5,560	5,670	5,783	5,899	6,018	6,138	6,261
R4	5,507	5,618	5,730	5,844	5,962	6,081	6,203	6,327	6,453	6,583	6,715
R5	5,908	6,026	6,146	6,269	6,393	6,522	6,652	6,785	6,921	7,060	7,201
R6	6,337	6,463	6,593	6,725	6,860	6,997	7,136	7,279	7,425	7,573	7,725
R7	6,797	6,932	7,072	7,213	7,356	7,504	7,655	7,807	7,963	8,122	8,285
R8	7,289	7,434	7,582	7,735	7,890	8,048	8,208	8,374	8,541	8,712	8,885
R9	7,816	7,972	8,132	8,295	8,460	8,630	8,802	8,979	9,159	9,341	9,528
R10	8,403	8,571	8,743	8,917	9,096	9,277	9,463	9,652	9,846	10,041	10,243
R11	9,032	9,215	9,397	9,585	9,778	9,972	10,173	10,375	10,583	10,796	11,011
R12	9,710	9,905	10,102	10,304	10,510	10,720	10,934	11,154	11,376	11,605	11,836

(a) Salary steps are graduated approximately by a 2% separation. Step increases shall be performance based on the employees 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 (F/T)	Step E	1-Jan-2020
R3	- Community Services Director (75%)	Step B	1-Sep-2019
R4	- Court Administrator (87.5%)	Step F	1-Sep-2019
	- City Planner (75%)	Step H	1-Jan-2020
	- Firefighter	Initial	16-Jul-2019
	- Volunteer FF Coordinator	Initial	1-Jan-2020
R5	- Building Official	Step J	1-Oct-2019
R6	- City Clerk	Initial	1-Sep-2019
R7	- Information Systems Manager	Step C	1-Jan-2020
R8	- Asst Fire Chief	Step G	1-Jan-2020
	- Utility Superintendent	Step E	1-Jan-2017
R9	- Asst Police Chief	Step F	15-Apr-2019
	- Public Works Director	Step C	1-Jan-2020
R10	- Finance Director	Step D	1-Dec-2019
R11	- Fire Chief	Step H	1-Jan-2020
	- Police Chief	Step J	1-Apr-2019
R12	- City Administrator	Step J	26-Nov-2019

2019 Proposed Hourly Employee Scale:

2019 HOURLY SCALE (NON-BARGAINING UNIT 4.5%)				
Hourly or Contract Position	2018 hourly	2019 hourly	COLA Increase	Monthly
Municipal Judge	N/A	N/A	N/A	\$2,500
Judge Pro-Tem	\$55.74	\$58.24	4.50%	N/A
Court Clerk I	\$22.40 to \$25.27	\$23.41 to \$26.41	4.50%	N/A
Court Security	\$22.08	\$23.07	4.50%	N/A
Regular Firefighter (P/T)	\$30.09	N/A	4.50%	N/A
Temp Firefighter (P/T)	\$16.07	\$15.00	N/A	N/A
Fire Admin Asst (P/T)	\$16.12	\$19.60	Corrected	N/A
Youth Center Coordinator	\$14.71 to \$17.87	\$15.37 to \$18.67	4.50%	N/A
Youth Asst P/T (min)	\$11.50 to \$12.87	\$12.00 to \$13.45	State Min - 4.5%	N/A
Seasonal Parks P/T	\$11.50 to \$12.87	\$12.00 to \$13.45	State Min - 4.5%	N/A
Seasonal Senior Aide -Parks P/T	N/A	N/A	N/A	N/A
Meter Reader	\$19.45	\$20.33	4.50%	N/A
Seasonal Utility P/T	\$13.13 to \$15.77	\$13.72 to \$16.48	4.50%	N/A
Planning Assistant P/T	\$18.00	\$18.81	4.50%	N/A
Activities Coordinator	\$14.71 to \$17.87	\$15.37 to \$18.67	4.50%	N/A
Temp Paramedic (P/T)	N/A	\$20.00	N/A	N/A
PD Records Clerk P/T	N/A	\$20.00	N/A	N/A

2019 - Bargaining Unit Salaries

Police Department Employee Salaries (2.0%) - Per Contract						
(January 1, 2019 to December 31, 2019)						
Classification	0-6 mos	7-12 mos	13-24 mos	25-36 mos	37-48 mos	49+ mos
Patrol	\$5,065	\$5,318	\$5,584	\$5,863	\$6,156	\$6,322
Detective Patrol/Officer	\$5,268	\$5,531	\$5,807	\$6,098	\$6,403	\$6,574
Sergeant	\$5,636	\$5,918	\$6,214	\$6,525	\$6,851	\$7,035

Public Works & Clerical Department Employee Salaries (3.25%)						
(January 1, 2019 to December 31, 2019)						
Classification	0-6 mos	7-12 mos	13-24 mos	25-36 mos	37-48 mos	49+ mos
Cemetery Caretaker	4,013	4,134	4,258	4,386	4,518	4,652
Maint Parks/Bldg Custodial	2,655	2,735	2,817	2,901	2,989	3,079
Admin Assistant	3,149	3,245	3,340	3,442	3,546	3,652
Police Records Clerk	3,670	3,781	3,894	4,010	4,131	4,254
Support Services Officer	3,821	3,972	4,132	4,298	4,469	4,650
Maint Parks/Bldg	4,033	4,154	4,278	4,407	4,540	4,675
Utility Billing/Deputy Clerk	4,216	4,342	4,473	4,606	4,745	4,888

Finance Assistant	4,258	4,449	4,650	4,859	5,077	5,306
Permit Tech/PW Clerk	4,290	4,597	4,781	4,972	5,172	5,379
Utility Worker	4,784	4,928	5,074	5,227	5,384	5,546
Utility Systems Technician	5,003	5,153	5,308	5,467	5,631	5,800
Utility Worker Lead	5,224	5,381	5,544	5,710	5,880	6,056
WWTP Operator I	4,975	5,036	5,186	5,342	5,503	5,668
Asst PWD Supervisor	5,459	5,624	5,793	5,965	6,143	6,330
WWTP Supervisor	5,702	5,877	6,052	6,233	6,421	6,614
PWD Supervisor	6,005	6,184	6,370	6,562	6,758	6,960
	Step A	Step B	Step C	Step D		
Utility Maint Apprentice	3,995	4,116	4,238	4,366		