

CITY OF BUCKLEY, WASHINGTON

ORDINANCE NO. 25-19

**AN ORDINANCE OF THE CITY OF BUCKLEY, PIERCE COUNTY,
WASHINGTON, ADOPTING THE CITY'S 2020 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 2018 to October 2019 reflected a change of 2.2%; and

WHEREAS, the City Council has reviewed revenues and expenditures for 2020 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 3.0% for 2020; and

WEHREAS, 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, 2020; the minimum wage will increase to \$13.50. 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 “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.

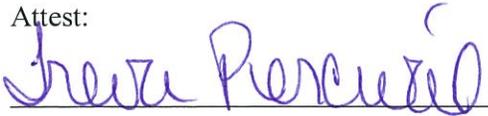
Section 3. Effective Date. This Ordinance or a summary thereof consisting of the title shall be published in the official newspaper of the City, and shall take effect and be in full force five (5) days after publication.

Introduced, passed, and approved this 26th day of November 2019.



Pat Johnson, Mayor

Attest:



Treva Percival, City Clerk

Treva Percival, City Clerk

APPROVED AS TO FORM:



Phil Olbrechts, City Attorney

Phil Olbrechts, City Attorney

PUBLISHED: December 4, 2019

EFFECTIVE: December 9, 2019

Exhibit A: 2020 CITY EMPLOYEE SALARY SCALE

2020 CITY EMPLOYEE SALARY SCALE											
2020 EXEMPT SALARY SCALE (Preliminary - 3.0%)											
	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)	Initial 1-Dec-2020
NEW	-	Building Inspector/Code Enforcement	Initial 1-Jan-2021
R3	-	Community Services Director (87.5%)	Step D 1-Sep-2020
R4	-	Court Administrator (90.0%)	Step G 1-Aug-2020
	-	City Planner	Initial 1-Nov-2020
	-	Firefighter	Step A 16-Jul-2020
	-	Volunteer FF Coordinator	Step A 1-Jan-2021
R5	-	Building Official	Step J 1-Oct-2020
R6	-	City Clerk	Step B 1-Sep-2020
R7	-	Information Systems Manager	Step D 1-Jan-2021
R8	-	Asst Fire Chief	Step H 1-Jan-2021
R9	-	Asst Police Chief	Step G 15-Apr-2020
	-	Public Works Director	Step D 1-Jan-2021
R10	-	Finance Director	Step D 5-Aug-2020
R11	-	Fire Chief	Step I 1-Jan-2021
	-	Police Chief	Step J 1-Apr-2020
R12	-	City Administrator	Step J 26-Nov-2020

2020 Proposed Hourly Employee Scale:

2020 HOURLY SCALE (NON-BARGAINING UNIT 3.0%)				
Hourly or Contract Position	2019 hourly	2020 hourly	COLA Increase	Monthly
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
Meter Reader	\$20.33	\$20.94	3.00%	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

Police Department Employee Salaries (12.0%) - Per Contract						
(January 1, 2020 to December 31, 2020)						
Classification	0-6 mos	7-12 mos	13-24 mos	25-36 mos	37-48 mos	49+ mos
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

Public Works & Clerical Department Employee Salaries (3.0%)						
(January 1, 2020 to December 31, 2020)						
Classification	0-6 mos	7-12 mos	13-24 mos	25-36 mos	37-48 mos	49+ mos
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
	Step A	Step B	Step C	Step D		
Utility Maint Apprentice	\$4,115	\$4,239	\$4,365	\$4,497		