

**CITY OF BUCKLEY, WASHINGTON**

**ORDINANCE NO. 28-16**

**AN ORDINANCE OF THE CITY OF BUCKLEY,  
WASHINGTON, ADOPTING THE CITY'S 2017  
CITY EMPLOYEE SALARY SCALE AND  
ESTABLISHING AN EFFECTIVE DATE.**

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**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, 2015 to October, 2016 reflected a change of 2.4% and for a ten-year comparison of October, 2007 to October, 2016 a change of 16.80%; and

**WHEREAS**, during this same period exempt and hourly employees received cumulative salary increases of 15.60%, which is (-1.2%) under CPI for that period; and

**WHEREAS**, the City Council has reviewed revenues and expenditures for 2017 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 2017; and

**WHEREAS**, Washington State voters recently approved an increase in the state's minimum wage through passage of Initiative 1433. Pursuant to this Initiative, beginning January 1, 2017, the minimum wage will increase to \$11. 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 “2017 City Employee Salary Scale”, attached and incorporated by this reference as if set forth in full, representing the salary ranges for the designated position classification. 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.

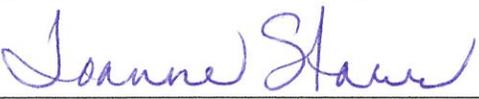
**Section 2. Severability.** If any section, sentence, clause or phrase of this ordinance should be held to be invalid or unconstitutional by a court of competent jurisdiction, such invalidity or unconstitutionality shall not affect the validity or constitutionality of any other section, sentence, clause 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 13<sup>th</sup> day of December, 2016.

  
MAYOR, PAT JOHNSON

ATTEST/AUTHENTICATED:

  
JOANNE STARR, CITY CLERK

APPROVED AS TO FORM

OFFICE OF THE CITY ATTORNEY:

  
BY  
PHIL OLBRECHTS

PUBLISHED: December 21, 2016

EFFECTIVE: December 26, 2016

**Exhibit A: 2017 CITY EMPLOYEE SALARY SCALE**

2017 CITY EMPLOYEE SALARY SCALE											
2017 EXEMPT SALARY SCALE (2.5%)											
	Initial step	A	B	C	D	E	F	G	H	I	J
R1	4,170	4,252	4,338	4,425	4,513	4,603	4,696	4,789	4,884	4,983	5,083
R2	4,471	4,559	4,651	4,744	4,839	4,934	5,034	5,134	5,237	5,342	5,449
R3	4,796	4,891	4,989	5,088	5,191	5,293	5,399	5,507	5,618	5,731	5,846
R4	5,141	5,245	5,349	5,456	5,566	5,677	5,791	5,907	6,025	6,146	6,269
R5	5,516	5,626	5,738	5,853	5,969	6,089	6,210	6,335	6,462	6,591	6,723
R6	5,916	6,034	6,155	6,278	6,404	6,532	6,663	6,796	6,932	7,070	7,212
R7	6,346	6,472	6,602	6,734	6,868	7,006	7,146	7,289	7,434	7,583	7,735
R8	6,805	6,940	7,079	7,221	7,366	7,513	7,663	7,818	7,973	8,133	8,295
R9	7,297	7,443	7,592	7,744	7,899	8,057	8,217	8,382	8,551	8,721	8,895
R10	7,845	8,002	8,162	8,325	8,492	8,661	8,834	9,011	9,192	9,375	9,563
R11	8,433	8,603	8,773	8,948	9,129	9,310	9,498	9,686	9,880	10,079	10,280
R12	9,065	9,248	9,431	9,620	9,812	10,008	10,208	10,413	10,621	10,834	11,051

(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	1-Jan	Step Eligibility
R1	N/A	N/A	N/A
R2	Associate Planner	N/A	N/A
R3	Court Administrator (87.5%)	Step E	8/1/2017
	Recreation Services Director	Step C	5/12/2017
	I.T. Systems Support Specialist	Step B	1/1/2017
R4	City Clerk	Step G	1/1/2017
	Planner	Step F	1/1/2017
R5	Building Official	Step H	10/1/2016
R6	N/A		
R7	N/A	N/A	N/A
R8	Finance Director	Step G	12/1/2017
	Asst Police Chief	Step G	4/15/2017
	Asst Fire Chief (New)	Step E	1/1/2017
	Utility Superintendent (New)	TBD	TBD
R9	Fire Chief	Step J	1/1/2017
	Public Works Director	N/A	N/A
R10	Police Chief	Step I**	2/1/2017
R11	N/A	N/A	N/A
R12	City Administrator	Step I***	11/26/2017

\*\*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.

2017 HOURLY SCALE (NON-BARGAINING UNIT 2.5%)				
Hourly or Contract Position	2016 hourly	2017 hourly	COLA Increase	Monthly
Municipal Judge	N/A	N/A	2.50%	\$1,927
Judge Pro-Tem	\$53.05	\$54.38	2.50%	N/A
Court Clerk I	\$21.32 to \$24.05	\$21.85 to \$24.65	2.50%	N/A
Court Security	\$21.01	\$21.54	2.50%	N/A
Regular Firefighter (P/T)	\$28.64	\$29.36	2.50%	N/A
Temp Firefighter (P/T)	\$15.30	\$15.68	2.50%	N/A
Fire Admin Asst (P/T)	\$15.34	\$15.72	2.50%	N/A
Youth Center Coordinator	\$14.00 to \$17.00	\$14.35 to \$17.43	2.50%	N/A
Youth Asst P/T (min)	\$9.47 to \$12.25	\$11.00 to \$12.56	State Min - 2.5%	N/A
Seasonal Parks P/T	\$9.47 to \$12.25	\$11.00 to \$12.56	State Min - 2.5%	N/A
Seasonal Senior Aide -Parks P/T	\$15.30 to \$18.36	\$15.68 to \$18.82	2.50%	N/A
Meter Reader	\$18.52	\$18.98	2.50%	N/A
Seasonal Utility P/T	\$12.50 to \$15.00	\$12.81 to \$15.38	2.50%	N/A

### 2017 Bargaining Unit Salaries/Contract

Police Department Employee Salaries (0.75%-3.3%)						
(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
Patrol	\$4,868	\$5,112	\$5,367	\$5,636	\$5,917	\$6,076
Detective Patrol/Officer	\$5,063	\$5,316	\$5,582	\$5,861	\$6,154	\$6,319
Sergeant	\$5,417	\$5,688	\$5,973	\$6,271	\$6,585	\$6,761

Public Works & Clerical Department Employee Salaries (2.4% CPI + 0.25% Contract)						
(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	\$3,792	\$3,906	\$4,023	\$4,144	\$4,269	\$4,396
Maint Parks/Bldg Custodial	\$2,497	\$2,572	\$2,649	\$2,728	\$2,811	\$2,895
Admin Assistant	\$2,961	\$3,051	\$3,141	\$3,237	\$3,334	\$3,434
Police Records Clerk	\$3,451	\$3,555	\$3,662	\$3,771	\$3,884	\$4,000
Support Services Officer	\$3,593	\$3,735	\$3,885	\$4,041	\$4,202	\$4,372
Maint Parks/Bldg	\$3,792	\$3,906	\$4,023	\$4,144	\$4,269	\$4,396
Utility Billing/Deputy Clerk	\$3,964	\$4,083	\$4,206	\$4,331	\$4,462	\$4,596
Permit Tech/PW Clerk	\$4,034	\$4,323	\$4,496	\$4,675	\$4,863	\$5,058
Utility Worker	\$4,498	\$4,634	\$4,771	\$4,915	\$5,063	\$5,215
Utility Systems Technician	\$4,704	\$4,845	\$4,991	\$5,141	\$5,295	\$5,454
Utility Worker Lead	\$4,912	\$5,060	\$5,213	\$5,369	\$5,529	\$5,695
Asst PWD Supervisor	\$5,133	\$5,288	\$5,447	\$5,609	\$5,776	\$5,952
WWTP Supervisor	\$5,362	\$5,526	\$5,691	\$5,861	\$6,038	\$6,219
PWD Supervisor	\$5,647	\$5,815	\$5,990	\$6,170	\$6,355	\$6,545
	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>		
Utility Maint Apprentice	\$3,757	\$3,870	\$3,985	\$4,105		