

ATTACHMENT A – 2021 SALARY ORDINANCE Y-15. 2021 BENEFITS FOR THE NON-UNION EMPLOYEES OF THE CITY OF Cheney – All other by contracts. This copy for clarification regarding department heads and city administrator as approved with the salary ordinance, with the exception of the last line which includes union employees.

Medical Providers: The Association of Washington Cities provides choices of Asuris HealthFirst 250 and Kaiser Permanente \$20 Copay. Employees are cost sharing the cost of insurance. Non-Union will pay 15% of the total medical insurance premium. Non-represented employees will receive a City of Cheney VEBA contribution of \$100 per month to their individual accounts.

Dental Provider: Association of Washington Cities Dental Plan J with Orthodontia Rider III. Non-Union will pay 15% of the total dental premium.

Vision Provider: Vision Service Plan provided through the Association of Washington Cities for full family coverage. \$25 Deductible Plan B.

Group Life Insurance: Provided through the Association of Washington Cities by Standard Insurance Company. \$50,000 term life paid by the City for all Non-Union Employees.

Employee Assistance Program: Provided through the Association of Washington Cities by ComPsych (5 visit plan).

Long Term Disability: Provided through the Association of Washington Cities by Standard Insurance Company.

Deferred Compensation: Department Heads, City Administrator, and Court Administrator receive a 4.5% of gross match dollar for dollar. Non-Union employees receive a 3.5% of gross match dollar for dollar, with up to a minimum of \$150.

Department Heads, Court Administrator, and City Administrator receive five additional professional days per year added on at the beginning of each year. These are non-cashable and non-carryover. They also receive one mental health day and three floating holidays.

All Non-Union Exempt Employees (other than department heads, court administrator, and city administrator) receive four floating holidays, one mental health day and one professional leave day. These are use them or lose them days and are non-cashable, non-carryover days.

Non-Union, Non-Exempt Employees receive four floating holidays. These are use it or lose it days and are non-cashable and non-carryover.

Department Heads and Court Administrator receive up to \$500 per year for professional memberships and/or conferences.

Non-Union, Department Heads and City Administrator, upon retirement, death or separation of the employee, can cash out sick leave up to 180 days at the following rate: 0 to 240 hours at 100% and the remainder at a 4 to 1 ratio.

Previous related work experience for Department Heads and City Administrator may be included for vacation and sick leave accruals and for placement on the salary scale.

Sick leave accumulated over 120 days can be converted to vacation days at the rate of one day vacation for four days sick leave for non-union employees.

Additional benefit costs are unemployment, L&I, PERS and LEOFF retirement, Medicare, and social security.

Non-Union, Department Heads and City Administrator wage rates will be increased by 2% in 2021.

Non-Union, Department Heads and City Administrator receive benefits paid for up to six months in the event of long-term disability or injury (per 1994 agreement), and any additional benefit granted per Union Contracts.

Records Manager, Dispatch Center Manager, Public Works Manager/Certified Building Official, Certified Building Inspector, and Wastewater Treatment Supervisor receive a \$50 monthly stipend in payroll for monthly Verizon premiums for mobile phone use until there is a switch to City provided mobile devices.