

**CITY OF CHENEY, WASHINGTON  
ORDINANCE NO. Y-43**

An Ordinance fixing the salaries and compensation for appointive officers and employees of the City of Cheney, fixing the effective date thereof, repealing **Ordinance Y-37** and providing for the effective date hereof.

The City Council of the City of Cheney do ordain as follows:

**Section 1.** The salaries and wages of the various appointive officers and employees are fixed as set out in this Ordinance. The salaries and wages as set out herein shall be effective from and after January 1, 2022 and shall remain in effect until changed by the City Council by Ordinance duly enacted. All salaries and wages are stated at the rate per month except where otherwise indicated. Figures are shown to be bottom and top of ranges.

**Section 2. Non-Union**

City Administrator	NUE	102	\$10700-\$12479
Light Director	NUE	98	\$8906-\$10794
Public Works Director	NUE	98	\$8906-\$10794
Finance Director	NUE	98	\$8906-\$10794
Police Chief	NUE	98	\$8906-\$10794
Fire Chief	NUE	98	\$8906-\$10794
Interim Police Chief			\$7800-\$10794
Police Captain			\$8475-\$9368
Records Manager			\$8644
Dispatch Center Manager			\$7875-\$8269
Treasury Manager	NUE	73	\$6406-\$7749
Deputy City Clerk/HR & Benefits Spec	NUE	73	\$6406-\$7749
Capital Parks Project Manager	NUE	73	\$6406-\$7749
Accounting Manager	NUE	73	\$6406-\$7749
Recreation Director	NUE	72	\$6114-\$7266
Senior Accountant	NUE	71	\$5806-\$6902
Accountant	NUE	65	\$4896-\$6148
Senior Administrative Assistant	NUE	62	\$4247-\$5518
Recreation Coordinator	NUN	62	\$4247-\$5518

**Section 3. Municipal Court**

Court Administrator A	NUE	75	\$6958-\$8632
Deputy Court Clerk	NUN	61	\$4037-\$5232
Probation Clerk/Officer	NUE	61	\$3882-\$5031
Therapeutic Court Compliance Clerk			\$24.06/hr
Therapeutic Court Coordinator			\$24.06/hr

**Section 4. AFSCME-S**

Building Official/PW Project Manager	MUE	75	\$7062-\$8759
Public Works Manager	MUN	75	\$7062-\$8759
Senior Planner	MUE	70	\$5928-\$7761

Street/Parks Supervisor	MUN	65	\$5466-\$7211
Water Supervisor	MUN	65	\$5466-\$7211
WWC/Solid Waste Supervisor	MUN	65	\$5466-\$7211
Wastewater Treatment Supervisor	MUN	65	\$5466-\$7211
Office Operations Supervisor	MUN	65	\$5466-\$7211
Accountant	MUN	60	\$5254-\$6905
GIS Permit Technician	MUN	55	\$4725-\$6104
Administrative Secretary	MUN	50	\$4271-\$5530

**Section 5. AFSCME-C**

Building Inspector Certified	UUS	54	\$5546-\$6485	
Treatment Plant Operator III	UUS	52	\$5085-\$6181	
Treatment Plant Operator II	UUS	50	\$4657-\$5660	
Water/Waste Water Operator	UUS	50	\$4657-\$5660	
Equipment Operator	UUS	50	\$4657-\$5660	
Treatment Plant Operator I	UUS	36	\$4389-\$5331	
Utility Worker II	UUS	30	\$4186-\$5106	
Custodian	UUS	28	\$3888-\$4732	
Park Maintenance Worker	UUS	28	\$3888-\$4732	Vacant-N.F.
Finance Operations Supervisor	UCS	35	\$5205-\$6866	
Payroll/Accounting Specialist	UCS	30	\$4589-\$5575	Vacant-N.F.
Accounts Payable Specialist	UCS	30	\$4589-\$5575	
Administrative Clerk II	UCS	24	\$3925-\$4773	
Client Services Coordinator	UCS	24	\$3925-\$4773	
Clerk, Part Time	UCS	22	\$3381-\$4109	

**Section 6. IBEW**

Foreman	\$61.04/hour	
Crew Foreman	\$57.54/hour	
Lineman	\$53.78/hour	
Meter Technician	\$43.02-\$53.78/hour	
Meter Serviceman	\$43.02	Vacant-N.F.
Apprentice Lineman	\$40.34-\$51.09/hour	
Meter Reader	\$33.88-\$36.57/ hour, step at 1000 hours	Vacant-N.F.

**Section 7. IAFF**

Fire Officer 3 – Battalion Chief	\$8108
Fire Officer 3 – Probationary B.C.	\$7704
Fire Officer 2 - Captain	\$7687
Fire Officer 1 - Lieutenant	\$7287
Fire Officer 1 – Probationary Lt.	\$7105
Fire Fighter 2	\$6408
Fire Fighter 1	\$6054
Fire Fighter Probationary	\$5694
Fire Fighter Trainee	\$4576

**Section 8. Police Guild**

Lieutenant	\$9533
Sergeant	\$8667
Police Officer	\$5488-\$7335
Police Officer Trainee	\$4665

**Section 9. Teamsters**

Communications Supervisor	TUSC	27	\$4321-\$5258
Lead Dispatcher	TUSC	26	\$4215-\$5127
Dispatcher	TUSC	24	\$4016-\$4884

**Section 10. Contract/Part-Time/Volunteer**

Legal: City Attorney	Contract
General Government: Civil Service Secretary - Chief Examiner	\$2635 annual Vacant-N.F.
General Government: Web Content/Information Specialist	\$25.00-\$30.00/hour
General Government: Code Enforcement Officer	\$27.00/hour
Municipal Court: Court Security Officer	\$27.00/hour
Fire: Volunteers – Training and Emergency Response	Variable (proportion of quarterly budgeted funds, based on points during the month)
Fire: Residents	Variable (amount for points earned during the month)
Fire: Volunteer Captain	\$10.00 per month paid quarterly
Fire: Volunteer Secretary/Treasurer	\$10.00 per month paid quarterly
Temporary Light Department Project Employee	\$62.00/hour
Police: Reserve Officer	\$26.00/hour
Police: Prisoner Transport/Court Security Officer	\$20.00/hour
Police: Vehicle Equipment Installer	\$142.50/hour
Recreation: Class Leader	\$15.74-\$28.74/hour or percent of registration up to 70%, or up to 80% if the instructor provides the facility
Recreation: Youth Program Coordinator	\$18.66/hour
Recreation: Program Instructor	\$18.36/hour
Recreation: Bus Driver (CDL)	\$17.20-\$9.82/hour
Recreation: Site Supervisor	\$17.80/hour
Recreation: Pool Manager	\$17.20/hour
Specialized Recreation Supervisor	\$17.20/hour
Park Lead	\$18.66/hour
Recreation: Sports Official	\$15.74-\$19.82/hour
Recreation: Office Support Personnel	\$15.74-\$20.12/hour
General Government: Work Study/Part Time	\$15.74-\$20.12/hour
General Government: Intern	\$15.74-\$20.12/hour
Court: Temporary Employee	\$15.74-\$20.12/hour
Public Works: Seasonal Utility Worker	\$15.74-\$20.12/hour
Public Works: Intern	\$15.74-\$20.12/hour
Recreation: Program Staff	\$15.74-\$17.20/hour
Recreation: Leader	\$15.81/hour

Recreation: Lifeguard	\$15.74/hour
Recreation: Cashier	\$15.74/hour

**Section 11. Overtime Rates - Collective Bargaining Agreements**

For employees covered by collective bargaining agreements, overtime rates, call back rates, standby rates, and longevity shall be as is agreed upon in the applicable collective bargaining agreement.

**Section 12. Overtime Rates Generally**

For full-time officers and employees of the City of Cheney, except those covered by collective bargaining agreements, overtime shall be paid for all hours worked in excess of forty (40) hours per week; the rate applicable to overtime shall be one and one-half times the respective officer's or employee's regular rate, provided, however, that the following administrative and executive officers shall not be entitled to overtime pay: City Administrator, Finance Director, Public Works Director, Fire Chief, Police Chief, Interim Police Chief, Light Department Director, Recreation Director, Deputy City Clerk/HR & Benefits Specialist, Treasury Manager, Accounting Manager, Senior Accountant, Probation Clerk/Officer, Court Administrator, Senior Planner, Building Official/PW Project Manager, Records Manager, Police Captain, Dispatch Center Manager, Senior Administrative Assistant, Capital Parks Project Manager and any mid-management position designated by the Mayor.

**Section 13. Overload Pay & Additional Pay for State Fire Mobilizations**

A City Employee working in a higher level position for more than two weeks or taking on additional duties of another position within the city shall receive reasonable compensation commensurate with the overload duties in addition to the regular salary for the incumbent's position. This shall be determined by negotiations between the Mayor or his/her designee and the employee or by contract language as applicable. Any agreement resulting in more than 5% overload pay must be approved by City Council unless provided for by union contract language.

**Pay for Work Performed in Support of or Fighting State Wildland Fires:** Occasionally, City staff serving in exempt positions may work as part of a Washington State Fire Service team involved in fighting fires or wildfires. The City will pay the exempt employees for work time outside of their normal work hours while at a fire at a rate of 1.5 times their normal pay rate. The City will subsequently be reimbursed from the Washington State Patrol for the amount of wages and benefits expended.

**Section 14. Insurance**

As part of the compensation of police officers, and in addition to the compensation specified herein, the City of Cheney shall provide a group policy of insurance covering and insuring the police officers, including extra and part-time officers, against false arrest and provide liability insurance when operating City vehicles and when operating private automobiles on authorized City business.

LEOFF II positions in the Fire Department receive monthly bonus pay to cover disability insurance. This is not to be considered part of the base salary.

**Section 15. Deferred Compensation Plans**

For full time employees and officers of the City of Cheney and in addition to the compensation specified herein, the City of Cheney permits participation in administratively authorized and approved deferred compensation plans. Department Heads and Court Administrator receive a deferred compensation match at 4.5% of salary match 1 for 1. Deputy Court Clerk, Probation Clerk/Officer, Recreation

Director, Recreation Coordinator, Records Manager, Police Captain, Dispatch Center Manager, Treasury Manager, Accounting Manager, Deputy City Clerk/HR & Benefits Specialist, Senior Accountant, Capital Parks Project Manager, Senior Administrative Assistant, Therapeutic Court Compliance Clerk, and Therapeutic Court Coordinator at 3.5% match with up to a minimum floor of \$150; and members of AFSCME Local 270-S at 2.75% , Police Guild at 4%, Dispatch and IAFF at \$75 per month, AFSCME 270-C at \$165 per month, and IBEW at 3.75%.

**Section 16. Vacation Adjustment and Non-Union Benefits**

Department Heads shall be granted an additional five (5) professional days at the beginning of each year, on a use it or lose it basis without carryover or cash out. Additional Non-Union Benefits approved per Attachment A.

**Section 17. Repeal**

Ordinance No. Y-37 is hereby repealed.

**Section 18.**

This Ordinance Y-43 shall be in full force and effect five days after passage, approval and publication.

Introduced this 14<sup>th</sup> day of March, 2023.

Passed by the City Council this \_\_\_\_\_ day of \_\_\_\_\_.

Signed by the Mayor this \_\_\_\_\_ day of \_\_\_\_\_.

\_\_\_\_\_  
Chris Grover, Mayor

Attest:

Approved as to Form:

\_\_\_\_\_  
Cynthia L. Niemeier, City Clerk

\_\_\_\_\_  
City Attorney