

**CITY OF CHENEY, WASHINGTON  
ORDINANCE NO. X-47**

An Ordinance fixing the salaries and compensation for appointive officers and employees of the City of Cheney, fixing the effective date thereof, repealing **Ordinance X-24** 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, 2018 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. Mayor's Office**

City Administrator	NUE	102	\$9320-\$10871	
Deputy City Clerk/HR & Benefit Specialist	NUE	72	\$5378-\$6392	
Executive Assistant	NUE	71	\$5109-\$6072	
Administrative Clerk II	UCS	24	\$3521-\$4282	
Project Administrator	NUN	63	\$4547-\$6000	Vacant-N.F.

**Section 3. Finance Office**

Finance Director	NUE	95	\$7532-\$9129	
Accounting Manager	NUE	72	\$5378-\$6392	
Treasury Manager	NUE	73	\$5636-\$6817	
Accountant	MUN	60	\$4532-\$5956	Vacant-N.F.
Deputy City Clerk	NUN	65	\$4142-\$5202	
Finance Operations Specialist	UCS	30	\$4117-\$5002	
Payroll/Accounting Specialist	UCS	30	\$4117-\$5002	
Accounts Payable Specialist	UCS	30	\$4117-\$5002	
Account Clerk	UCS	26	\$3734-\$4537	
Administrative Clerk II	UCS	24	\$3521-\$4282	
Clerk, Part Time	UCS	22	\$3033-\$3686	

**Section 4. Legal**

City Attorney	Contract			
Court Administrator A	NUE	75	\$6121-\$7593	
Deputy Court Clerk	NUE	61	\$3551-\$4602	
Probation Clerk/Officer	NUE	61	\$3551-\$4602	
Court Temporary Employee			\$11.50-\$14.50/hour	

**Section 5. General Government**

Civil Service Secretary-Chief Examiner	\$2635 annual			Vacant-N.F.
Work Study/Part Time	\$11.50-\$15.50/hour			
Intern	\$11.50-\$15.50/hour			

**Section 6. Law Enforcement**

Police Chief	NUE	95	\$7532-\$9129	
Captain	Step A - \$7238			Exempt
	Step B - \$7619			
	Step C - \$8001			
Sergeant	Step A - \$6860			
	Step B - \$7203			
Police Officer	\$4561 - \$6097			
Police Reserve Officer	\$26.00/hr			
Police Department Seasonal Equipment Installer			\$30.00/hour	
Prisoner Transport/Court Security Officer			\$20.00/hour	
Director of Communications	Step A - \$7154	Step B - \$7531		Exempt
Communications Supervisor	TUSC	27	\$3829-\$4654	
Lead Dispatcher	TUSC	26	\$3735-\$4544	
Dispatcher	TUSC	24	\$3558-\$4237	

**Section 7. Fire Department**

Fire Chief	NUE	90	\$6867-\$8693	
Administrative Secretary	MUN	50	\$3684-\$4771	

Fire Officer 3 – Battalion Chief	\$6801			
Fire Officer 3 – Probationary B.C.	\$6462			
Fire Officer 2 – Captain	\$6447			
Fire Officer 1 - Lieutenant	\$6112			
Fire Officer 1 – Probationary Lt.	\$5959			
Fire Fighter 2	\$5775			
Fire Fighter 1	\$5457			
Fire Fighter Probationary	\$5157			
Fire Fighter Trainee	\$4144			

Volunteers - Training and Emergency Response - Variable

(proportion of quarterly budgeted funds, based on points during the quarter.)

Residents - Variable amount for points earned during the month

Volunteer Captain - \$10.00 per month paid quarterly

Volunteer Sec/Tres. \$10.00 per month paid quarterly

LEOFF II - monthly bonus pay to cover disability insurance. Not to be considered part of base salary.

**Section 8. Parks & Recreation Department**

Recreation Manager	NUE	72	\$5378-\$6392	
Parks Field Supervisor	MUN	56	\$4405-\$5789	
Recreation Coordinator	NUN	62	\$3736-\$4854	
Administrative Clerk II	UCS	24	\$3521-\$4282	
Park Maintenance Worker	UUS	28	\$3489-\$4244	Vacant-N.F.
Youth Program Coordinator	\$14.00/hour			
Site Supervisor	\$13.00/hour			
Leader	\$11.50/hour			
Pool Manager	\$13.00/hour			
Lifeguard	\$11.50/hour			
Cashier	\$11.50/hour			

Specialized Recreation Supervisor	\$13.00/hour
Sports Official	\$12.00-\$15.00/hour
Program Instructor	\$14.00/hour
Bus Driver (CDL)	\$13.00-\$15.00/hour
Recreation Staff	\$11.50-\$13.00/hour
Park Lead	\$13.00/hour
Park Maintenance Worker	\$12.00/hour
Class Recreation Leader	\$11.50-\$18.02/hour or percent of registration up to 70%, or up to 80% if the instructor provides the facility.

**Section 9. Light Department**

Light Director	NUE	98	\$7757-\$9402	
Utility Worker II	UUS	30	\$3756-\$4582	
Office Operations Supervisor	MUN	56	\$4405-\$5789	
Administrative Clerk II	UCS	24	\$3521-\$4282	
Foreman			\$50.78/hour	
Crew Foreman			\$47.87/hour	
Lineman			\$44.73/hour	
Meter Reader - per hour with step at 1000 hours				Vacant
\$28.18			\$30.42	
Meter Serviceman			\$35.79	
Apprentice Lineman - per hour -				
\$33.55	\$35.79	\$38.03	\$40.26	\$42.50
Meter Technician - per hour -				
\$35.79	\$38.03	\$40.26	\$42.50	\$44.73
Temporary Light Department Project Employee			\$62.00/hr	

**Section 10. Utilities Department**

Public Works Director	NUE	98	\$7757-\$9402	
Public Works Operations Manager	NUE	75	\$6121-\$7593	Vacant
Engineer Technician	MUE	56	\$4405-\$5789	
Street Supervisor	MUN	56	\$4405-\$5789	Vacant
Water Supervisor	MUN	56	\$4405-\$5789	Vacant
Public Works Operations Supervisor	MUN	74	\$5534-\$7248	
Public Works Water Resource Manager	MUN	70	\$5113-\$6695	
Street Lead	UUS	51	\$4550-\$5330	
WWC Lead	UUS	51	\$4550-\$5330	
Water Lead	UUS	54	\$4976-\$5817	
Water Resource Lead	UUS	54	\$4976-\$5817	
Treatment Plant Operator III	UUS	52	\$4562-\$5546	
Treatment Plant Operator II	UUS	50	\$4178-\$5077	
Treatment Plant Operator I	UUS	36	\$3937-\$4783	
Water/Waste Water Operator	UUS	50	\$4178-\$5077	
Equipment Operator	UUS	50	\$4178-\$5077	
Recycling Center Operator	UUS	36	\$3937-\$4783	
Utility Worker II	UUS	30	\$3756-\$4582	
Office Operations Supervisor	MUN	56	\$4405-\$5789	
GIS/Permit Technician	MUN	55	\$4074-\$5264	

Administrative Clerk II	UCS	24	\$3521-\$4282
Client Services Coordinator	UCS	24	\$3521-\$4282
Building Inspector Certified	UUS	54	\$4976-\$5817
Building Official/PW Proj. Mgr.	MUE	75	\$6091-\$7556
Senior Planner	MUE	70	\$5113-\$6695
Seasonal Utility Worker			\$11.50-\$14.50/hour
Public Works Intern			\$11.50-\$14.50/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, Light Department Director, Recreation Supervisor, Parks & Recreation Department Director, Executive Assistant, Human Resource Manager, Project Administrator, Project Accountant, Treasury Manager, Accounting Manager, Deputy Court Clerk, Officer, Court Administrator, Senior Planner, Engineer Technician, Public Works Operations Manager, Building Official, Director of Communications, Police Commander, 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.

**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 receive a deferred compensation match at 4.5% of salary match

1 for 1. Deputy Court Clerk and Probation Clerk/Officer, Court Administrator, Recreation Supervisor, Communications Supervisor, Police Commander, Police Lieutenant, Treasury Manager, Accounting Manager, Deputy City Clerk, Operations Managers, and Executive Assistant at 3.5% match with up to a minimum floor of \$150; and members of Local 270-S, Deferred Compensation at 2% of salary match 1 for 1. Police Guild at 3.0%, Dispatch and IAFF at \$75 a month, and AFSCME C at \$100 a month. IBEW receives a 1 to 1 match at 2.75%.

**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 cashout. Additional Non Union Benefits approved per Attachment A.

**Section 17. Repeal**

Ordinance No. X-24 is hereby repealed.


**Section 18.**

This Ordinance X-47 shall be in full force and effect five days after passage, approval and publication.

Introduced by the City Council this 28<sup>th</sup> day of August, 2018.

Passed by the City Council this 28 day of AUGUST.

Signed by the Mayor this 28 day of AUGUST.

  
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Chris Grover, Mayor

Attest:

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

Approved as to Form:

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

2018 Salary Ordinance X-47

Non-Union Scale (NUE & NUN)									
Classification	Range	1	2	3	4	5	6	7	8
City Administrator	102	\$9,320	\$9,541	\$9,760	\$9,986	\$10,207	\$10,430	\$10,649	\$10,871
Department Head	98	\$7,757	\$7,990	\$8,227	\$8,462	\$8,698	\$8,932	\$9,167	\$9,402
Department Head	95	\$7,532	\$7,758	\$7,986	\$8,217	\$8,445	\$8,671	\$8,900	\$9,129
Department Head	90	\$6,867	\$7,129	\$7,388	\$7,649	\$7,909	\$8,174	\$8,439	\$8,693
Department Head	85	\$6,793	\$6,929	\$7,262	\$7,492	\$7,728	\$7,959	\$8,194	\$8,429
Operations Manager A	75	\$6,121	\$6,331	\$6,543	\$6,748	\$6,961	\$7,172	\$7,382	\$7,593
Operations Manager B	73	\$5,636	\$5,773	\$5,935	\$6,103	\$6,274	\$6,449	\$6,630	\$6,817
Operations Manager C	72	\$5,378	\$5,509	\$5,651	\$5,791	\$5,934	\$6,086	\$6,238	\$6,392
Non Union Exempt	71	\$5,109	\$5,234	\$5,368	\$5,501	\$5,637	\$5,782	\$5,926	\$6,072
Non Union Exempt	65	\$4,142	\$4,241	\$4,408	\$4,574	\$4,758	\$4,944	\$5,003	\$5,202
Non Union Exempt	64	\$4,102	\$4,200	\$4,364	\$4,528	\$4,711	\$4,895	\$4,954	\$5,150
Non Union Exempt	63	\$3,830	\$3,995	\$4,158	\$4,322	\$4,485	\$4,648	\$4,815	\$4,975
Non Union Exempt	62	\$3,736	\$3,898	\$4,056	\$4,217	\$4,375	\$4,535	\$4,698	\$4,854
Non Union Exempt	61	\$3,551	\$3,637	\$3,780	\$3,939	\$4,093	\$4,252	\$4,426	\$4,602

Non Exempt Non Union									
Non Union/Non Exempt	63	\$4,547	\$4,739	\$4,934	\$5,123	\$5,317	\$5,543	\$5,757	\$6,000
Administrative/Non Exempt	62	\$3,736	\$3,898	\$4,056	\$4,217	\$4,375	\$4,535	\$4,698	\$4,854
Administrative/Non Exempt	61	\$3,551	\$3,637	\$3,780	\$3,939	\$4,093	\$4,252	\$4,426	\$4,602
Management II-A	55	\$3,144	\$3,303	\$3,467	\$3,642	\$3,821	\$4,013	\$4,213	\$4,424

Management Union Scale (MUN & MUE)									
Classification	Range	1	2	3	4	5	6	7	8
Building Official/PW Project Manager	75	\$6,091	\$6,301	\$6,512	\$6,716	\$6,928	\$7,137	\$7,346	\$7,556

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Department Operations Supervisor	74	\$5,534	\$5,712	\$5,951	\$6,186	\$6,439	\$6,692	\$6,949	\$7,248
Executive Specialist	70	\$5,113	\$5,278	\$5,499	\$5,715	\$5,947	\$6,183	\$6,421	\$6,695
Mid Management	65	\$4,715	\$4,916	\$5,117	\$5,313	\$5,513	\$5,748	\$5,968	\$6,220
Mid Management	60	\$4,532	\$4,715	\$4,916	\$5,095	\$5,313	\$5,513	\$5,735	\$5,956
Mid Management Supervisor I	56	\$4,405	\$4,582	\$4,776	\$4,952	\$5,162	\$5,356	\$5,573	\$5,789
Mid Management Supervisor II	55	\$4,075	\$4,174	\$4,335	\$4,498	\$4,679	\$4,863	\$5,067	\$5,264
Mid Management Supervisor I	50	\$3,684	\$3,769	\$3,920	\$4,086	\$4,245	\$4,409	\$4,590	\$4,771

Union Clerical Scale  
(UCS)

Classification	Range	1	2	3	4	5
AFSCME	30	\$4,117	\$4,324	\$4,544	\$4,765	\$5,002
AFSCME	28	\$3,921	\$4,118	\$4,325	\$4,541	\$4,764
AFSCME	26	\$3,734	\$3,922	\$4,119	\$4,324	\$4,537
AFSCME	24	\$3,521	\$3,697	\$3,884	\$4,078	\$4,282
AFSCME	22	\$3,033	\$3,186	\$3,342	\$3,511	\$3,686
Teamster	27	\$3,829	\$4,020	\$4,221	\$4,432	\$4,654
Teamster	26	\$3,735	\$3,924	\$4,124	\$4,327	\$4,544
Teamster	24	\$3,558	\$3,735	\$3,924	\$4,124	\$4,327

Union Utility Scale  
(UUS)

Classification	Range	1	2	3	4	5
Union Utility	54	\$4,976	\$5,188	\$5,382	\$5,600	\$5,817
Union Utility	52	\$4,562	\$4,793	\$5,028	\$5,281	\$5,546
Union Utility	51	\$4,550	\$4,780	\$5,018	\$5,269	\$5,330
Union Utility	50	\$4,178	\$4,382	\$4,606	\$4,836	\$5,077
Union Utility	36	\$3,937	\$4,130	\$4,336	\$4,556	\$4,783
Union Utility	30	\$3,756	\$3,943	\$4,137	\$4,347	\$4,582
Union Utility	28	\$3,489	\$3,662	\$3,845	\$4,038	\$4,244

IBEW

Classification	Hourly Rate
Foreman	\$50.78
Crew Foreman	\$47.87
Lineman	\$44.73
Meter Serviceman	\$35.79

Classification	1	2	3	4	5
Meter Tech	\$35.79	\$38.03	\$40.26	\$42.50	\$44.73

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Meter Reader	\$28.18	\$30.42			
Apprentice Lineman	\$33.55	\$35.79	\$38.03	\$40.26	\$42.50

IAFF	
Classification	Monthly Wage
Fire Officer 3 - Battalion Chief	\$6,801
Fire Officer 3 - Probationary B.C.	\$6,462
Fire Officer 2 - Captain	\$6,447
Fire Officer 1 (+LTD)	\$6,112
Fire Officer 1 (+LTD) Probationary	\$5,959
Fire Fighter 2 (+LTD)	\$5,775
Fire Fighter 1 (+LTD)	\$5,457
Fire Fighter Probationary	\$5,157
Fire Fighter Trainee	\$4,144

Police Department			
Non Union - Exempt			
Classification	Monthly Wage		
Captain	\$7,238	\$7,619	\$8,001
Director of Communications	\$7,154	\$7,531	

Police Guild						
Classification	Monthly Wage					
Sergeant	\$6,860	\$7,203				
	1	2	3	4	5	6
Police Officer	\$4,561	\$5,014	\$5,263	\$5,527	\$5,805	\$6,097



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Police Department	
Non Union - Non Exempt	Hourly Rate
Police Reserve	\$26.00
Prisoner Transport/Court Security	\$20.00

Parks & Recreation Part-Time Staff			
Classification	1	2	3
Youth Program Coordinator	\$14.00		
Site Supervisor	\$13.00		
Leader	\$11.50		
Pool Manager	\$13.00		
Lifeguard	\$11.50		
Cashier	\$11.50		
Specialized Recreation Supervisor	\$13.00		
Sports Official	\$12.00	\$15.00	
Program Instructor	\$14.00		
Park Lead	\$13.00		
Park Maintenance Worker	\$12.00		
Recreation Program Staff	\$11.50	\$12.00	\$13.00
Bus Driver	\$13.00	\$15.00	

Legend

- NUE - Non Union Exempt Scale
- NUN - Non Union Non Exempt Scale
- MUE - Management Union Exempt Scale
- MUN - Management Union Non Exempt Scale
- UCS Union Clerical Scale
- UUS - Union Utility Scale
- TUSC - Teamster Union Scale

**ATTACHMENT A – 2018 SALARY ORDINANCE X-47. 2018 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 is a union employee.**

**Medical Providers:** The Association of Washington Cities provides choices of Asuris HealthFirst 250 and Group Health \$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 \$50 per month to their individual accounts.

**Dental Provider:** Washington State Council of County and City Employees Dental Plan VIII – full family coverage paid by the City. Council approval to obtain an alternative dental plan through the Association of Washington Cities at a reasonable cost for Non Union employees.

**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 and City 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 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 one floating holiday.

**All Non Union Exempt Employees (other than department heads and city administrator)** receive two 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 two additional floating holidays. These are use it or lose it days and are non cashable and non carryover.

**Department Heads** 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 Employees, Department Heads and City Administrator** wage rates will be increased by 3.5% in 2018.

**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.

**Department Heads, City Administrator, Police Captain, Director of Communications, Communications Supervisor, Engineering Technician, Public Works Operation Supervisor, and Public Works Water Resource Manager** 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.

**Park Field Supervisor** receives a \$20 monthly stipend until there is a switch to City provided mobile devices.