

**CITY OF CHENEY, WASHINGTON
ORDINANCE NO. X-78**

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-59** 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, 2020 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	\$9888-\$11533	
Light Director	NUE	98	\$8230-\$9975	
Public Works Director	NUE	98	\$8230-\$9975	
Finance Director	NUE	98	\$8230-\$9975	
Police Chief	NUE	98	\$8230-\$9975	
Fire Chief	NUE	90	\$7285-\$9223	
Police Captain			\$7832-\$8658	
Police Director of Communications			\$7741-\$8149	
Court Administrator A	NUE	75	\$6430-\$7977	
Public Works Operations Manager	NUE	75	\$6430-\$7977	Vacant-N.F.
Treasury Manager	NUE	73	\$5921-\$7162	
Deputy City Clerk/HR & Benefit Spec.	NUE	73	\$5921-\$7162	
Accounting Manager	NUE	72	\$5651-\$6716	
Recreation Director	NUE	72	\$5651-\$6716	
Executive Assistant	NUE	71	\$5367-\$6379	Vacant-N.F.
Deputy City Clerk	NUN	65	\$4352-\$5465	Vacant-N.F.
Project Administrator	NUN	63	\$4777-\$6304	Vacant-N.F.
Senior Administrative Assistant	NUE	62	\$3925-\$5100	
Recreation Coordinator	NUN	62	\$3925-\$5100	
Deputy Court Clerk	NUE	61	\$3731-\$4835	
Probation Clerk/Officer	NUE	61	\$3731-\$4835	

Section 3. AFSCME-S

Building Official/PW Project Manager	MUE	75	\$6462-\$8016	
Public Works Manager	MUN	75	\$6462-\$8016	
Senior Planner	MUE	70	\$5424-\$7103	
Accountant	MUN	60	\$4808-\$6319	
Engineer Technician	MUE	56	\$4673-\$6142	Vacant-N.F.
Parks Field Supervisor	MUN	56	\$4673-\$6142	Vacant-N.F.
Office Operations Supervisor	MUN	56	\$4673-\$6142	
Street Supervisor	MUN	56	\$4673-\$6142	
Water Supervisor	MUN	56	\$4673-\$6142	Vacant-N.F.
GIS Permit Technician	MUN	55	\$4197-\$5422	Vacant-N.F.

Administrative Secretary	MUN	50	\$3909-\$5061
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Section 4. AFSCME-C

Water Lead	UUS	54	\$5330-\$6232	
WWT Lead	UUS	54	\$5330-\$6232	
Building Inspector Certified	UUS	54	\$5330-\$6232	
Treatment Plant Operator III	UUS	52	\$4887-\$5941	
Street Lead	UUS	51	\$4874-\$5710	
WWC Lead	UUS	51	\$4874-\$5710	
Solid Waste Lead	UUS	51	\$4874-\$5710	
Treatment Plant Operator II	UUS	50	\$4475-\$5439	
Water/Waste Water Operator	UUS	50	\$4475-\$5439	
Equipment Operator	UUS	50	\$4475-\$5439	
Treatment Plant Operator I	UUS	36	\$4218-\$5123	
Recycling Center Operator	UUS	36	\$4218-\$5123	
Utility Worker II	UUS	30	\$4023-\$4908	
Park Maintenance Worker	UUS	28	\$3737-\$4547	Vacant-N.F.
Finance Operations Specialist	UCS	30	\$4410-\$5358	
Payroll/Accounting Specialist	UCS	30	\$4410-\$5358	
Accounts Payable Specialist	UCS	30	\$4410-\$5358	
Account Clerk	UCS	26	\$4000-\$4860	Vacant-N.F.
Administrative Clerk II	UCS	24	\$3772-\$4587	
Client Services Coordinator	UCS	24	\$3772-\$4587	
Clerk, Part Time	UCS	22	\$3249-\$3949	

Section 5. IBEW

Foreman	\$54.26/hour	
Crew Foreman	\$51.15/hour	
Lineman	\$47.80/hour	
Meter Technician	\$38.25-\$47.80/hour	
Meter Serviceman	\$38.25	Vacant-N.F.
Apprentice Lineman	\$35.86-\$45.41/hour	
Meter Reader	\$30.12-\$32.51/ hour, step at 1000 hours	Vacant-N.F.

Section 6. IAFF

Fire Officer 3 – Battalion Chief	\$7076
Fire Officer 3 – Probationary B.C.	\$6723
Fire Officer 2 - Captain	\$6708
Fire Officer 1 - Lieutenant	\$6359
Fire Officer 1 – Probationary Lt.	\$6200
Fire Fighter 2	\$6009
Fire Fighter 1	\$5677
Fire Fighter Probationary	\$5365
Fire Fighter Trainee	\$4312

Section 7. Police Guild

Sergeant	\$7278-\$7642
Police Officer	\$4839-\$6468

Section 8. Teamsters

Communications Supervisor	TUSC	27	\$4062-\$4942	
Lead Dispatcher	TUSC	26	\$3962-\$4820	Vacant-N.F.
Dispatcher	TUSC	24	\$3775-\$4591	

Section 9. 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
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: Seasonal Equipment Installer	\$30.00/hour
Police: Reserve Officer	\$26.00/hour
Police: Prisoner Transport/Court Security Officer	\$20.00/hour
Recreation: Class Leader	\$13.50-\$25.00/hour or percent of registration up to 70%, or up to 80% if the instructor provides the facility
Recreation: Youth Program Coordinator	\$16.00/hour
Recreation: Program Instructor	\$15.75/hour
Recreation: Bus Driver (CDL)	\$14.75-\$17.00/hour
Recreation: Site Supervisor	\$15.25/hour
Recreation: Pool Manager	\$14.75/hour
Specialized Recreation Supervisor	\$14.75/hour
Park Lead	\$16.00/hour
Recreation: Sports Official	\$13.50-\$17.00/hour
Recreation: Office Support Personnel	\$13.50-\$17.00/hour
General Government: Work Study/Part Time	\$13.50-\$17.50/hour
General Government: Intern	\$13.50-\$17.50/hour
Court: Temporary Employee	\$13.50-\$16.50/hour
Public Works: Seasonal Utility Worker	\$13.50-\$16.50/hour
Public Works: Intern	\$13.50-\$16.50/hour
Recreation: Program Staff	\$13.50-\$14.75/hour
Recreation: Leader	\$13.75/hour
Recreation: Lifeguard	\$13.50/hour
Recreation: Cashier	\$13.50/hour

Section 10. 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 11. 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 Director, Executive Assistant, Deputy City Clerk/HR & Benefits Specialist, Project Administrator, Treasury Manager, Accounting Manager, Deputy Court Clerk, Probation Clerk/Officer, Court Administrator, Senior Planner, Engineer Technician, Public Works Operations Manager, Building Official, Director of Communications, Police Captain, Senior Administrative Assistant, and any mid-management position designated by the Mayor.

Section 12. 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 13. 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 14. 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, Probation Clerk/Officer, Court Administrator, Recreation Director, Director of Communications, Police Captain, Treasury Manager, Accounting Manager, Deputy City Clerk/HR & Benefits Specialist, Operations Managers, Executive Assistant, and Senior Administrative Assistant at 3.5% match with up to a minimum floor of \$150; and members of AFSCME Local 270-S,

Deferred Compensation at 2.35% of salary match 1 for 1. Police Guild at 3.5%, Dispatch and IAFF at \$75 per month, and AFSCME 270-C at \$120 per month. IBEW receives a 1 to 1 match at 3.25%.

Section 15. 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 16. Repeal

Ordinance No. X-59 is hereby repealed.

Section 17.

This Ordinance X-78 shall be in full force and effect five days after passage, approval and publication.

Introduced by the City Council this 10th day of December, 2019.

Passed by the City Council this 10 day of December.

Signed by the Mayor this 10 day of December.



Chris Grover, Mayor

Attest:

Approved as to Form:



Cynthia L. Niemeier, City Clerk



City Attorney

Range

Non-Union (NUE)

Classification	1	2	3	4	5	6	7	8
102	\$9,888	\$10,122	\$10,355	\$10,595	\$10,828	\$11,065	\$11,297	\$11,533
98	\$8,230	\$8,477	\$8,728	\$8,977	\$9,228	\$9,476	\$9,725	\$9,975
95	\$7,991	\$8,231	\$8,473	\$8,718	\$8,959	\$9,199	\$9,442	\$9,685
90	\$7,285	\$7,563	\$7,838	\$8,114	\$8,390	\$8,672	\$8,953	\$9,223
85	\$7,207	\$7,351	\$7,704	\$7,949	\$8,199	\$8,444	\$8,693	\$8,942
75	\$6,430	\$6,652	\$6,874	\$7,089	\$7,313	\$7,534	\$7,756	\$7,977
73	\$5,921	\$6,065	\$6,236	\$6,412	\$6,591	\$6,775	\$6,966	\$7,162
72	\$5,651	\$5,788	\$5,937	\$6,084	\$6,235	\$6,394	\$6,554	\$6,716
71	\$5,367	\$5,499	\$5,639	\$5,779	\$5,923	\$6,075	\$6,226	\$6,379
64	\$4,310	\$4,413	\$4,585	\$4,758	\$4,949	\$5,143	\$5,205	\$5,411
63	\$4,024	\$4,197	\$4,368	\$4,540	\$4,712	\$4,883	\$5,058	\$5,227
62	\$3,925	\$4,095	\$4,261	\$4,430	\$4,597	\$4,765	\$4,936	\$5,100
61	\$3,731	\$3,821	\$3,972	\$4,139	\$4,300	\$4,467	\$4,650	\$4,835
Police Captain	\$7,832	\$8,244	\$8,658					
Police Director of Communications	\$7,741	\$8,149						

Non-Union (NUN)

Classification	1	2	3	4	5	6	7	8
65	\$4,352	\$4,456	\$4,631	\$4,805	\$4,999	\$5,194	\$5,256	\$5,465
63	\$4,777	\$4,979	\$5,184	\$5,382	\$5,586	\$5,824	\$6,048	\$6,304
62	\$3,925	\$4,095	\$4,261	\$4,430	\$4,597	\$4,765	\$4,936	\$5,100
61	\$3,731	\$3,821	\$3,972	\$4,139	\$4,300	\$4,467	\$4,650	\$4,835
55	\$3,303	\$3,470	\$3,642	\$3,826	\$4,014	\$4,216	\$4,426	\$4,647

AFSCME-S (MUN & MUE)

Classification	1	2	3	4	5	6	7	8
75	\$6,462	\$6,685	\$6,908	\$7,125	\$7,350	\$7,572	\$7,793	\$8,016
74	\$5,871	\$6,059	\$6,314	\$6,563	\$6,831	\$7,100	\$7,372	\$7,689
70	\$5,424	\$5,599	\$5,834	\$6,063	\$6,309	\$6,559	\$6,812	\$7,103
65	\$5,002	\$5,230	\$5,458	\$5,687	\$5,914	\$6,143	\$6,371	\$6,599
60	\$4,808	\$5,002	\$5,215	\$5,405	\$5,636	\$5,848	\$6,084	\$6,319
56	\$4,673	\$4,861	\$5,067	\$5,254	\$5,477	\$5,683	\$5,912	\$6,142
55	\$4,323	\$4,428	\$4,599	\$4,772	\$4,964	\$5,159	\$5,376	\$5,585
50	\$3,909	\$3,998	\$4,159	\$4,335	\$4,503	\$4,677	\$4,870	\$5,061

AFSCME-C (UUS)

Classification	1	2	3	4	5
54	\$5,330	\$5,558	\$5,765	\$5,999	\$6,232
52	\$4,887	\$5,135	\$5,386	\$5,657	\$5,941
51	\$4,874	\$5,120	\$5,376	\$5,644	\$5,710
50	\$4,475	\$4,694	\$4,934	\$5,180	\$5,439
36	\$4,218	\$4,425	\$4,645	\$4,880	\$5,123
30	\$4,023	\$4,224	\$4,432	\$4,656	\$4,908
28	\$3,737	\$3,923	\$4,119	\$4,325	\$4,547

AFSCME-C (UCS)

Classification	1	2	3	4	5
30	\$4,410	\$4,632	\$4,868	\$5,105	\$5,358
28	\$4,200	\$4,411	\$4,633	\$4,865	\$5,104
26	\$4,000	\$4,201	\$4,412	\$4,632	\$4,860
24	\$3,772	\$3,960	\$4,161	\$4,369	\$4,587
22	\$3,249	\$3,413	\$3,580	\$3,761	\$3,949

IBEW

Classification	Hourly Rate
Foreman	\$54.26
Crew Foreman	\$51.15
Lineman	\$47.80
Meter Serviceman	\$38.25

Classification	1	2	3	4	5
Meter Tech	\$38.25	\$40.64	\$43.02	\$45.41	\$47.80
Apprentice Lineman	\$35.86	\$38.25	\$40.64	\$43.02	\$45.41
Meter Reader	\$30.12	\$32.51			

IAFF

Classification	Monthly Wage
Fire Officer 3 - Battalion Chief	\$7,076
Fire Officer 3 - Probationary B.C.	\$6,723
Fire Officer 2 - Captain	\$6,708
Fire Officer 1 (+LTD)	\$6,359
Fire Officer 1 (+LTD) Probationary	\$6,200
Fire Fighter 2 (+LTD)	\$6,009
Fire Fighter 1 (+LTD)	\$5,677
Fire Fighter Probationary	\$5,365
Fire Fighter Trainee	\$4,312

Police Guild

Classification	1	2	3	4	5	6
Sergeant	\$7,278	\$7,642				
Police Officer	\$4,839	\$5,319	\$5,584	\$5,864	\$6,158	\$6,468

Teamsters (TUSC)

Classification	1	2	3	4	5
27	\$4,062	\$4,267	\$4,485	\$4,702	\$4,942
26	\$3,962	\$4,163	\$4,375	\$4,591	\$4,820
24	\$3,775	\$3,962	\$4,163	\$4,375	\$4,591

Contract/Part-Time/Volunteer

Classification				
Label: City Attorney	Contract			
General Government: Civil Service Secretary - Chief Examiner	\$2635 annual			
Web Content/Information Specialist	\$25.00-\$30.00/hour			
Fire Volunteers: Training and Emergency Response	Variable (proportion of quarterly budgeted funds, based on points during the month)			
Fire: Residents	Variable (amount points earned during the month)			
Fire: Volunteer Captain	\$10 per month paid quarterly			
Fire: Volunteer Secretary/Treasurer	\$10 per month paid quarterly			
Temporary Light Department Project Employee	\$62/hour			
Police: Seasonal Equipment Installer	\$30/hour			
Police: Reserve Officer	\$26/hour			
Police: Prisoner Transport/Court Security Officer	\$20/hour			
General Government: Work Study/Part Time	\$13.50-\$17.50/hour			
General Government: Intern	\$13.50-\$17.50/hour			
Court: Temporary Employee	\$13.50-\$16.50/hour			
Public Works: Seasonal Utility Worker	\$13.50-\$16.50/hour			
Public Works: Intern	\$13.50-\$16.50/hour			
Recreation: Office Support Personnel	\$13.50-\$17.00/hour			
Recreation: Class Leader	\$13.50-\$25.00/hour or percent of registration up to 70%, or up to 80% if the instructor provides the facility			
	1	2	3	
Recreation: Youth Program Coordinator	\$16.00			
Recreation: Program Instructor	\$15.75			
Recreation: Bus Driver (CDL)	\$14.75	\$17.00		
Recreation: Site Supervisor	\$15.25			
Recreation: Pool Manager	\$14.75			
Specialized Recreation Supervisor	\$14.75			
Park Lead	\$16.00			
Recreation: Sports Official	\$13.50	\$17.00		
Park Maintenance Worker	\$13.50			
Recreation: Program Staff	\$13.50	\$14.00	\$14.75	
Recreation Leader	\$13.75			
Recreation: Lifeguard	\$13.50			
Recreation: Cashier	\$13.50			

Legend

- NUE - Non Union Exempt Scale
- NUN - Non Union Non Exempt Scale
- MUN - Management Union Non Exempt Scale
- MUE - Management Union Exempt Scale
- UCS - Union Clerical Scale
- UUS - Union Utility Scale
- IAFF - International Association of Fire Fighters Scale
- IBEW - International Brotherhood of Electrical Workers Scale
- TUSC - Teamsters Union Scale

ATTACHMENT A – 2020 SALARY ORDINANCE X-78. 2020 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 \$60 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 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 three floating holidays.

All Non-Union Exempt Employees (other than department heads 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 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 3% in 2020.

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.

Director of Communications, Communications Supervisor, 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.