

**CITY OF CHENEY, WASHINGTON  
ORDINANCE NO. Y-3**

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-96** 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, 2021 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	\$10086-\$11764	
Light Director	NUE	98	\$8395-\$10175	
Public Works Director	NUE	98	\$8395-\$10175	
Finance Director	NUE	98	\$8395-\$10175	
Police Chief	NUE	98	\$8395-\$10175	
Fire Chief	NUE	90	\$7431-\$9407	
Police Captain			\$7989-\$8831	
Records Manager			\$8312	
Dispatch Center Manager			\$7424-\$7795	
Court Administrator A	NUE	75	\$6559-\$8137	
Public Works Operations Manager	NUE	75	\$6559-\$8137	Vacant-N.F.
Treasury Manager	NUE	73	\$6039-\$7305	
Deputy City Clerk/HR & Benefits Spec	NUE	73	\$6039-\$7305	
Accounting Manager	NUE	72	\$5764-\$6850	
Recreation Director	NUE	72	\$5764-\$6850	
Executive Assistant	NUE	71	\$5474-\$6507	Vacant-N.F.
Senior Accountant	NUE	71	\$5474-\$6507	
Project Administrator	NUN	65	\$4873-\$6430	Vacant-N.F.
Accountant	NUE	65	\$4616-\$5796	
Deputy City Clerk	NUN	63	\$4439-\$5574	Vacant-N.F.
Senior Administrative Assistant	NUE	62	\$4004-\$5202	
Recreation Coordinator	NUN	62	\$4004-\$5202	
Deputy Court Clerk	NUN	61	\$3806-\$4932	
Probation Clerk/Officer	NUN	61	\$3806-\$4932	

**Section 3. AFSCME-S**

Building Official/PW Project Manager	MUE	75	\$6656-\$8256
Public Works Manager	MUN	75	\$6656-\$8256
Senior Planner	MUE	70	\$5587-\$7316
Street/Parks Supervisor	MUN	65	\$5152-\$6797
Water Supervisor	MUN	65	\$5152-\$6797
WWC/Solid Waste Supervisor	MUN	65	\$5152-\$6797
Wastewater Treatment Supervisor	MUN	65	\$5152-\$6797

Office Operations Supervisor	MUN	65	\$5152-\$6797	
Accountant	MUN	60	\$4952-\$6509	
Engineer Technician	MUE	56	\$4813-\$6326	Vacant-N.F.
Parks Field Supervisor	MUN	56	\$4813-\$6326	Vacant-N.F.
Street Supervisor	MUN	56	\$4813-\$6326	Vacant-N.F.
GIS Permit Technician	MUN	55	\$4453-\$5753	
Administrative Secretary	MUN	50	\$4026-\$5213	

**Section 4. AFSCME-C**

Water Lead	UUS	54	\$5397-\$6310	
WWT Lead	UUS	54	\$5397-\$6310	
Building Inspector Certified	UUS	54	\$5397-\$6310	
Treatment Plant Operator III	UUS	52	\$4948-\$6015	
Street Lead	UUS	51	\$4935-\$5781	
WWC Lead	UUS	51	\$4935-\$5781	
Solid Waste Lead	UUS	51	\$4935-\$5781	
Treatment Plant Operator II	UUS	50	\$4531-\$5507	
Water/Waste Water Operator	UUS	50	\$4531-\$5507	
Equipment Operator	UUS	50	\$4531-\$5507	
Treatment Plant Operator I	UUS	36	\$4271-\$5187	
Recycling Center Operator	UUS	36	\$4271-\$5187	
Utility Worker II	UUS	30	\$4073-\$4969	
Park Maintenance Worker	UUS	28	\$3784-\$4604	Vacant-N.F.
Finance Operations Supervisor	UCS	35	\$5065-\$6681	
Finance Operations Specialist	UCS	30	\$4465-\$5425	Vacant-N.F.
Payroll/Accounting Specialist	UCS	30	\$4465-\$5425	Vacant-N.F.
Accounts Payable Specialist	UCS	30	\$4465-\$5425	
Account Clerk	UCS	26	\$4050-\$4921	Vacant-N.F.
Administrative Clerk II	UCS	24	\$3819-\$4644	
Client Services Coordinator	UCS	24	\$3819-\$4644	
Clerk, Part Time	UCS	22	\$3290-\$3998	

**Section 5. IBEW**

Foreman	\$56.16/hour	
Crew Foreman	\$52.94/hour	
Lineman	\$49.48/hour	
Meter Technician	\$39.59-\$49.48/hour	
Meter Serviceman	\$39.59	Vacant-N.F.
Apprentice Lineman	\$37.11-\$47.00/hour	
Meter Reader	\$31.17-\$33.64/ hour, step at 1000 hours	Vacant-N.F.

**Section 6. IAFF**

Fire Officer 3 – Battalion Chief	\$7217
Fire Officer 3 – Probationary B.C.	\$6857
Fire Officer 2 - Captain	\$6842
Fire Officer 1 - Lieutenant	\$6486
Fire Officer 1 – Probationary Lt.	\$6324
Fire Fighter 2	\$6129

Fire Fighter 1	\$5791
Fire Fighter Probationary	\$5473
Fire Fighter Trainee	\$4398

**Section 7. Police Guild**

Sergeant	\$7424-\$7795
Police Officer	\$4936-\$6597

**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
General Government: Code Enforcement Officer	\$25.00/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	\$13.69-\$25.35/hour or percent of registration up to 70%, or up to 80% if the instructor provides the facility
Recreation: Youth Program Coordinator	\$16.23/hour
Recreation: Program Instructor	\$15.97/hour
Recreation: Bus Driver (CDL)	\$14.96-\$17.24/hour
Recreation: Site Supervisor	\$15.47/hour
Recreation: Pool Manager	\$14.96/hour
Specialized Recreation Supervisor	\$14.96/hour
Park Lead	\$16.23/hour
Recreation: Sports Official	\$13.69-\$17.24/hour
Recreation: Office Support Personnel	\$13.69-\$17.24/hour
General Government: Work Study/Part Time	\$13.69-\$17.50/hour
General Government: Intern	\$13.69-\$17.50/hour
Court: Temporary Employee	\$13.69-\$16.73/hour
Public Works: Seasonal Utility Worker	\$13.69-\$16.73/hour
Public Works: Intern	\$13.69-\$16.73/hour

Recreation: Program Staff	\$13.69-\$14.96/hour
Recreation: Leader	\$13.75/hour
Recreation: Lifeguard	\$13.69/hour
Recreation: Cashier	\$13.69/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, Senior Accountant, Deputy Court Clerk, Probation Clerk/Officer, Court Administrator, Senior Planner, Engineer Technician, Public Works Operations Manager, Building Official, Records Manager, Police Captain, Dispatch Center Manager, 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 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, Records Manager, Police Captain, Dispatch Center Manager, 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 2.5% of salary match 1 for 1. Police Guild at 3.5%, Dispatch and IAFF at \$75 per month, and AFSCME 270-C at \$160 per month. IBEW receives a 1 to 1 match at 3.5%.

**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 cash out. Additional Non-Union Benefits approved per Attachment A.

**Section 16. Repeal**

Ordinance No. X-96 is hereby repealed.

**Section 17.**

This Ordinance Y-3 shall be in full force and effect five days after passage, approval and publication.

Introduced by the City Council this 9th day of March, 2021.

Passed by the City Council this 23 day of March.

Signed by the Mayor this 23 day of March.

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

Approved as to Form:

Attest:

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

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



**Range**

**Non-Union (NUE)**

Classification	1	2	3	4	5	6	7	8
102	\$10,086	\$10,324	\$10,562	\$10,807	\$11,045	\$11,286	\$11,523	\$11,764
98	\$8,395	\$8,647	\$8,903	\$9,157	\$9,413	\$9,666	\$9,920	\$10,175
95	\$8,151	\$8,396	\$8,642	\$8,892	\$9,138	\$9,383	\$9,631	\$9,879
90	\$7,431	\$7,714	\$7,995	\$8,276	\$8,558	\$8,845	\$9,132	\$9,407
85	\$7,351	\$7,498	\$7,858	\$8,108	\$8,363	\$8,613	\$8,867	\$9,121
75	\$6,559	\$6,785	\$7,011	\$7,231	\$7,459	\$7,685	\$7,911	\$8,137
73	\$6,039	\$6,186	\$6,361	\$6,540	\$6,723	\$6,911	\$7,105	\$7,305
72	\$5,764	\$5,904	\$6,056	\$6,206	\$6,360	\$6,522	\$6,685	\$6,850
71	\$5,474	\$5,609	\$5,752	\$5,895	\$6,041	\$6,197	\$6,351	\$6,507
65	\$4,616	\$4,727	\$4,910	\$5,096	\$5,300	\$5,508	\$5,574	\$5,796
64	\$4,396	\$4,501	\$4,677	\$4,853	\$5,048	\$5,246	\$5,309	\$5,519
63	\$4,104	\$4,281	\$4,455	\$4,631	\$4,806	\$4,981	\$5,159	\$5,332
62	\$4,004	\$4,177	\$4,346	\$4,519	\$4,689	\$4,860	\$5,035	\$5,202
61	\$3,806	\$3,897	\$4,051	\$4,222	\$4,386	\$4,556	\$4,743	\$4,932
Police Captain	\$7,989	\$8,409	\$8,831					
Dispatch Center Manager	\$7,424	\$7,795						
Records Manager	\$8,312							

**Non-Union (NUN)**

Classification	1	2	3	4	5	6	7	8
65	\$4,873	\$5,079	\$5,288	\$5,490	\$5,698	\$5,940	\$6,169	\$6,430
63	\$4,439	\$4,545	\$4,724	\$4,901	\$5,099	\$5,298	\$5,361	\$5,574
62	\$4,004	\$4,177	\$4,346	\$4,519	\$4,689	\$4,860	\$5,035	\$5,202
61	\$3,806	\$3,897	\$4,051	\$4,222	\$4,386	\$4,556	\$4,743	\$4,932
55	\$3,369	\$3,539	\$3,715	\$3,903	\$4,094	\$4,300	\$4,515	\$4,740

**AFSCME-S (MUN & MUE)**

Classification	1	2	3	4	5	6	7	8
75	\$6,656	\$6,886	\$7,115	\$7,339	\$7,571	\$7,799	\$8,027	\$8,256
74	\$6,047	\$6,241	\$6,503	\$6,760	\$7,036	\$7,313	\$7,593	\$7,920
70	\$5,587	\$5,767	\$6,009	\$6,245	\$6,498	\$6,756	\$7,016	\$7,316
65	\$5,152	\$5,387	\$5,622	\$5,858	\$6,091	\$6,327	\$6,562	\$6,797
60	\$4,952	\$5,152	\$5,371	\$5,567	\$5,805	\$6,023	\$6,267	\$6,509
56	\$4,813	\$5,007	\$5,219	\$5,412	\$5,641	\$5,853	\$6,089	\$6,326
55	\$4,453	\$4,561	\$4,737	\$4,915	\$5,113	\$5,314	\$5,537	\$5,753
50	\$4,026	\$4,118	\$4,284	\$4,465	\$4,638	\$4,817	\$5,016	\$5,213

**AFSCME-C (UUS)**

Classification	1	2	3	4	5
54	\$5,397	\$5,627	\$5,837	\$6,074	\$6,310
52	\$4,948	\$5,199	\$5,453	\$5,728	\$6,015
51	\$4,935	\$5,184	\$5,443	\$5,715	\$5,781
50	\$4,531	\$4,753	\$4,996	\$5,245	\$5,507
36	\$4,271	\$4,480	\$4,703	\$4,941	\$5,187
30	\$4,073	\$4,277	\$4,487	\$4,714	\$4,969
28	\$3,784	\$3,972	\$4,170	\$4,379	\$4,604

**AFSCME-C (UCS)**

Classification	1	2	3	4	5
35	\$5,065	\$5,469	\$5,873	\$6,722	\$6,681
30	\$4,465	\$4,690	\$4,929	\$5,169	\$5,425
28	\$4,253	\$4,466	\$4,691	\$4,926	\$5,168
26	\$4,050	\$4,254	\$4,467	\$4,690	\$4,921
24	\$3,819	\$4,010	\$4,213	\$4,424	\$4,644
22	\$3,290	\$3,456	\$3,625	\$3,808	\$3,998

#### IBEW

Classification	Hourly Rate
Foreman	\$56.16
Crew Foreman	\$52.94
Lineman	\$49.48
Meter Serviceman	\$39.59

Classification	1	2	3	4	5
Meter Tech	\$39.59	\$42.06	\$44.53	\$47.00	\$49.48
Apprentice Lineman	\$37.11	\$39.59	\$42.06	\$44.53	\$47.00
Meter Reader	\$31.17	\$33.64			

#### IAFF

Classification	Monthly Wage
Fire Officer 3 - Battalion Chief	\$7,217
Fire Officer 3 - Probationary B.C.	\$6,857
Fire Officer 2 - Captain	\$6,842
Fire Officer 1 (+LTD)	\$6,486
Fire Officer 1 (+LTD) Probationary	\$6,324
Fire Fighter 2 (+LTD)	\$6,129
Fire Fighter 1 (+LTD)	\$5,791
Fire Fighter Probationary	\$5,473
Fire Fighter Trainee	\$4,398

#### Police Guild

Classification	1	2	3	4	5	6
Sergeant	\$7,424	\$7,795				
Police Officer	\$4,936	\$5,425	\$5,696	\$5,981	\$6,281	\$6,597

#### 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				
Legal: City Attorney	Contract			
General Government: Civil Service Secretary - Chief Examiner	\$2635 annual			
Web Content/Information Specialist	\$25.00-\$30.00/hour			
General Government: Code Enforcement Officer	\$25.00/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	\$13.69-\$17.50/hour			
General Government: Intern	\$13.69-\$17.50/hour			
Court: Temporary Employee	\$13.69-\$17.24/hour			
Public Works: Seasonal Utility Worker	\$13.69-\$17.24/hour			
Public Works: Intern	\$13.69-\$17.24/hour			
Recreation: Office Support Personnel	\$13.69-\$17.24/hour			
Recreation: Class Leader	\$13.69-\$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	\$16.23			
Recreation: Program Instructor	\$15.97			
Recreation: Bus Driver (CDL)	\$14.96	\$17.24		
Recreation: Site Supervisor	\$15.47			
Recreation: Pool Manager	\$14.96			
Specialized Recreation Supervisor	\$14.96			
Park Lead	\$16.23			
Recreation: Sports Official	\$13.69	\$17.24		
Park Maintenance Worker	\$13.69			
Recreation: Program Staff	\$13.69	\$14.20	\$14.96	
Recreation Leader	\$13.75			
Recreation: Lifeguard	\$13.69			
Recreation: Cashier	\$13.69			

**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

Scale	Item	Score
UUS	1	
UUS	2	
UUS	3	
UUS	4	
UUS	5	
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**ATTACHMENT A – 2021 SALARY ORDINANCE Y-3. 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.

