

**CITY OF CHENEY, WASHINGTON
ORDINANCE NO. W-70**

An Ordinance fixing the salaries and compensation for appointive officers and employees of the City of Cheney, fixing the effective date thereof, repealing **Ordinance W-57** 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, 2015 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	\$8655-\$10095	
Human Resource Manager	NUE	75	\$5684-\$7051	Vacant-N.F.
Executive Assistant	NUE	65	\$3847-\$4830	
Administrative Clerk II	UCS	24	\$3270-\$3976	
Project Manager	MUE	70	\$4772-\$6248	Vacant-N.F.
Project Administrator	NUE	63	\$4223-\$5572	Vacant-N.F.

Section 3. Finance Office

Finance Director	NUE	95	\$6994-\$8477	
Accounting Manager	NUE	72	\$4994-\$5936	
Treasury Manager	NUE	73	\$5233-\$6330	
Accountant	MUN	60	\$4229-\$5559	Vacant-N.F.
Deputy City Clerk	NUN	65	\$3847-\$4830	
Payroll/Accounting Specialist	UCS	30	\$3823-\$4646	
Accounts Payable Specialist	UCS	30	\$3823-\$4646	
Account Clerk	UCS	26	\$3468-\$4214	
Administrative Secretary	MUN	50	\$3438-\$4452	Vacant-N.F.
Administrative Clerk II	UCS	24	\$3270-\$3976	
Clerk, Part Time	UCS	22	\$2817-\$3423	
Administrative Clerk I	UCS	22	\$2817-\$3423	Vacant-N.F.

Section 4. Legal

City Attorney	Contract			
Court Administrator A	NUE	75	\$5684-\$7051	
Deputy Court Clerk	NUE	61	\$3298-\$4274	
Probation Clerk/Officer	NUN	61	\$3298-\$4274	
Court Temporary Employee			\$10.00-\$13.00/hour	

Section 5. General Government

Civil Service Secretary-Chief Examiner	\$2635 annual			Vacant-N.F.
Work Study/Part Time	\$9.47-\$14.01/hour			
Intern	\$9.47-\$12.00/hour			

Section 6. Law Enforcement

Police Chief	NUE	90	\$6377-\$8073	
Commander	Step A - \$6660		Step B - \$7051	Exempt
Sergeant	\$6432			
Police Officer	\$4277-\$5717			
Police Reserve Officer	\$25.92/hr			
Police Department Seasonal Equipment Installer			\$30.00/hour	
Prisoner Transport/Court Security Officer			\$20.00/hour	
Director of Communications	Step A – \$6326		Step B – \$6660	Exempt
Lead Dispatcher	TUSC	26	\$3503-\$4261	Vacant-N.F.
Dispatcher	TUSC	24	\$3337-\$4058	

Section 7. Fire Department

Fire Chief	NUE	90	\$6377-\$8073
Administrative Secretary	MUN	50	\$3438-\$4452
Fire Officer 3 – Battalion Chief	\$6433		
Fire Officer 2 – Captain	\$6098		
Fire Officer 1 - Lieutenant	\$5780		
Fire Fighter 2	\$5462		
Fire Fighter 1	\$5161		
Fire Fighter Probationary	\$4877		
Fire Fighter Trainee	\$3919		

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

Parks and Recreation Director	NUE	75	\$5684-\$7051	
Parks Field Supervisor	MUN	56	\$4111-\$5402	
Recreation Supervisor	NUE	64	\$3809-\$4782	
Administrative Clerk II	UCS	24	\$3270-\$3976	
Park Maintenance Worker	UUS	28	\$3240-\$3941	Vacant-N.F.
Youth Program Coordinator	\$12.25-\$14.39/hour			
Site Supervisor	\$11.25-\$13.42/hour			
Lead Teacher	\$10.25-\$12.23/hour			
Leader	\$9.47-\$11.26/hour			
Pool Manager	\$11.25-\$13.42/hour			
Assistant Pool Manager	\$10.75 - \$12.78/hour			
Head Lifeguard	\$10.25-\$12.23/hour			
Head Instructor	\$10.25-\$12.23/hour			
Head Cashier	\$10.25-\$12.23/hour			
WSI Swim Instructor/Lifeguard	\$9.60-\$11.47/hour			
Lifeguard	\$9.47-\$11.26/hour			
Cashier	\$9.47-\$11.26/hour			

Specialized Recreation Supervisor	\$11.25-\$13.42/hour
Gym Supervisor	\$10.00-\$11.89/hour
Youth Sports Official	\$12.00-\$14.27/hour
Adult Sports Official	\$15.00-\$17.81/hour
Track Club Supervisor	\$10.25-\$12.23/hour
Track Club Staff	\$9.47-\$11.26/hour
Program Instructor	\$12.25-\$14.39/hour
Facility Monitor	\$10.00-\$11.89/hour
Office Support Staff	\$10.00-\$11.89/hour
Bus Driver (CDL)	\$13.00-\$15.46/hour
Recreation Staff	\$9.47-\$11.26/hour
Special Program Staff	\$9.47-\$11.26/hour
Summit Program Staff (21 st Century Grant)	\$11.00/hour
Park Lead	\$11.25-\$13.42/hour
Park Maintenance Worker	\$10.25-\$12.23/hour
Class Recreation Leader	\$9.47-\$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	\$7204-\$8731	
Utility Worker II	UUS	30	\$3488-\$4256	
Office Operations Supervisor	MUN	56	\$4111-\$5402	
Administrative Clerk II	UCS	24	\$3270-\$3976	
Foreman			\$46.58/hour	
Crew Foreman			\$43.91/hour	
Lineman			\$41.04/hour	
Meter Reader - per hour with step at 1000 hours				Vacant
\$25.85			\$27.91	
Meter Serviceman				
\$32.83				
Apprentice Lineman - per hour -				
\$30.78	\$32.83	\$34.88	\$36.94	\$38.99
Meter Technician - per hour -				
\$32.83	\$34.88	\$36.94	\$38.99	\$41.04
Temporary Light Department Project Employee			\$62.00/hr	

Section 10. Utilities Department

Public Works Director	NUE	98	\$7204-\$8731	
Public Works Operations Manager	NUE	75	\$5684-\$7051	Vacant
Engineer Technician	MUE	56	\$4111-\$5402	
Street Supervisor	MUN	56	\$4111-\$5402	Vacant
Water Supervisor	MUN	56	\$4111-\$5402	Vacant
Public Works Operations Supervisor	MUN	74	\$5165-\$6764	
Public Works Water Resource Manager	MUN	70	\$4772-\$6248	
Treatment Plant Operator III	UUS	52	\$4237-\$5150	
Treatment Plant Operator II	UUS	50	\$3880-\$4714	
Treatment Plant Operator I	UUS	36	\$3656-\$4441	
Equipment Operator	UUS	50	\$3880-\$4714	

Recycling/Solid Waste Operator	UUS	36	\$3656-\$4441
Utility Worker II	UUS	30	\$3488-\$4256
Office Operations Supervisor	MUN	56	\$4111-\$5402
GIS/Permit Technician	MUN	55	\$3802-\$4913
Administrative Clerk II	UCS	24	\$3270-\$3976
Client Services Coordinator	UCS	24	\$3270-\$3976
Building Inspector Certified	UUS	54	\$4429-\$5387
Building Official/PW Proj. Mgr.	NUE	75	\$5684-\$7051
Senior Planner	MUE	70	\$4772-\$6248
Seasonal Utility Worker			\$9.47-\$13.22/hour
Public Works Intern			\$9.47-\$13.22/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, Probations 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

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.

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

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Non-Union Scale (NUE & NUN)									
Classification	Range	1	2	3	4	5	6	7	8
City Administrator	102	\$8,655	\$8,860	\$9,064	\$9,274	\$9,479	\$9,685	\$9,889	\$10,095
Department Head	98	\$7,204	\$7,421	\$7,640	\$7,859	\$8,077	\$8,295	\$8,513	\$8,731
Department Head	95	\$6,994	\$7,205	\$7,417	\$7,630	\$7,842	\$8,053	\$8,265	\$8,477
Department Head	90	\$6,377	\$6,621	\$6,861	\$7,103	\$7,345	\$7,591	\$7,837	\$8,073
Department Head	85	\$6,308	\$6,524	\$6,743	\$6,958	\$7,177	\$7,391	\$7,610	\$7,827
Operations Manager A	75	\$5,684	\$5,879	\$6,076	\$6,267	\$6,465	\$6,660	\$6,855	\$7,051
Operations Manager B	73	\$5,233	\$5,362	\$5,512	\$5,668	\$5,826	\$5,989	\$6,157	\$6,330
Operations Manager C	72	\$4,994	\$5,117	\$5,248	\$5,377	\$5,511	\$5,652	\$5,793	\$5,936
Non Union Exempt	65	\$3,847	\$3,939	\$4,093	\$4,247	\$4,419	\$4,591	\$4,646	\$4,830
Non Union Exempt	64	\$3,809	\$3,900	\$4,052	\$4,205	\$4,375	\$4,545	\$4,600	\$4,782
Non Union Exempt	62	\$3,470	\$3,620	\$3,767	\$3,916	\$4,063	\$4,212	\$4,363	\$4,508
Nuon Union Exempt	61	\$3,298	\$3,377	\$3,510	\$3,658	\$3,801	\$3,948	\$4,110	\$4,274
Non Exempt Non Union									
Non Union/Non Exempt	63	\$4,223	\$4,401	\$4,582	\$4,758	\$4,937	\$5,148	\$5,346	\$5,572
Administrative/Non Exempt	62	\$3,470	\$3,620	\$3,767	\$3,916	\$4,063	\$4,212	\$4,363	\$4,508
Administrative/Non Exempt	61	\$3,298	\$3,377	\$3,510	\$3,658	\$3,801	\$3,948	\$4,110	\$4,274
Management II-A	55	\$2,920	\$3,067	\$3,220	\$3,382	\$3,549	\$3,726	\$3,913	\$4,108

Management Union Scale (MUN & MUE)									
Classification	Range	1	2	3	4	5	6	7	8
Department Operations Supervisor	74	\$5,165	\$5,330	\$5,554	\$5,773	\$6,008	\$6,245	\$6,485	\$6,764
Executive Specialist	70	\$4,772	\$4,925	\$5,131	\$5,333	\$5,550	\$5,770	\$5,992	\$6,248
Mid Management	65	\$4,400	\$4,587	\$4,775	\$4,958	\$5,144	\$5,365	\$5,569	\$5,805
Mid Management	60	\$4,229	\$4,400	\$4,587	\$4,755	\$4,958	\$5,144	\$5,352	\$5,559
Mid Management Supervisor I	56	\$4,111	\$4,276	\$4,457	\$4,622	\$4,818	\$4,998	\$5,201	\$5,402
Midmanagement Supervisor II	55	\$3,802	\$3,895	\$4,045	\$4,197	\$4,367	\$4,537	\$4,728	\$4,913
Midmanagement Supervisor I	50	\$3,438	\$3,517	\$3,658	\$3,813	\$3,961	\$4,115	\$4,283	\$4,452

Union Clerical Scale (UCS)						
Classification	Range	1	2	3	4	5
AFSCME	30	\$3,823	\$4,016	\$4,219	\$4,426	\$4,646
AFSCME	28	\$3,641	\$3,824	\$4,017	\$4,216	\$4,425
AFSCME	26	\$3,468	\$3,642	\$3,825	\$4,016	\$4,214
AFSCME	24	\$3,270	\$3,433	\$3,607	\$3,787	\$3,976

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AFSCME	22	\$2,817	\$2,958	\$3,104	\$3,260	\$3,423
Teamster	26	\$3,503	\$3,680	\$3,867	\$4,058	\$4,261
Teamster	24	\$3,337	\$3,503	\$3,680	\$3,867	\$4,058

Union Utility Scale (UUS)						
Classification	Range	1	2	3	4	5
Union Utility	54	\$4,429	\$4,651	\$4,883	\$5,130	\$5,387
Union Utility	52	\$4,237	\$4,451	\$4,669	\$4,904	\$5,150
Union Utility	51	\$4,024	\$4,227	\$4,438	\$4,660	\$4,893
Union Utility	50	\$3,880	\$4,070	\$4,277	\$4,490	\$4,714
Union Utility	36	\$3,656	\$3,835	\$4,027	\$4,231	\$4,441
Union Utility	30	\$3,488	\$3,662	\$3,842	\$4,037	\$4,256
Union Utility	28	\$3,240	\$3,400	\$3,571	\$3,749	\$3,941

IBEW	
Classification	Hourly Rate
Foreman	\$46.58
Crew Foreman	\$43.91
Lineman	\$41.04
Meter Serviceman	\$32.83

Classification	1	2	3	4	5
Meter Tech	\$32.83	\$34.88	\$36.94	\$38.99	\$41.04
Meter Reader	\$25.85	\$27.91			
Apprentice Lineman	\$30.78	\$32.83	\$34.88	\$36.94	\$38.99

IAFF	
Classification	Monthly Wage
Fire Officer 3 - Battalion Chief	\$6,433
Fire Officer 2 - Captain	\$6,098
Fire Officer 1 (+LTD)	\$5,780
Fire Fighter 2 (+LTD)	\$5,462
Fire Fighter 1 (+LTD)	\$5,161
Fire Fighter Probationary	\$4,877
Fire Fighter Trainee	\$3,919

Police Department

Non Union - Exempt		
Classification	Monthly Wage	
Commander	\$6,660	\$7,051

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Director of Communications	\$6,326	\$6,660
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Police Guild

Classification	Monthly Wage					
Sergeant	\$6,432					
		1	2	3	4	5
Police Officer	\$4,277	\$4,702	\$4,936	\$5,183	\$5,444	\$5,717

Police Department

Non Union - Non Exempt	Hourly Rate
Police Reserve	\$26
Prisoner Transport/Court Security	\$20

Parks & Recreation Part-Time Staff	1	2	3	4	5	6	7	8
Youth Program Coordinator	\$12.25	\$12.56	\$12.88	\$13.01	\$13.34	\$13.68	\$14.03	\$14.39
Site Supervisor	\$11.25	\$11.54	\$11.83	\$12.13	\$12.44	\$12.76	\$13.09	\$13.42
Lead Teacher	\$10.25	\$10.51	\$10.78	\$11.06	\$11.34	\$11.63	\$11.93	\$12.23
Leader	\$9.47	\$9.71	\$9.95	\$10.20	\$10.46	\$10.72	\$10.99	\$11.26
Pool Manager	\$11.25	\$11.54	\$11.83	\$12.13	\$12.44	\$12.76	\$13.09	\$13.42
Assistant Pool Manager	\$10.75	\$11.02	\$11.30	\$11.58	\$11.87	\$12.17	\$12.47	\$12.78
Head Lifeguard	\$10.25	\$10.51	\$10.78	\$11.06	\$11.34	\$11.63	\$11.93	\$12.23
Head Instructor	\$10.25	\$10.51	\$10.78	\$11.06	\$11.34	\$11.63	\$11.93	\$12.23
Head Cashier	\$10.25	\$10.51	\$10.78	\$11.06	\$11.34	\$11.63	\$11.93	\$12.23
WSI Swim Instructor/Lifeguard	\$9.60	\$9.85	\$10.10	\$10.36	\$10.63	\$10.90	\$11.18	\$11.47
Lifeguard	\$9.47	\$9.71	\$9.95	\$10.20	\$10.46	\$10.72	\$10.99	\$11.26
Cashier	\$9.47	\$9.71	\$9.95	\$10.20	\$10.46	\$10.72	\$10.99	\$11.26
Specialized Recreation Supervisor	\$11.25	\$11.54	\$11.83	\$12.13	\$12.44	\$12.76	\$13.09	\$13.42
Gym Supervisor	\$10.00	\$10.25	\$10.51	\$10.77	\$11.04	\$11.32	\$11.60	\$11.89
Youth Sports Official	\$12.00	\$12.30	\$12.61	\$12.93	\$13.25	\$13.58	\$13.92	\$14.27
Adult Sports Official	\$15.00	\$15.38	\$15.76	\$16.15	\$16.55	\$16.96	\$17.38	\$17.81
Track Club Supervisor	\$10.25	\$10.51	\$10.78	\$11.06	\$11.34	\$11.63	\$11.93	\$12.23
Track Club Staff	\$9.47	\$9.71	\$9.95	\$10.20	\$10.46	\$10.72	\$10.99	\$11.26
Program Instructor	\$12.25	\$12.56	\$12.88	\$13.01	\$13.34	\$13.68	\$14.03	\$14.39

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Facility Monitor	\$10.00	\$10.25	\$10.51	\$10.77	\$11.04	\$11.32	\$11.60	\$11.89
Office Support Staff	\$10.00	\$10.25	\$10.51	\$10.77	\$11.04	\$11.32	\$11.60	\$11.89
Bus Drivers (CDL)	\$13.00	\$13.33	\$13.66	\$14.00	\$14.35	\$14.71	\$15.08	\$15.46
Recreation Staff	\$9.47	\$9.71	\$9.95	\$10.20	\$10.46	\$10.72	\$10.99	\$11.26
Special Program Staff	\$9.75	\$10.75	\$11.75	\$12.75	\$13.75	\$14.75	\$15.75	\$16.75
Summit Program Staff (21st Century Grant)	\$11.00							
Park Lead	\$11.25	\$11.54	\$11.83	\$12.13	\$12.44	\$12.76	\$13.09	\$13.42
Park Maintenance Worker	\$10.25	\$10.51	\$10.78	\$11.06	\$11.34	\$11.63	\$11.93	\$12.23

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 – 2015 SALARY ORDINANCE W-70. 2015 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 and Group Health \$10 Copay. Employees are cost sharing the cost of insurance. Non Union will pay 15% of the total medical insurance premium

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 not be increased in 2015.

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 Commander, Director of Communications, Engineering Technician, Human Resource Manager, Police Sergeants, Police Detective, 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. **Park Field Supervisor** receives a \$20 monthly stipend.

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 2.75%, 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. W-57 is hereby repealed.

Section 18.

This Ordinance W-70 shall be in full force and effect five days after passage, approval and publication.

Introduced by the City Council this 22nd day of September, 2015.

Passed by the City Council this 22 day of September.


Signed by the Mayor this 22 day of September.



Tom Trulove, Mayor

Attest:

Approved as to Form:



Cynthia L. Niemeier, City Clerk



City Attorney