

RESOLUTION NO. 896

A RESOLUTION ESTABLISHING NON-SALARY BENEFITS FOR MANAGEMENT LEVEL EMPLOYEES FOR THE CITY OF CANBY, OREGON.

WHEREAS, the Management level employees for the City of Canby, Oregon include the following positions: Chief of Police, City Recorder - Pro Tem, Community Development and Planning Director, Finance Operations Manager, Library and Parks Director, Lieutenant of Police, Public Works Supervisor, Swim Pool Supervisor, Transit and General Services Director and Waste Water Treatment Plant Supervisor, and

WHEREAS, the Management level employees are not members of a recognized bargaining unit, do not have a formal written contract, but act in cooperation to negotiate salary and non-salary benefits with the City of Canby and,

WHEREAS, on May 19, 2004, the City Council approved Resolution No. 858 reducing the non-salary benefits to a formal written format and it now wishes to amend those benefits to take effect on July 1, 2005; now therefore

IT IS HEREBY RESOLVED that the City of Canby approves of the following non-salary benefits for the Management level employees of the City to take effect July 1, 2005:

Medical: The City's share of the cost for the Medical premium shall be calculated by adding the base amount effective July 1, 2005 and fifty percent (50%) of the rate increase as reported August 1, 2005. This will create a new base amount for the City cost. The employees' share of the cost for the Medical premium will be the base amount effective July 1, 2005 and fifty percent (50%) of the increase effective August 1, 2005. This will create a base amount for the employee share. In no case shall the employees' share of the cost be more than ten percent (10%) of the full cost of the medical premium.

Dental/Vision: Paid by the City.

Life Insurance: 1.5 times annual salary (\$10,000 minimum/\$75,000 maximum).

Long-Term Disability Insurance: Paid by the City.

PERS: City pays Employee's share.

Vacation:

1. After 6 months: 1 week
2. After 1 year: 3 weeks
3. After 5 years: 4 weeks
4. After 14 years: 5 weeks

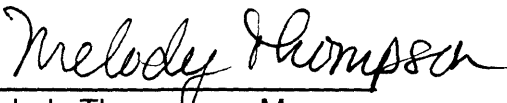
Holidays: 11 days per year, same as in current AFSCME Local 350-6 contract.

Sick Leave: Cash buy-back upon retirement: ½ sick time accrued, not to exceed 500 hours.

That Resolution No. 858 is hereby repealed.

This resolution shall take effect April 20, 2005.

ADOPTED this 20th day of April, 2005, by the Canby City Council.


Melody Thompson - Mayor

ATTEST:


Kimberly Scheafer, City Recorder - Pro-Tem