

**CLEVELAND COUNTY WATER
FY 2024-2025 SUPPLEMENTAL BUDGET ORDINANCE
ORDINANCE NO. 16-2024**

WHEREAS, in accordance with applicable provisions of the North Carolina Local Government Budget and Fiscal Control Act, Cleveland County Water (the District) has enacted the FY 2024-2025 Budget Ordinance, providing for the annual operating budget of the District for the stated fiscal year; and,

WHEREAS, in support of enactment of the Budget Ordinance various legislative actions are necessary and required of the Board of Commissioners to effectively implement the District's budget plan; and,

WHEREAS, the Board of Commissioners now desire to act on the needed measures as referenced herein in accordance with said Fiscal Control Act and the applicable provisions of the North Carolina General Statutes.

NOW, THEREFORE, BE IT ORDAINED BY THE BOARD OF COMMISSIONERS OF CLEVELAND COUNTY WATER (THE DISTRICT) OF CLEVELAND COUNTY, NORTH CAROLINA:

Section 1. The following actions are hereby adopted and approved in support of the District's FY 2024-2025 Budget and the continued financial operations of the District subsequent thereto:

- a) Effective with the July 2024 billings, water rates shall be increased as follows:
 - i) The standard residential and commercial water rates have been updated to reflect an approximate 3.9% increase to be accomplished by lowering the minimum threshold from 1,000 gallons per month down to 750 gallons per month. Rate codes 201, 205, 203, 202, 206, 207, 101, 105, 103, 104, 109, 117, 102, 106, 107, 108, 110, 118 have been appropriately updated in the fee schedule.
 - ii) The standard irrigation/bulk rates shall increase by 5% on the applicable block and are appropriately updated in the fee schedule (Rate codes 213, 112, 115, 212, 312, 216, 116, and 111).
- b) The number of full-time positions authorized for employment by the District is confirmed as set forth in the Personnel Summary for a total of 52 positions. See attachment.
- c) The District's fee schedule effective July 1, 2024, is attached.
- d) The Employee Benefits Summary effective July 1, 2024, is attached.

Section 2. The General Manager (Budget Officer) and Finance Director of the District are hereby authorized and directed to cause the provisions of Section 1 of this ordinance to be properly implemented in accordance with provisions of law and the policies of Cleveland County Water. Further, the General Manager is authorized to delegate, as may be appropriate, the responsibility for logistical implementation and administration of the various components of this supplemental budget ordinance. All provisions of Cleveland County Water, the Cleveland County Water Fee Schedule and related District policies, and any other applicable District documents, revised or modified by the provisions of this ordinance, are hereby affirmed and authorized for revision and recording where needed or required.

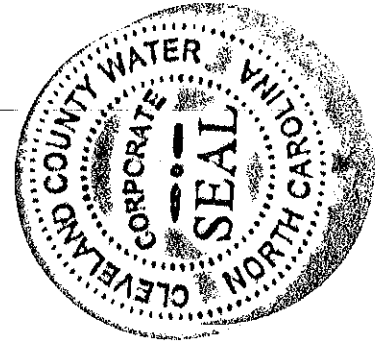
June 11, 2024

Section 3. This ordinance shall become effective with its adoption and approval, while all applicable budgetary authorizations subject to fiscal year requirements set forth herein are to be effective on July 1, 2024.

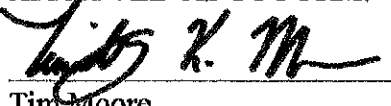
Adopted and approved this the 11th day of June 2024.



Donald O. Melton, Chairman


Amy Elliott Bridges, Secretary

APPROVED AS TO FORM:



Tim Moore

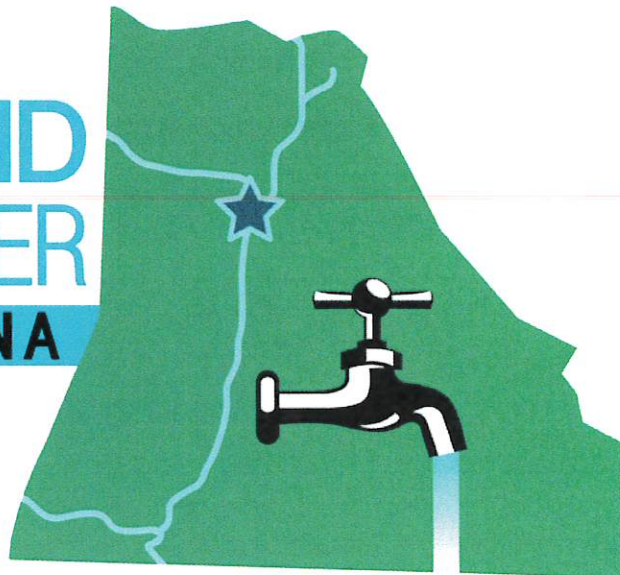
District Attorney

FY 2024-2025 Personnel Summary

	Current	Proposed
Administration	14	15
Maintenance	21	20
Production	7	8
Meter Services	6	5
IT/GIS	0	2
Greenway	2	2
Total	50	52

CLEVELAND COUNTY WATER FEE SCHEDULE

**CLEVELAND
COUNTY WATER
NORTH CAROLINA**



Adopted: June 11, 2024

Effective: July 1, 2024

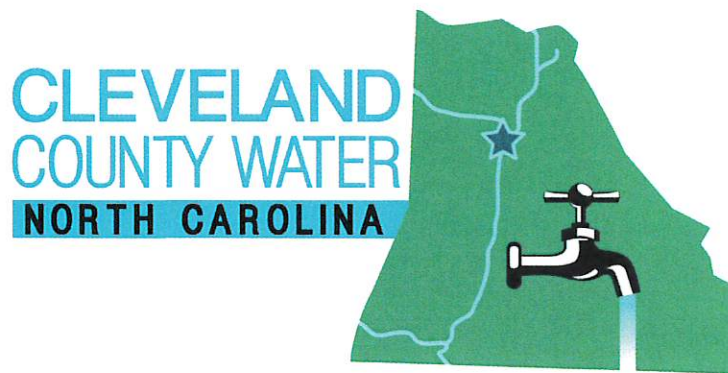


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RESIDENTIAL WATER SERVICE (IN DISTRICT)

Effective July 1, 2024

AVAILABILITY

Metered water service will be provided to consumers within the CCW District for residential use, where access to existing facilities is feasible. Amounts detailed below are per billing period.

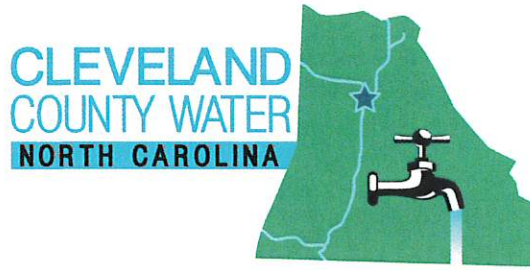
RATES

Residential in District 3/4" (201)	
0-750 Gal	\$12.00
751-20,000 Gal	\$4.94 per 1,000
All Over 20,000 Gal	\$2.79 per 1,000
Residential in District 1" (205)	
0-750 Gal	\$21.00
751-20,000 Gal	\$4.94 per 1,000
All over 20,000 Gal	\$2.79 per 1,000
Residential in District 2" (203)	
0-750 Gal	\$67.20
751-20,000 Gal	\$4.94 per 1,000
All over 20,000 Gal	\$2.79 per 1,000

CONDITIONS

New service generally requires a separate water meter to serve each dwelling, townhome, duplex, apartment complex, or other such residential consumption unit.

In existing service where one meter serves more than one consumption unit, a multi residential meter permit will be required.



RESIDENTIAL WATER SERVICE (OUT OF DISTRICT)

Effective July 1, 2024

AVAILABILITY

Metered water service will be provided to consumers outside of the CCW District for residential use, where access to existing facilities is feasible. Amounts detailed below are per billing period.

RATES

Residential Out of District 3/4" (202)	
0-750 Gal	\$18.00
751-20,000 Gal	\$7.35 per 1,000
All Over 20,000 Gal	\$4.20 per 1,000
Residential Out of District 1" (206)	
0-750 Gal	\$31.50
751-20,000 Gal	\$7.35 per 1,000
All Over 20,000 Gal	\$4.20 per 1,000
Residential Out of District 2" (207)	
0-750 Gal	\$100.80
751-20,000 Gal	\$7.35 per 1,000
All Over 20,000 Gal	\$4.20 per 1,000

CONDITIONS

New service generally requires a separate water meter to serve each dwelling, townhome, duplex, apartment complex, or other such residential consumption unit.

In existing service where one meter serves more than one consumption unit, a multi residential meter permit will be required.



RESIDENTIAL COMPLEX (IN DISTRICT)

Effective July 1, 2024

AVAILABILITY

Metered water service will be provided to consumers within the CCW District for residential use, where access to existing facilities is feasible. Amounts detailed below are per billing period.

RATES

Residential in District (213)	
Customer Charge	\$12.00
All Gallons	\$3.38

CONDITIONS

New service generally requires a separate water meter to serve each dwelling, townhome, duplex, apartment complex, or other such residential consumption unit. For residential units under a master meter arrangement such as an apartment complex, each account shall be considered to carry one customer charge (\$12.00) per unit in the complex, regardless of individual or aggregate consumption.



COMMERCIAL WATER SERVICE (IN DISTRICT)

Effective July 1, 2024

AVAILABILITY

Metered water service will be provided to consumers within the CCW District for commercial use, where access to existing facilities is feasible.

RATES

Commercial in District 3/4" (101)	
0-750 Gal	\$12.60
751-5,000 Gal	\$4.94 per 1,000
5,001-8,000 Gal	\$4.73 per 1,000
8,001-20,000 Gal	\$2.79 per 1,000
All Over 20,000 Gal	\$2.79 per 1,000
Commercial in District 1" (105)	
0-750 Gal	\$21.00
751-5,000 Gal	\$4.94 per 1,000
5,001-8,000 Gal	\$4.73 per 1,000
8,001-20,000 Gal	\$2.79 per 1,000
All Over 20,000 Gal	\$2.79 per 1,000
Commercial in District 2" (103)	
0-750 Gal	\$67.20
751-5,000 Gal	\$4.94 per 1,000
5,001-8,000 Gal	\$4.73 per 1,000
8,001-20,000 Gal	\$2.79 per 1,000
All Over 20,000 Gal	\$2.79 per 1,000
Commercial in District 3" (104)	
0-750 Gal	\$152.25
751-5,000 Gal	\$4.94 per 1,000
5,001-8,000 Gal	\$4.73 per 1,000
8,001-20,000 Gal	\$2.79 per 1,000
All Over 20,000 Gal	\$2.79 per 1,000
Commercial in District 4" (109)	
0-750 Gal	\$210.00
751-5,000 Gal	\$4.94 per 1,000
5,001-8,000 Gal	\$4.73 per 1,000
8,001-20,000 Gal	\$2.79 per 1,000
All Over 20,000 Gal	\$2.79 per 1,000
Commercial in District 6" (117)	
0-750 Gal	\$630.00
751-5,000 Gal	\$4.94 per 1,000
5,001-8,000 Gal	\$4.73 per 1,000
8,001-20,000 Gal	\$2.79 per 1,000
All Over 20,000 Gal	\$2.79 per 1,000

CONDITIONS

New service generally requires a separate water meter to serve each store, shop, office, warehouse, storage building or other such commercial consumption unit.

In existing service where one meter serves more than one consumption unit, a multi residential meter permit will be required.



COMMERCIAL WATER SERVICE (OUT of DISTRICT)

Effective July 1, 2024

AVAILABILITY

Metered water service will be provided to consumers outside of the CCW District for commercial use, where access to existing facilities is feasible.

RATES

Commercial out of District 3/4" (102)	
0-750 Gal	\$18.90
751-5,000 Gal	\$7.35 per 1,000
5,001-8,000 Gal	\$7.09 per 1,000
8,001-20,000 Gal	\$4.20 per 1,000
All Over 20,000 Gal	\$4.20 per 1,000
Commercial out of District 1" (106)	
0-750 Gal	\$31.50
751-5,000 Gal	\$7.35 per 1,000
5,001-8,000 Gal	\$7.09 per 1,000
8,001-20,000 Gal	\$4.20 per 1,000
All Over 20,000 Gal	\$4.20 per 1,000
Commercial out of District 2" (107)	
0-750 Gal	\$100.80
751-5,000 Gal	\$7.35 per 1,000
5,001-8,000 Gal	\$7.09 per 1,000
8,001-20,000 Gal	\$4.20 per 1,000
All Over 20,000 Gal	\$4.20 per 1,000
Commercial out of District 3" (108)	
0-750 Gal	\$231.00
751-5,000 Gal	\$7.35 per 1,000
5,001-8,000 Gal	\$7.09 per 1,000
8,001-20,000 Gal	\$4.20 per 1,000
All Over 20,000 Gal	\$4.20 per 1,000
Commercial out of District 4"(110)	
0-750 Gal	\$315.00
751-5,000 Gal	\$7.35 per 1,000
5,001-8,000 Gal	\$7.09 per 1,000
8,001-20,000 Gal	\$4.20 per 1,000
All Over 20,000 Gal	\$4.20 per 1,000
Commercial out of District 6" (118)	
0-750 Gal	\$945.00
751-5,000 Gal	\$7.38 per 1,000
5,001-8,000 Gal	\$7.09 per 1,000
8,001-20,000 Gal	\$4.20 per 1,000
All Over 20,000 Gal	\$4.20 per 1,000

CONDITIONS

New service generally requires a separate water meter to serve each store, shop, office, warehouse, storage building or other such commercial consumption unit.

In existing service where one meter serves more than one consumption unit, a multi residential meter permit will be required.



IRRIGATION WATER SERVICE (IN DISTRICT)

Effective July 1, 2024

AVAILABILITY

Metered water service will be provided to consumers inside the CCW District for irrigation use, where access to existing facilities is feasible. Amounts detailed below are per billing period.

RATE

In District --- Any size meter service (112, 212, and 312)	
Per 1,000 Gal	\$3.38

* --This service also includes irrigation, agriculture & bulk water sales.

CONDITIONS

Irrigation Systems – Commercial and Residential

All irrigation systems installed where water is provided by Cleveland County Water (CCW) must be connected to a separate irrigation meter installed by CCW. Cleveland County Water requires the installation of a backflow assembly prior to the initiation of water service. At a minimum and consistent with the Cleveland County Water's backflow policy & North Carolina Administrative Code "Rules Governing Public Water Systems", CCW will require the installation of Reduced Pressure Zone (RPZ) device for adequate water system protection. To inquire about fees and obtaining an irrigation meter, call (704) 466-3696. Once installed, please contact CCW backflow department at (704) 466-3696 for an inspection of backflow prevention assembly. Once the device has passed inspection, the meter will be unlocked & activated by CCW. An initial test of the Reduced Pressure Principle (RP) backflow assembly and annually thereafter, is required. The customer is responsible for this testing & maintaining the backflow preventer. The customer shall be responsible for submission of the Backflow Device Testing Form to the District within 30 days of testing. All testing must be conducted by a certified tester on Cleveland County Water's approved tester's list or by CCW backflow department.

Testing & Approved Tester's information shall be forwarded to:
Cleveland County Water
c/o Backflow Prevention
PO Box 8
Shelby, NC 28151

For additional questions regarding the Backflow Prevention Device please contact Cleveland County Water (Backflow Department) at 704-466-3696.



IRRIGATION WATER SERVICE (OUT OF DISTRICT)

Effective July 1, 2024

AVAILABILITY

Metered water service will be provided to consumers outside the CCW District for irrigation use, where access to existing facilities is feasible. Amounts detailed below are per billing period.

RATE

Out of District – Any size meter service (216 and 116)	
Per 1,000 Gal	\$5.10

*--This service also includes irrigation, agriculture & bulk water sales.

CONDITIONS

Irrigation Systems – Commercial and Residential

All irrigation systems installed where water is provided by Cleveland County Water (CCW) must be connected to a separate irrigation meter installed by CCW. Cleveland County Water requires the installation of a backflow assembly prior to the initiation of water service. At a minimum and consistent with the Cleveland County Water's backflow policy & North Carolina Administrative Code "Rules Governing Public Water Systems", CCW will require the installation of Reduced Pressure Zone (RPZ) device for adequate water system protection. To inquire about fees and obtaining an irrigation meter, call (704) 466-3696. Once installed, please contact CCW backflow department at (704) 466-3696 for an inspection of backflow prevention assembly. Once the device has passed inspection, the meter will be unlocked & activated by CCW. An initial test of the Reduced Pressure Principle (RP) backflow assembly and annually thereafter, is required. The customer is responsible for this testing & maintaining the backflow preventer. The customer shall be responsible for submission of the Backflow Device Testing Form to the District within 30 days of testing. All testing must be conducted by a certified tester on Cleveland County Water's approved tester's list or by CCW backflow department.

Testing & Approved Tester's information shall be forwarded to:
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PO Box 8
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For additional questions regarding the Backflow Prevention Device please contact Cleveland County Water (Backflow Department) at 704-466-3696.



LARGE INDUSTRY (IN/OUT OF DISTRICT)

Effective July 1, 2024

AVAILABILITY

Metered water service will be provided to consumers inside/outside the CCW District for industrial use, where access to existing facilities is feasible. Amounts detailed below are per billing period.

RATES

Large Industry (IN / OUT of District) (111)	
Base Facility Charge	\$210.00
0-100,000 Gal	\$3.38 per 1000
Over 100,000 Gal	\$2.70 per 1000

CONDITIONS

Large Industrial rate will be provided to industries involved in manufacturing.



GOVERNMENTAL RATE

Effective July 1, 2020

AVAILABILITY

Metered water service under this schedule is available by written contract/request to governmental authorities to be used for metered resale. Amounts detailed below are per billing period.

RATE

Governmental Rate (401)	
All Volumes	\$2.03 per 1,000



WATER SERVICE TAP FEES

Effective July 1, 2024

3/4" Meter	
In-District Meter tap fee	\$1,050.00 plus application fee and applicable deposit – see page 12
Out-of-District Meter tap fee	\$1,800.00 plus application fee and applicable deposit – see page 12
1" Meter	
In-District Meter tap fee	\$1,950.00 plus application fee and applicable deposit – see page 12
Out-of-District Meter tap fee	\$2,700.00 plus application fee and applicable deposit – see page 12
2" Meter	
In-District Meter tap fee	\$3,650.00 plus application fee and applicable deposit – see page 12
Out-of-District Meter tap fee	\$4,400.00 plus application fee and applicable deposit – see page 12
Other cost fees	
Fire Hydrant cost	\$4,500.00
Meter relocation fee (bore or short-side)	\$350.00 for 3/4" meter only Anything over 3/4" – call for pricing
Fire hydrant meter (upon signed application)	\$60.00 service charge \$3.38/1,000 gallons
Fire Hydrant relocation	\$2,500.00
Contractor Fire Hydrant deposit	\$1,500.00

*---For meters over the size of 2", please call for current pricing quotes.



BACKFLOW PREVENTER TEST FEES

Effective July 1, 2023

DCVA 3/4" – 1 1/2"	
Test Fee	\$55.00
DCVA 2" AND LARGER	
Test Fee	\$60.00
RPZ 3/4" – 1 1/2"	
Test Fee	\$65.00
RPZ 2" AND LARGER	
Test Fee	\$70.00



MISCELLANEOUS FEES

Effective July 1, 2020

Description	Fee
Damaged Lock Fee	\$41.00
Damaged Radio Read Meter	\$210.00
Disconnect/Penalty fee	\$35.00
Late Fee	10% of balance
Returned Check Fee	\$30.00
Straight piped / Water theft	\$80.00
Tamper / Pulled	\$76.00
Transfer Water Account Fee	\$5.00
Water Restriction Violation	\$100.00
Replace Meter Box	\$30.00
Replace Meter Box Lid	\$20.00
Test Meter Fee	\$35.00
Return Service Call	\$35.00
Water Sample Test Tee	\$35.00
After Hours Service Charge	\$40.00
Tenant Deposit	\$100.00 with Social Security Number \$150.00 without Social Security Number
Owner Deposit	\$25.00 with Social Security Number \$50.00 without Social Security Number
Landlord Deposit	\$25.00
Contractor Service Deposit	\$25.00
Application Fee	\$10.00



Employee Benefit Summary

Updated 05/29/2024

Benefit	Benefit Eligibility	Who Pays	When Effective	What you Receive												
Holidays	Full-time Employees 13 paid holidays per year Birthday New Year's Day Martin Luther King Jr. Day Good Friday Memorial Day Independence Day Labor Day Veteran's Day Thanksgiving (2 days) Christmas (3 days) Birthday Day must be used month before, month of, or month after actual birthday.	CCW	Upon Employment	8 Hours Per Day												
Vacation Time	Full Time Employees <table><tr><th>Years</th><th>Accrual</th></tr><tr><td>0-2</td><td>7 hours per month</td></tr><tr><td>2-5</td><td>8 hours per month</td></tr><tr><td>5-10</td><td>10 hours per month</td></tr><tr><td>10-15</td><td>12 hours per month</td></tr><tr><td>15+</td><td>16 hours per month</td></tr></table> *** Vacation accumulated over 240 hours will be converted into sick time at the end of each fiscal year.	Years	Accrual	0-2	7 hours per month	2-5	8 hours per month	5-10	10 hours per month	10-15	12 hours per month	15+	16 hours per month	CCW	Begin Accruing upon Employment. May use after successful completion of 6 month probationary period.	Paid time off for earned vacation. Hours are accrued at the end of every month, based on the number of years of service.
Years	Accrual															
0-2	7 hours per month															
2-5	8 hours per month															
5-10	10 hours per month															
10-15	12 hours per month															
15+	16 hours per month															
Sick Time	Full time Employees 96 hours a year Accrued 8.00 hours a month No limit on accumulation Sick days for NCLGRS 20 days = 1 month	CCW	Begin Accruing upon Employment. May use after successful completion of 6 month probationary period.	Paid time off for earned sick time. Hours are accrued at the end of every month.												
Compensatory Time	Full time Employees - Non Exempt Those who have elected to receive Compensatory time in lieu of overtime pay.	CCW	When Employee has worked the overtime and has Compensatory time available to use	Paid time off for compensatory time in lieu of overtime.												
Longevity Pay	Full Time employees with over 5 years of full time employment 5 years but less than 10 years 0.75 % of salary 10 years but less than 15 years 1.25% of salary 15 years but less than 20 years 1.75% of salary 20 years but less than 25 years 2.25% of salary 25 or more years 3.25% of salary Calculations do not include overtime. Determination Date for Years of Service is November 1st Each Year	CCW	Upon completion of 5 years of service if completed by date longevity check is issued.	Longevity Check												

Retirement LGRS	6% of all full-time employees salary CCW pays employee match + liability amount on behalf of each full - time employee Match amount varies yearly and is determined by LGRS	Employee and CCW	Beginning with the first pay check	
401 K Empower	Full time employees MAY participate CCW matches what employee contributes up to 5% <i>If employee does NOT participate no funds are matched.</i>	Employee and CCW	Beginning with the first pay check	
Direct Deposit	All employees must do direct deposit	CCW	Beginning with the first pay check	Pay Checks are automatically deposited to the bank account of your choice
Credit Union LGFCU	Employees can open a (savings) account with \$ 25.00	Employee	Upon receipt of first paycheck	Membership to Local Government Credit Union
Uniforms	Uniforms are provided to all employees who are required to wear them.	CCW	Upon Employment	Uniforms Provided
Jury Duty	All employees who are called for jury duty or as court witness for Federal or State Government with proper paperwork	CCW	Upon Employment	Your regular pay along with the pay you receive for civil duty served.
Bereavement Leave	Employees are granted three (3) days pay for the funeral of the employees Spouse, children, step children, siblings Parents, parents-in-law, grandparents	CCW	Upon Employment	Three (3) days paid leave
Retiree Health Insurance Benefit	Employees that retire with twenty five (25) years of continuous service with CCW or Employees hired prior to January 1, 2017; twenty (20) years of service; at least 55 years of age with the last five years of continuous employment. <i>Medical coverage paid until retired employee reaches Medicare eligibility.</i>	CCW	Upon Retirement	Free Health Insurance until Medicare
Health Insurance PPO Plan	All full-time employees are eligible for health insurance <i>Weekly Rates</i> Employee Coverage No Charge Spouse Medical \$250.38 Child Medical \$61.38 Children Medical \$128.31	CCW and Employee	Beginning after 30 Day probationary period	Free health Insurance for employee Spouse/Child/Family Coverage on weekly payroll deduction

Health Insurance HSA Plan	<p>All full-time employees are eligible for health insurance</p> <p>Weekly Rates</p> <p>Employee Coverage No Charge</p> <p>Spouse Medical \$218.60</p> <p>Child Medical \$37.68</p> <p>Children Medical \$102.06</p> <p>Employees electing HSA coverage will be required to establish an HSA bank account. CCW will deposit \$1,100.00 into this account - This amount will be pro-rated based on the months remaining in the fiscal year.</p>	CCW and Employee	Beginning after 30 Day probationary period	Free health insurance for employee Spouse/Child/Family Coverage on weekly payroll deduction
Dental Insurance	<p>All full-time employees are eligible for dental insurance</p> <p>Weekly Rates</p> <p>Employee Coverage No Charge</p> <p>Spouse Dental \$ 6.69</p> <p>Children Dental \$ 7.38</p> <p>Family Dental \$ 10.85</p>	CCW and Employee	Beginning after 30 Day probationary period	Free dental insurance for employee Spouse/Child/Family Coverage on weekly payroll deduction
Vision Insurance	<p>All full-time employees are eligible for vision insurance</p> <p>Weekly Rates</p> <p>Employee Coverage No Charge</p> <p>Spouse Vision \$ 1.38</p> <p>Children Vision \$ 1.38</p> <p>Family Vision \$ 3.00</p>	CCW and Employee	Beginning after 30 Day probationary period	Free vision insurance for employee Spouse/Child/Family Coverage on weekly payroll deduction
Life Insurance	All full-time employees are eligible for life insurance in the amount of \$ 25,000.00	CCW	Beginning after 30 Day probationary period	Free life insurance for employee
Optional Life Insurance for Employees Spouse and Dependents	<p>Employees can purchase life insurance</p> <p>Policies for whole Life through Mark III Benefits</p> <p>Policies for term life through Unum</p>	Employee	Beginning after 30 Day probationary period	Employee Spouse/Child Coverage on weekly payroll deduction
Supplemental Insurance Accident Hospital Critical Illness	<p>Employees can purchase supplemental insurance policies through Mark III Benefits.</p> <p>Policies are written through AFLAC</p>	Employee	Beginning after 30 Day probationary period	Employee Spouse/Child Coverage on weekly payroll deduction
Supplemental Insurance Cancer	<p>Employees can purchase supplemental insurance policies through Mark III Benefits.</p> <p>Policies are written through Humana</p>	Employee	Beginning after 30 Day probationary period	Employee Spouse/Child Coverage on weekly payroll deduction
Supplemental Insurance Disability	<p>Employees can purchase short and long term disability policies through Mark III Benefits.</p> <p>Policies are written by AUL (One America)</p>	Employee	Beginning after 30 Day probationary period	Employee Spouse/Child Coverage on weekly payroll deduction
Boots	<p>Employees working at the water plant maintenance and meter readers</p> <p>Given a yearly allowance of \$ 175.00 to purchase safety shoes</p>	CCW	Once a fiscal year	Free Work Boots

AT&T FirstNet Access	<p>Employees can get discounted cell service through AT&T with prioritized access to FirstNet Network</p> <p>** Phone plan must be in employees name to be eligible.</p> <p>**Employment Verification through CCW Administrator FirstNet access is discontinued if employee leaves employment</p>	CCW	Upon Employment	Discounted Cell Phone Service and FirstNet Prioritized Access
FMLA Family Medical Leave Act	<p>Employees will be granted up to 12 weeks of leave during any 12 month period.</p> <p>This time may be with pay if employee has sick or vacation time available or it may be taken without pay. This may be used for The care of a newborn or newly adopted child, care of a child, parent, or spouse with a serious health condition, or employee's own serious health condition which renders him/her unable to perform the functions of his/her position.</p>	<p>CCW</p> <p>Depends on the amount of accrued benefit time</p>	Must complete one year of service and worked 1,250 hours in the past year.	12 weeks away from work that will hold your current position with in CCW.
E.A.P.- Employee Assistance Program	<p>All Employees and family members</p> <p>Confidential consultation with EAP counselors.</p> <p>Six (6) free sessions per year</p>	CCW	Upon Employment	Employees & their family members who reside in the household receive 6 free sessions with an EAP counselor per year.
YMCA Employee Family Membership	<p>All Employees and family members</p> <p>YMCA Access to local facilities and almost every YMCA branch in the United States</p> <p>Employee Only Rate - \$5.93</p> <p>Family Rate - \$10.94</p>	CCW	Upon Employment	Employees & their family members as determined by the YMCA Membership Guidelines