

**CLEVELAND COUNTY WATER
FY 2025-2026 SUPPLEMENTAL BUDGET ORDINANCE
ORDINANCE NO. 9-2025**

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 2025-2026 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 2025-2026 Budget and the continued financial operations of the District subsequent thereto:

- a) Effective with the July 2025 billings, water rates shall be increased as follows:
 - a. The standard residential and commercial rates have been updated to reflect an approximate 3.9% increase to be accomplished by lowering the minimum threshold from 750 gallons per month down to 500 gallons per month and have been appropriately updated in the fee schedule. In addition, the declining blocks (not to include the first block) of all rate schedules shall be increased by 5%.
 - b. The standard irrigation/bulk rates shall increase by 5% on the applicable block and are appropriately updated in the fee schedule.
- 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 51 positions. See attachment.
- c) The District's fee schedule effective July 1, 2025, is attached.
- d) The Employee Benefits Summary effective July 1, 2025, is attached.

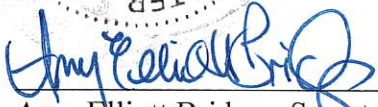
Section 2. The General Manager (Budget Officer) and Finance Director of the District are hereby authorized and directed to cause the provisions of Section 1 of this ordinance to be properly implemented in accordance with provisions of law and the policies of Cleveland County Water. Further, the General 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.

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, 2025.

Adopted and approved this the 10th day of June 2025.






Amy Elliott Bridges, Secretary



Donald O. Melton, Chairman

APPROVED AS TO FORM:



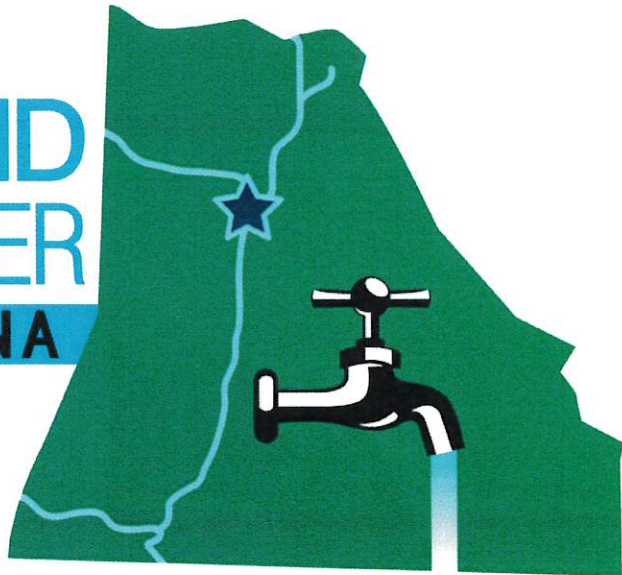
Delton W. Barnes
District Attorney

FY 2025-2026 Personnel Summary

	Current	Proposed
Administration	15	14
IT/GIS	2	2
Maintenance	20	20
Production	7.5	8
Meter Services	5	5
Greenway	2	2
Total	<hr/> 51.5	<hr/> 51

CLEVELAND COUNTY WATER FEE SCHEDULE

**CLEVELAND
COUNTY WATER
NORTH CAROLINA**



Adopted: June 10, 2025

Effective: July 1, 2025



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RESIDENTIAL WATER SERVICE (IN DISTRICT)

Effective July 1, 2025

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)	
0-500 Gal	\$12.00
501-20,000 Gal	\$4.94 per 1,000
All Over 20,000 Gal	\$2.93 per 1,000
Residential in District 1" (205)	
0-500 Gal	\$21.00
501-20,000 Gal	\$4.94 per 1,000
All over 20,000 Gal	\$2.93 per 1,000
Residential in District 2" (112)	
0-500 Gal	\$67.20
501-20,000 Gal	\$4.94 per 1,000
All over 20,000 Gal	\$2.93 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, 2025

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)	
0-500 Gal	\$18.00
501-20,000 Gal	\$7.35 per 1,000
All Over 20,000 Gal	\$4.41 per 1,000
Residential Out of District 1" (206)	
0-500 Gal	\$31.50
501-20,000 Gal	\$7.35 per 1,000
All Over 20,000 Gal	\$4.41 per 1,000
Residential Out of District 2" (207)	
0-500 Gal	\$100.80
501-20,000 Gal	\$7.35 per 1,000
All Over 20,000 Gal	\$4.41 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, 2025

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	\$3.55

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, 2025

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)	
0-500 Gal	\$12.60
501-8,000 Gal	\$4.94 per 1,000
8,001-20,000 Gal	\$2.93 per 1,000
All Over 20,000 Gal	\$2.93 per 1,000
Commercial in District 1" (105)	
0-500 Gal	\$21.00
501-8,000 Gal	\$4.94 per 1,000
8,001-20,000 Gal	\$2.93 per 1,000
All Over 20,000 Gal	\$2.93 per 1,000
Commercial in District 2" (212)	
0-500 Gal	\$67.20
501-8,000 Gal	\$4.94 per 1,000
8,001-20,000 Gal	\$2.93 per 1,000
All Over 20,000 Gal	\$2.93 per 1,000
Commercial in District 3" (104)	
0-500 Gal	\$152.25
501-8,000 Gal	\$4.94 per 1,000
8,001-20,000 Gal	\$2.93 per 1,000
All Over 20,000 Gal	\$2.93 per 1,000
Commercial in District 4" (109)	
0-500 Gal	\$210.00
501-8,000 Gal	\$4.94 per 1,000
8,001-20,000 Gal	\$2.93 per 1,000
All Over 20,000 Gal	\$2.93 per 1,000
Commercial in District 6" (117)	
0-500 Gal	\$630.00
501-8,000 Gal	\$4.94 per 1,000
8,001-20,000 Gal	\$2.93 per 1,000
All Over 20,000 Gal	\$2.93 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, 2025

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)	
0-500 Gal	\$18.90
501-8,000 Gal	\$7.35 per 1,000
8,001-20,000 Gal	\$4.41 per 1,000
All Over 20,000 Gal	\$4.41 per 1,000
Commercial out of District 1" (106)	
0-500 Gal	\$31.50
501-8,000 Gal	\$7.35 per 1,000
8,001-20,000 Gal	\$4.41 per 1,000
All Over 20,000 Gal	\$4.41 per 1,000
Commercial out of District 2" (107)	
0-500 Gal	\$100.80
501-8,000 Gal	\$7.35 per 1,000
8,001-20,000 Gal	\$4.41 per 1,000
All Over 20,000 Gal	\$4.41 per 1,000
Commercial out of District 3" (108)	
0-500 Gal	\$231.00
501-8,000 Gal	\$7.35 per 1,000
8,001-20,000 Gal	\$4.41 per 1,000
All Over 20,000 Gal	\$4.41 per 1,000
Commercial out of District 4"(110)	
0-500 Gal	\$315.00
501-8,000 Gal	\$7.35 per 1,000
8,001-20,000 Gal	\$4.41 per 1,000
All Over 20,000 Gal	\$4.41 per 1,000
Commercial out of District 6" (118)	
0-500 Gal	\$945.00
501-8,000 Gal	\$7.38 per 1,000
8,001-20,000 Gal	\$4.41 per 1,000
All Over 20,000 Gal	\$4.41 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, 2025

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	\$3.55

*--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, 2025

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	\$5.36

*--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.



LARGE INDUSTRY (IN/OUT OF DISTRICT)

Effective July 1, 2025

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	\$3.55 per 1000
Over 100,000 Gal	\$2.84 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, 2025

3/4" Meter	
In-District Meter tap fee	\$1,200.00 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	\$5,000.00
Meter relocation fee (bore or short-side)	\$500.00 for 3/4" meter only Anything over 3/4" – call for pricing
Fire hydrant meter (upon signed application)	\$60.00 service charge \$3.55/1,000 gallons
Fire Hydrant relocation	\$3,000.00
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, 2025

Description	Fee
Damaged Lock Fee	\$41.00
Damaged Radio Read Meter	\$300.00
Disconnect/Penalty fee	\$40.00
Late Fee	10% of balance
Returned Check Fee	\$30.00
Straight piped / Water theft	\$80.00
Tamper / Pulled	\$76.00
Transfer Water Account Fee	\$20.00
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	\$20.00



Employee Benefit Summary

(Benefits for full-time employees unless otherwise noted)

Benefit	Benefit Eligibility	Who Pays	When Effective	What Employees Receive												
Holidays	13 paid holidays per year: 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) Floating Holiday	CCW	Upon Employment	Pay for 8 hours per day for each holiday listed												
Vacation Time	<table><thead><tr><th>Years</th><th>Accrual</th></tr></thead><tbody><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></tbody></table>	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	Accruals begin upon employment	Paid time off for earned vacation.
	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															
		Hours are accrued at the end of every month, based on the number of years of service.														
	<i>**Vacation accumulated over 240 hours will be converted to sick time at the end of each fiscal year.**</i>															
Sick Time	96 hours per year, accrued at 8 hours per month. No limit on the maximum hours for accumulation. Sick days convert for NCLGERS retirement at a rate of 20 days = 1 month of service.	CCW	Accruals begin upon employment	Paid time off for earned sick time. Hours are accrued at the end of every month.												

Compensatory (Comp) Time	Non-exempt employees may elect to receive comp time off for any overtime worked in lieu of overtime pay.		CCW	When the employee has worked overtime and has comp time available to use.	Paid time off for comp time in lieu of overtime.
Longevity Pay	Full-time employees with over 5 years of full-time service.		CCW	Upon completion of 5 years of service based on the determination date.	Longevity Payment
	Years of Service	Percentage of Base Salary			
	5-9	0.75%			
	10-14	1.25%			
	15-19	1.75%			
	20-24	2.25%			
	25+	3.25%			
Calculations on base pay, and do not include overtime. The determination date for years of service is November 1 each year.					
Retirement Local Governmental Employees Retirement System (LGERS)	All full-time employees are required to contribute 6% of their earnings. CCW contributes based upon the current rate set by LGERS.		Employee and CCW	Beginning with the employee's first paycheck.	Participation in LGERS.
401(k) Empower	Employees may choose to participate in the 401(k). CCW will match contributions made by full-time employees to 5%. Part-time employees are eligible to contribute but will not receive CCW matching contributions.		Employee and CCW	Employees may elect to contribute at any time immediately upon employment.	Participation in the 401(k) through Empower.
Credit Union Participation Civic Federal Credit Union	Employees are eligible to open a savings account with the Civic Federal Credit Union. Part-time employees included.		Employee	Upon employment	Membership with Civic Federal Credit Union

Uniforms	Uniforms are provided for all employees who are required to wear them at work. <i>Part-time employees included.</i>	CCW	Upon employment	Uniforms provided																
Civil Leave	Employees who are called for jury duty or as a court witness receive regular pay.	CCW	Upon employment	Regular pay along with any pay received for civil duty served																
Bereavement Leave	Employees are granted three (3) paid days for the funeral of a member of the employee’s immediate family (spouse, child, stepchild, sibling, parent, parent-in-law, grandparent).	CCW	Upon employment	Three (3) days paid leave for bereavement																
Retiree Health Insurance Benefit	Employees retiring with 25 years of continuous service with CCW -or- Employees hired prior to January 1, 2017 – 20 years of service, 55 years of age, and the last five (5) years of continuous employment with CCW <i>Medical coverage is paid until retired employees reach Medicare eligibility.</i>	CCW	Upon retirement	Health insurance paid by CCW until Medicare eligible																
Health Insurance PPO Plan	<table><tr><td>Employees receive premium-free coverage and may elect coverage for their spouse and/or child(ren) based on the weekly rates.</td><td></td></tr><tr><td><table><tr><th>Coverage Type</th><th>Weekly Rate</th></tr><tr><td>Employee Only</td><td>\$0.00</td></tr><tr><td>Employee + Spouse</td><td>\$299.45</td></tr><tr><td>Employee + Child</td><td>\$110.50</td></tr><tr><td>Employee + Children</td><td>\$177.41</td></tr><tr><td>Employee + Family</td><td>\$444.56</td></tr></table></td><td></td></tr></table>	Employees receive premium-free coverage and may elect coverage for their spouse and/or child(ren) based on the weekly rates.		<table><tr><th>Coverage Type</th><th>Weekly Rate</th></tr><tr><td>Employee Only</td><td>\$0.00</td></tr><tr><td>Employee + Spouse</td><td>\$299.45</td></tr><tr><td>Employee + Child</td><td>\$110.50</td></tr><tr><td>Employee + Children</td><td>\$177.41</td></tr><tr><td>Employee + Family</td><td>\$444.56</td></tr></table>	Coverage Type	Weekly Rate	Employee Only	\$0.00	Employee + Spouse	\$299.45	Employee + Child	\$110.50	Employee + Children	\$177.41	Employee + Family	\$444.56		CCW and Employee	Beginning the first of the month following hire date	Health insurance for employees paid by CCW. Premiums for spouse and/or dependent coverage.
Employees receive premium-free coverage and may elect coverage for their spouse and/or child(ren) based on the weekly rates.																				
<table><tr><th>Coverage Type</th><th>Weekly Rate</th></tr><tr><td>Employee Only</td><td>\$0.00</td></tr><tr><td>Employee + Spouse</td><td>\$299.45</td></tr><tr><td>Employee + Child</td><td>\$110.50</td></tr><tr><td>Employee + Children</td><td>\$177.41</td></tr><tr><td>Employee + Family</td><td>\$444.56</td></tr></table>	Coverage Type	Weekly Rate	Employee Only	\$0.00	Employee + Spouse	\$299.45	Employee + Child	\$110.50	Employee + Children	\$177.41	Employee + Family	\$444.56								
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Employee + Spouse	\$299.45																			
Employee + Child	\$110.50																			
Employee + Children	\$177.41																			
Employee + Family	\$444.56																			

Health Insurance HSA Plan	Employees receive premium-free coverage and may elect coverage for their spouse and/or child(ren) based on the weekly rates.	CCW and Employee	Beginning the first of the month following hire date	Health insurance for employees paid by CCW. Premiums for spouse and/or dependent coverage.												
	<table><tr><td>Coverage Type</td><td>Weekly Rate</td></tr><tr><td>Employee Only</td><td>\$0.00</td></tr><tr><td>Employee + Spouse</td><td>\$286.99</td></tr><tr><td>Employee + Child</td><td>\$106.12</td></tr><tr><td>Employee + Children</td><td>\$170.49</td></tr><tr><td>Employee + Family</td><td>\$425.41</td></tr></table>				Coverage Type	Weekly Rate	Employee Only	\$0.00	Employee + Spouse	\$286.99	Employee + Child	\$106.12	Employee + Children	\$170.49	Employee + Family	\$425.41
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Employee + Child	\$106.12															
Employee + Children	\$170.49															
Employee + Family	\$425.41															
<i>Employees electing the HSA will be required to establish a HSA account. CCW will contribute \$1,100 annually (contribution will be pro-rated for new hires).</i>																
Dental Insurance	Employees receive premium-free coverage and may elect coverage for their spouse and/or child(ren) based on the weekly rates.	CCW and Employee	Beginning the first of the month following hire date	Dental insurance for employees paid by CCW. Premiums for spouse and/or dependent coverage.												
	<table><tr><td>Coverage Type</td><td>Weekly Rate</td></tr><tr><td>Employee Only</td><td>\$0.00</td></tr><tr><td>Employee + Spouse</td><td>\$6.23</td></tr><tr><td>Employee + Child(ren)</td><td>\$11.29</td></tr><tr><td>Employee + Family</td><td>\$17.73</td></tr></table>				Coverage Type	Weekly Rate	Employee Only	\$0.00	Employee + Spouse	\$6.23	Employee + Child(ren)	\$11.29	Employee + Family	\$17.73		
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	Employee Only				\$0.00											
	Employee + Spouse				\$6.23											
Employee + Child(ren)	\$11.29															
Employee + Family	\$17.73															
Vision Insurance	Employees receive premium-free coverage and may elect coverage for their spouse and/or child(ren) based on the weekly rates.	CCW and Employee	Beginning the first of the month following hire date	Vision insurance for employees paid by CCW. Premiums for spouse and/or dependent coverage.												
	<table><tr><td>Coverage Type</td><td>Weekly Rate</td></tr><tr><td>Employee Only</td><td>\$0.00</td></tr><tr><td>Employee + Spouse</td><td>\$1.60</td></tr><tr><td>Employee + Child(ren)</td><td>\$1.44</td></tr><tr><td>Employee + Family</td><td>\$3.18</td></tr></table>				Coverage Type	Weekly Rate	Employee Only	\$0.00	Employee + Spouse	\$1.60	Employee + Child(ren)	\$1.44	Employee + Family	\$3.18		
	Coverage Type				Weekly Rate											
	Employee Only				\$0.00											
	Employee + Spouse				\$1.60											
Employee + Child(ren)	\$1.44															
Employee + Family	\$3.18															
Life Insurance	Employees are covered for \$25,000 in life insurance with the premiums paid by CCW.	CCW	Beginning the first of the month following hire date	Life insurance policy provided for employees by CCW.												
Optional Life Insurance for Employee's Spouse and/or Dependents	Options available for whole life and/or term life insurance coverage for the employee, spouse and/or dependent children.	Employee	Beginning the first of the month following hire date	Employee spouse/child coverage on weekly payroll deduction.												

Supplemental Insurance Accident Hospitalization Critical Illness	Optional benefits for accidents, hospitalization, and critical illness available to the employee, spouse, and/or dependent children.	Employee	Beginning the first of the month following hire date	Employee spouse/child coverage on weekly payroll deduction.
Supplemental Insurance Cancer	Optional benefit for expenses related to the diagnosis and treatment of cancer.	Employee	Beginning the first of the month following hire date	Employee spouse/child coverage on weekly payroll deduction.
Supplemental Insurance Disability	Options available for short-term and/or long-term disability insurance.	Employee	Beginning the first of the month following hire date	Employee spouse/child coverage on weekly payroll deduction.
Boots	Maintenance, water plant, GIS, and meter reader employees will receive an annual allowance of \$200.00 to purchase safety shoes or boots.	CCW	Once per fiscal year	\$200 toward the purchase of safety shoes each year.
AT&T FirstNet Access	Employees can get discounted cell phone service through AT&T with prioritized access to FirstNet Network. <i>Phone plan must be in employee's name to be eligible. Employment verification through CCW and FirstNet access is discontinued if employee leaves employment.</i>	Employee	Upon employment	Discounted cell phone service and FirstNet prioritized access
Employee Assistance Program (EAP)	All employees and family members have access to the EAP which provides options for counseling services as well as resources related to finance, family, legal matters, and other topics. <i>Part-time employees included.</i>	CCW	Upon employment	Employees and anyone in their household receive access to the EAP
YMCA Employee & Family Membership	Employees and their families may join the YMCA at a discounted rate. Membership includes access to local facilities and nearly every YMCA across the United States Employee Only Rate - \$6.25 per week Family Rate - \$11.42 per week <i>Part-time employees included.</i>	Employee	Upon employment	YMCA membership at a discounted rate for employees and eligible family members