

**CITY OF JEANNETTE
WESTMORELAND COUNTY PENNSYLVANIA**

BILL NO. 04-01

ORDINANCE NO. 04-02

**AN ORDINANCE OF THE CITY OF JEANNETTE
FIXING THE LEVELS OF EMPLOYEES OF ALL
DEPARTMENTS OF THE CITY OF JEANNETTE
AND THE RATES OF COMPENSATION THEREOF
FOR CALENDAR YEAR 2004.**

WHEREAS: The Council of the City of Jeannette is duly empowered under the terms of the Third Class Cities Code to enact Ordinances fixing the status and levels of employees of the City of Jeannette and the rates of their compensation; and

WHEREAS: The Council of the City of Jeannette believes that it is necessary to adopt a specific Ordinance which fixes the levels of all employees in all Departments of the City of Jeannette and the rates of their compensation for calendar year 2004.

**WITH THE FOREGOING RECITALS INCORPORATED HEREIN BY
REFERENCE THERETO THE COUNCIL OF THE CITY OF JEANNETTE HEREBY
FIXES THE STATUS AND LEVELS OF EMPLOYMENT OF ALL DEPARTMENTS OF
THE CITY OF JEANNETTE AND SETS THE RATES OF THEIR COMPENSATION
FOR THE CALENDAR YEAR 2004 AS FOLLOWS:**

SECTION I. DEPARTMENT OF PUBLIC AFFAIRS

A. GENERAL GOVERNMENT/ CITY CLERK'S OFFICE

| | |
|---------------------------------|---|
| Mayor | \$ 1,200.00 per annum |
| City Controller | 2,400.00 per annum |
| City Solicitor | 2,400.00 per annum plus \$100.00 per hour for work performed outside public meetings and executive sessions of Council |
| City Clerk/Chief Administrative | \$ 42,474.00 per annum |
| City Finance Coordinator | 33,392.00 per annum |
| City Clerk Secretary | 25,316.00 per annum |
| City Clerk/Secretary Probation | 14,560.00 per annum |
| City Controller Assistant | 400.00 per annum |
| Parking Lot Attendant(4) | 5.15 per hour |

B. POLICE PROTECTION (BASE SALARY)

| | | |
|---|------|---------------------------------|
| Chief of Police | | \$ 52,824.00 per annum |
| Captain | | 50,288.00 per annum |
| Lieutenants (3) | each | 48,823.00 per annum |
| Sergeants (2) | each | 47,402.00 per annum |
| Patrolmen | each | 46,020.00 per annum |
| Part Time Patrolmen - Hourly rate to be set at time of hire | | |
| Part Time Meter Enforcement Officer (2) | each | 11.61 per hour |
| Part Time Meter Enforcement Officer Probation | | 5.15 per hour (minimum wage) |
| Police Department Secretary | | 25,316.00 per annum |

B. POLICE PROTECTION (BASE SALARY) (CONTINUED)

The aforesaid base salary increases for the members of the Jeannette Police Department are enacted pursuant to the contract agreement between the City of Jeannette and the Fraternal Order of Police, Jeannette Lodge No. 24, effective January 1, 2003 through December 31, 2005.

Effective January 1, 2003, all full-time Police Officers, including the Captain, Lieutenants, Sergeants and full-time Patrolmen, shall receive a salary increase of three (3) percent over their base salary for the year 2003.

The compensation of full-time Patrolmen and other members of the Jeannette Police Department shall likewise be governed by terms and conditions of the Collective Bargaining

Agreement entered between the City of Jeannette and the Jeannette F.O.P. as heretofore modified by various agreements and decisions prior to the date of the Ordinance's enactment. Specifically, this Ordinance incorporates herein the "Tier Wage System" form of compensation for new full-time Patrolmen having less than (5) years experience. Pursuant to the terms of the aforesaid Collective Bargaining Agreement:

- a. During the first year of employment, an employee shall receive eighty (80) percent of the base pay of a full-time Patrolman with four (4) years of service;
- b. During the second year of employment, an employee shall receive eighty-five (85) percent of the base pay of a full-time Patrolman with four (4) years of service;
- c. During the third year of employment, an employee shall receive ninety (90) percent of the base pay of a full-time Patrolman with four (4) years of service;
- d. During the fourth year of employment, an employee shall receive ninety-five (95) percent of the base pay of a full-time Patrolman with four (4) years of service; and
- e. Upon completion of four (4) years of service, an employee shall receive one-hundred (100) percent of the base pay for his or her rank as a full-time Patrolman.

In addition to the compensation set forth above and also pursuant to the aforesaid Collective Bargaining Agreement, after completing five (5) years of service, a full-time Patrolman shall be entitled to a longevity increment increase of five (5) percent and, thereafter, an additional one (1) percent per year for each year of service up to a maximum of twenty (20) percent. The aforesaid longevity increases are likewise acknowledged to be in effect for the

Chief of Police, Lieutenants and Sergeants set forth above. All longevity increases are payable in addition to those base salaries set forth above based upon the employee’s date of hire, years of continuous service and the terms of the aforesaid Collective Bargaining Agreement.

SECTION II DEPARTMENT OF ACCOUNTS AND FINANCES

A. TAX COLLECTION

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|------------------------------------|-----------------------|
| Director | \$ 1,125.00 per annum |
| City Treasurer | 3,000.00 per annum |
| Tax Collector | 5,890.62 per annum |
| Deputy Treasurer/Bookkeeper 11 (1) | 31,465.00 per annum |
| Bookkeeper 1 (1) | 25,097.00 per annum |
| Office Clerk (1) | 24,695.00 per annum |

The raise given to the Tax Collector is premised upon the actual compensation by the City to the Tax Collector is likewise paid directly by the School District of the City of Jeannette for services performed on its behalf. The salaries set forth for the Deputy/Treasurer/Bookkeeper 11, Bookkeeper 1 and Office Clerk are intended to be the gross wages paid by the City for those positions for calendar year 2004. In adopting this Ordinance, the City acknowledges that Westmoreland County and the School District of the City of Jeannette make reimbursements to the City for services performed by these positions on behalf of both the School District of the City of Jeannette and Westmoreland County.

The City also acknowledges that the reimbursements received from the School District of the City of Jeannette and Westmoreland County may not represent an equal division of the gross salaries set herein. In setting the compensation of these positions, the City acknowledges that it shall be responsible for the payment of the gross amount set forth herein and that any increase in the reimbursement levels approved by either the School District of the City of Jeannette and/or Westmoreland County shall be determined by those taxing bodies.

Any amounts paid to or received by the City from the Jeannette School District or Westmoreland County shall be the property of the City and shall not be paid over to the aforesaid employees.

B. CODE ENFORCEMENT/PLANNING AND ZONING

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|------------------------------------|------------------------|
| Code Enforcement Officer | \$ 27,000.00 per annum |
| Assistant Code Enforcement Officer | \$ 10.00 per hour |
| Zoning Hearing Board Secretary | 600.00 per annum |
| Health Officer | 500.00 per annum |
| Assistant Health Officer | 1,792.92 per annum |

C. COMMUNITY DEVELOPMENT DEPARTMENT

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|--------------------------------------|------------------------|
| Community Development Coordinator | \$ 35,938.00 per annum |
| Rehabilitation Specialist/Bookkeeper | 25,352.00 per annum |
| Community Development Secretary | 24,151.00 per annum |

SECTION III. DEPARTMENT OF PUBLIC SAFETY

A. FIRE DEPARTMENT

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|-------------------------------------|-----------------------|
| Director | \$ 1,125.00 per annum |
| Fire Marshall | 500.00 per annum |
| Fire Chief (1) | 37,616.00 per annum |
| Captain 1 | 38,261.00 per annum |
| Captain 2 | 27,590.00 per annum |
| Call Fireman (30) each | 6.15 per hour |
| Call Firemen - Replacement Regulars | 6.15 per hour |

The salaries and pay levels for the City of Jeannette Regular Firemen are set pursuant to the terms of a Collective Bargaining Agreement entered between the City of Jeannette and the City of Jeannette Regular Firemen dated January 2, 2001 and approved by the Council of the City of Jeannette at a public meeting held December 11, 2002.

This Fire Department Ordinance acknowledges that in addition to the regular compensation set forth above, that additional compensation is paid to the City of Jeannette Regular Firemen pursuant to the aforesaid Collective Bargaining Agreement, such compensation includes overtime pay, longevity pay, holiday pay and other benefits and emoluments. This Ordinance also acknowledges a "Tier Compensation System" outlined in the aforesaid Collective Bargaining Agreement that causes new hires to be paid a percentage of the starting salary set forth above. The compensation for newly hire Fire Captains set forth in the aforesaid Collective Bargaining Agreement is as follows:

- a. Any new hires shall start at the 80% of the base salary for the year in which she or he is hired.
- b. Beginning the second year of service, such individual shall be entitled to a salary rate of 85% of the base salary for that year.
- c. Beginning the third year of service, such individual shall be entitled to 90% of the base salary for that year.
- d. Beginning the fourth year of service, such individual shall be entitled to 100% of the base salary for that year, together with a one time longevity increase as described in Paragraph 2 of the Collective Bargaining Agreement entered between the City of Jeannette and the City of Jeannette Regular Fire Fighters referenced above.

This pay Ordinance incorporated herein by referenced thereto all other provisions of the Collective Bargaining Agreement entered between the City of Jeannette and the Jeannette Regular Firemen dated December 11, 2002 which is designated to be in effect from January 2, 2001 to December 31, 2005. This Ordinance also incorporates herein by reference thereto the basic Agreement between the City of Jeannette and Jeannette Regular Firemen previously adopted by the City of Jeannette effective January 1, 1989 to December 31, 1993, as same was modified by a Collective Bargaining Agreement entered between the City of Jeannette and the Regular Firemen of the City of Jeannette dated May 18, 1994 and as amended by the Collective Bargaining Agreement entered between the City of Jeannette and the Jeannette Regular Firefighters on November 12, 1996.

B. SANITATION DEPARTMENT

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| Sanitation Department Drivers and workers (6) each | \$16.23 per hour |
| Part-Time Sanitation Office Clerks (2) each | 13.27 per hour |

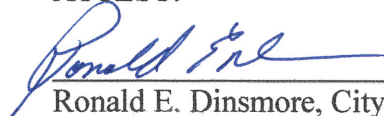
SECTION IV. DEPARTMENT OF STREETS AND PUBLIC IMPROVEMENTS

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|--|---|
| Director | \$ 1,800.00 per annum |
| City Engineer | 12,000.00 per annum |
| | \$12,000.00 per annum for 8 hours of work performed per week plus \$25.00 per hour per person for all other hours of work performed outside public meetings and executive sessions of Council |
| City Foreman | 41,500.00 per annum |
| Group Leader (1) | .50 per hour |
| Heavy Equipment Operators (3) each | 16.48 per hour |
| Heavy Equipment/Truck Drivers (2) each | 16.23 per hour |
| Truck Driver/Brick Layer (1) each | 16.33 per hour |
| Parking Meter Repairman | 3,600.00 per annum |

All Ordinances or parts of Ordinances inconsistent with this Ordinance are hereby repealed.

This Ordinance is duly Ordained and Enacted by the Council of the City of Jeannette at a public meeting held this 10th day of MARCH, 2004.

ATTEST:


Ronald E. Dinsmore, City Clerk

THE CITY OF JEANNETTE

REFUSED TO SIGN
John J. Kistic, Mayor
