

**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 1996**

**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 1996.

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 CALENDAR YEAR 1996 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 Officer	29,000.00 per annum
City Finance Coordinator	23,605.40 per annum
City Clerk Secretary	18,491.20 per annum
Office Clerk/Secretary Probation	12,332.36 per annum

City Controller Assistant	\$	300.00 per annum
<u>B. POLICE PROTECTION (BASE SALARY):</u>		
Chief of Police	\$	40,508.60 per annum
Captain		38,563.41 per annum
Lieutenants (3)		37,440.20 each per annum
Sergeants (2)		36,349.71 each per annum
Patrolmen		35,290.98 per annum
Part-time Metermaids		7.86 per hour
Part-time Metermaid Probation		4.75 Minimum Wage
Police Department Secretary		18,491.20 per annum

The aforesaid base salary increases for the members of the Jeannette Police Department are enacted pursuant to an Award in Arbitration dated August 8, 1995 which provides:

"Effective January 1, 1995, all full-time Police Officers, including the Captain, Lieutenants, Sergeants and Patrolmen, shall receive an across the board salary increase of four (4%) percent over their base 1994 salary."

The base salary rates set forth herein include the increases awarded following the aforesaid Arbitration Hearing.

The compensation of Patrolmen and other members of the Jeannette Police Department shall likewise be governed by the 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 this Ordinance's enactment. Specifically, this Ordinance incorporates herein the "Tier Wage System" form of compensation for new Patrolmen hired and for existing 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 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 Policeman 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 Policemen 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 Policeman 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 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 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, Captain, 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 & FINANCES:

A. TAX COLLECTION:

Director	\$ 1,125.00 per annum
City Treasurer	3,000.00 per annum
Tax Collector	5,890.62 per annum
Deputy Treasurer/Bookkeeper II (1)	22,297.86 per annum
Bookkeeper I (1)	17,388.28 per annum
Office Clerk (1)	16,986.32 per annum

The raise given to the Tax Collector is premised upon the actual compensation by the City to the Tax Collector and acknowledges that 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 II, Bookkeeper I and Office Clerk are intended to be the gross wages paid by the City for those positions for calendar year 1996. In adopting this Ordinance, the City acknowledges that Westmoreland County and the School District of the City of Jeannette make reimbursement 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 salary set herein. In setting the compensation for these positions, the City acknowledges that it shall be responsible for the payment of the gross amounts 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.

B. CODE ENFORCEMENT/PLANNING AND ZONING

Code Enforcement/Zoning Officer	\$ 27,472.70 per annum
Zoning Hearing Board Secretary	500.00 per meeting
Health Officer	500.00 per annum
Assistant Health Officer	1,792.92 per annum

C. COMMUNITY DEVELOPMENT DEPARTMENT

Community Development Coordinator	\$ 27,478.88 per annum
Rehabilitation Inspector	22,386.00 per annum
Rehabilitation Specialist/Bookkeeper	18,527.60 per annum
Community Development Secretary	17,326.40 per annum

SECTION III. DEPARTMENT OF PUBLIC SAFETY:

Director	\$ 1,125.00 per annum
Fire Chief (1)	27,273.86 per annum
Fire Captains (2)	25,489.74 each per snnum
Call Firemen (45)	4.75 per hour
Call Firemen - Replacement Regulars	4.75 per hour
Sanitation Department Drivers (8)	12.63 per hour
Part-time Sanitation Office Clerks (2)	9.52 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 November 12, 1996 and approved by the Council of the City of Jeannette at a public meeting held November 13, 1996".

This 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 in-

cludes 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 hired Fire Captains set forth in the aforesaid Collective Bargaining Agreement is as follows:

- a. Any new hires shall start at 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 November 12, 1996 which is designated to be in effect from January 1, 1995 to December 31, 2000. This Ordinance also incorporates herein by reference thereto the Basic Agreement entered 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.

SECTION IV. - DEPARTMENT OF STREETS & PUBLIC IMPROVEMENTS:

Director	\$ 1,800.00 per annum
City Foreman	29,000.00 per annum
Heavy Equipment/Group Leader (1)	13.38 per hour
Heavy Equipment Operators (3)	12.88 per hour
Heavy Equipment/Truck Drivers (1)	12.63 per hour
Truck Driver/Brick Layer (1)	12.73 per hour
Parking Meter Repairman	3,600.00 per annum

SECTION V. - DEPARTMENT OF PARKS & PUBLIC BUILDINGS

Director	\$ 1,125.00 per annum
----------	-----------------------


SECTION VI.

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 this 11 day of DECEMBER, 1996.

ATTEST:

  
\_\_\_\_\_  
RONALD E. DINSMORE, City Clerk

THE CITY OF JEANNETTE  
  
\_\_\_\_\_  
MICHAEL J. SALVATORE, MAYOR