

CITY OF JEANNETTE
WESTMORELAND COUNTY, PENNSYLVANIA

BILL NO. 99-3

ORDINANCE NO. 99-3

AN ORDINANCE OF THE CITY OF
JEANNETTE FIXING THE LEVELS
OF EMPLOYEES OF ALL DEPART-
MENTS OF THE CITY OF JEANNETTE
AND THE RATES OF COMPENSATION
THEREOF FOR CALENDAR YEAR 1999.

WHEREAS: The Council of the City of Jeannette is duly em-
powered 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 lev-
els of all employees in all Departments of the City of Jeannette
and the rates of their compensation for calendar year 1999.

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 1999 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 Execu- tive sessions of Council
City Clerk/Chief Administrative	\$ 33,956.00 per annum
City Finance Coordinator	\$ 28,000.00 per annum
City Clerk Secretary	\$ 20,857.00 per annum
City Clerk/Secretary/ Probation	\$ 13,970.00 per annum

A. GENERAL GOVERNMENT/CITY CLERK'S OFFICE (CONTINUED)

City Controller Assistant	\$ 400.00 per annum
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B. POLICE PROTECTION (BASE SALARY)

Chief of Police	\$ 45,128.00 per annum
Captain	42,961.00 per annum
Lieutenants (3)	each 41,710.00 per annum
Sergeants (2)	each 40,495.00 per annum
Patrolmen	each 39,315.00 per annum
Part Time Patrolmen - Hourly rate to be set at time of hire	
Part Time Metermaids (2)	each 9.16 per hour
Part Time Metermaids Probation	5.15 per hour minimum wage
Police Department Secretary	\$ 20,857.00 per annum

The aforesaid base salary increases for the members of the Jeannette Police Department are enacted pursuant to an Award in Arbitration dated July 31, 1997 which provides:

Effective January 1, 1999, all full-time Police Officers, including the Captain, Lieutenants, Sergeants and full time Patrolmen, shall receive an across the board salary increase of four (4) percent over their base salary".

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

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 this Ordinance's enactment. Specifically, this Ordinance incorporates herein the "Tier Wage System" form of

compensation for new full-time Patrolmen hired and for existing 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 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 full-time Policeman 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

of the aforesaid Collective Bargaining Agreement.

SECTION II. DEPARTMENT OF ACCOUNTS & FINANCE

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 11 (1)	25,834.12 per annum
Bookkeeper 1 (1)	20,637.76 per annum
Office Clerk (1)	20,235.80per 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 11, Bookkeeper 1 and Office Clerk are intended to be the gross wages paid by the City for those positions for calendar year 1999. 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 salary set herein. In setting the compensation of 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.

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

<u>CODE ENFORCEMENT - CODE OFFICER</u>	\$ 29,838.00 per annum
Zoning Hearing Board Secretary	500.00 per annum
Health Officer	500.00 per annum
Assistant Health Officer	1,792.92 per annum

C. COMMUNITY DEVELOPMENT DEPARTMENT

Community Development Coordinator	\$ 31,000.00 per annum
Rehabilitation Inspector	24,752.00 per annum
Rehabilitation Specialist/ Bookkeeper	20,893.00 per annum
Community Development Secretary	19,692.00 per annum

SECTION 111. DEPARTMENT OF PUBLIC SAFETY

A. FIRE DEPARTMENT

Director	\$ 1,125.00 per annum
Fire Marshal	500.00 per annum
Fire Chief (1)	28,388.00 per annum
Fire Captains (2)	each 27,561.00 per annum
New Hire Captain	22,048.00 per annum
Call Firemen (45)	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 November 12, 1996 and approved by the Council of the City of Jeannette at a public meeting held November 13, 1996.

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 hired 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 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 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

Sanitation Department Drivers (8)	\$ 13.78 per hour
Part-Time Sanitation Office Clerks (2)	10.82 per hour

SECTION IV. DEPARTMENT OF STREETS & PUBLIC IMPROVEMENTS

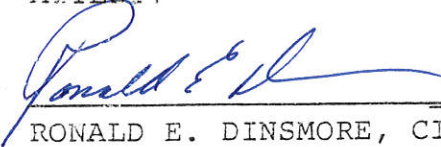
Director	\$ 1,800.00 per annum
City Foreman	33,956.00 per annum
Heavy Equipment/Group Leader (1)	14.53 per hour
Heavy Equipment Opearators (3)	14.03 per hour
Heavy Equipment/Truck Drivers (1)	13.78 per hour
Truck Driver/Brick Layer (1)	13.88 per hour
Parking Meter Repairman	3,600.00 per annum

SECTION IV:

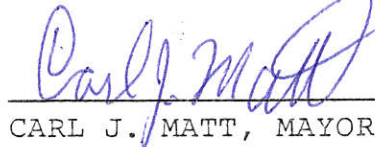
All Ordinances or parts of Ordinances inconsistent with this Ordinance are hereby repealed.

This Ordinance is duly Ordained and Enacted by the Council of the City of Jeannette at a public meeting held this 14th. day of July, 1999 and shall become effective January 1, 1999.

ATTEST:



RONALD E. DINSMORE, CITY CLERK

THE CITY OF JEANNETTE


CARL J. MATT, MAYOR