

City of Corry
SALARY ORDINANCE

ORDINANCE NO. 1586 COUNCIL BILL NO. 18-09
Presented by: Mr. Roche

An Ordinance fixing the salaries and wages of City Officials, Officers and Employees of the City of Corry, Erie County, Pennsylvania for the year 2019.

BE IT ORDAINED by the Council of the City of Corry, and it is hereby enacted by authority of the same:

Non-Union

Section 1: That the annual salaries of the following Officials shall be and are hereby fixed at the rates shown payable in biweekly installments:

Mayor	\$ 2,500.00	
City Council	\$ 1,250.00	
City Clerk	\$ 12,500.00	**
City Solicitor	\$ 25,000.00	
City Treasurer	\$ 2,500.00	***
City Engineer	\$ 12,000.00	
City Controller	\$ 1,250.00	

Section 2: That the amount paid by the City of Corry toward the salary of the City Treasurer in the capacity of Tax Collector of the City, County and School District taxes, shall be and is hereby fixed at \$ 11,500.00 maximum per annum, payable in biweekly installments.***

The amount paid to the City Treasurer for water and sewer accounting is hereby fixed at \$ 9,400.00 maximum per annum. ***

Section 3: That the amount paid by the City of Corry toward the salary of the Clerical Assistant to the Tax Collector shall be and is hereby fixed at \$ 6,200.00 maximum per annum, payable in biweekly installments. ****

Section 4: That the amount paid by the City toward the salary of the City Treasurer for work on Golf Course Accounts shall be and is hereby fixed at \$ 2,300.00 maximum per annum, payable in biweekly installments. ***

Section 5: That the amount paid by the City toward the salary of the Clerical Assistant to the tax collector for work on Water Department Accounts is hereby fixed at \$ 7,300.00 maximum per annum, and for assisting in the collection and billing of sewer rent receipts is hereby fixed at \$ 7,300.00 maximum per annum, payable in biweekly installments. ****

Section 6: That the base annual salary for each of the following Officials and Employees shall be and are hereby fixed at the following maximum rates per annum, payable in biweekly installments:

City Manager	\$ 18,500.00	*
Water Dept Manager	\$ 32,000.00	*
Wastewater Dept Manager	\$ 32,000.00	*
Zoning Officer	\$ 4,600.00	*
Golf Course Manager	\$ 2,100.00	*
Deputy Finance Director	\$ 2,600.00	*
Office Administrator	\$ 29,500.00	**
Finance Administrator	\$ 23,000.00	***
Administrative Assistant	\$ 39,500.00	
City Treasure Clerk	\$ 12,500.00	****
WWTP/ Sewer Collection Lead Operator	\$ 51,800.00	
Highways/Water/Equipment/Properties Lead Operator	\$ 49,000.00	
Golf Course Accounting Clerk	\$ 1,500.00	**
Golf Course Superintendent	\$ 57,500.00	
Golf Course Club House Manager	\$ 25,900.00	(For Golf Season 36 weeks)

* City Manager Salary (in total)	\$ 91,800.00
** City Clerk Salary (in total)	\$ 43,500.00
*** City Treasurer Salary (in total)	\$ 48,700.00
**** City Treasurer Clerk Salary (in total)	\$ 33,300.00

Section 7: That the hourly wage for each of the following Employees shall be and are hereby fixed at the following maximum rates per hour, payable in biweekly installments:

Relief Fire Truck Driver	\$ 12.11
Part Time Golf Course Personnel	\$ 10.25
Comm. Center Operations Manager	\$ 11.50
Part Time Clerical Personnel	\$ 10.00
Part Time Recreation Personnel	\$ 11.00
Part Time Public Works Personnel	\$ 14.00
Part Time Custodial Personnel	\$ 10.00
Part Time Fire Truck Driver	\$ 11.25

Section 8: That the base salary of the Chief of Police of the City of Corry shall be and is hereby fixed at a maximum of \$ 74,900.00 per annum, payable in biweekly installments. The exact amount of salary that shall be paid the Chief of Police shall be determined by the City Council of the City of Corry, upon the recommendation of the Mayor, but shall not exceed this maximum. The Chief of Police shall receive a clothing and equipment allowance in the amount of \$500. The base salary of the Lieutenant shall be and is hereby fixed at the maximum of \$ 68,500.00 per annum, payable in biweekly installments.

Section 9: That the base salary of the Fire Chief of the City of Corry shall be and is hereby fixed at a maximum of \$ 62,900.00 per annum, payable in biweekly installments. The exact amount of salary that clothing and equipment allowance in the amount of \$400. The Fire Chief salary shall be made up of a maximum of \$20,200.00 as Housing and Code Compliance Officer and a maximum of \$42,700.00 as Fire Chief.

General Teamsters Local 397

Section 10: That the base salaries, including longevity, of the Police Officers of the City of Corry, other than Chief and Lieutenant, shall be and are hereby fixed at the following annual rates of pay for their respective grades of rank and length of service, payable in biweekly installments:

CLASSIFICATION AND SERVICE (LONGEVITY) RATES	Over							
	48 wks	2 yrs	3 yrs	5 yrs	10 yrs	15 yrs	20 yrs	25 yrs
Sgt	61,195	61,195	61,195	63,031	64,255	65,478	66,702	67,314
Cpl	59,670	59,670	59,670	61,460	62,653	63,847	65,040	65,637
Pt A			57,491	59,215	60,365	61,515	62,665	63,240
Pt B		56,675						
Pt C	55,838							

Patrolman Class "C" is the rank any officer shall attain upon completion of 48 weeks of probation.

Patrolman Class "B" and Patrolman Class "A" are automatic promotions based on the length of continuous service, if an officer is not promoted to corporal or above.

The above listed ranks shall be the only ranks in addition to the Chief, and may include 1 Lieutenant, 1 Sargeant, 2 Corporals, and any number of Patrolmen. In computing the length of continuous service for the above listed categories, the employees starting date and the anniversary of that date thereafter will be used.

All authorized extra work shall be paid at one-and-one-half times the officers regular hourly rate, including longevity, as determined by dividing his annual salary by 2080.

The probation or starting salary of Police Patrolmen of the City of Corry shall be and is hereby fixed at the following maximum annual rates of pay:

First 12 weeks:	\$ 46,903.92
Second 12 weeks:	\$ 49,137.44
Third 12 weeks:	\$ 51,370.96
Fourth 12 weeks:	\$ 53,604.48

The City may, at the discretion of City Council, start an individual who has had prior training, at any pay level in the probation schedule. The said employee, however, shall be on probation for a total of 48 weeks from the date of hiring, regardless of pay scale.

The maximum probation period is 48 weeks worked. In computing the number of weeks worked, the first day of employment shall be considered to have occurred on the first day of the two-week pay period during which employment actually commenced.

The appointments of Police Patrolmen to ranks of Corporal or above shall be determined by the City Council of the City of Corry, upon the recommendation of the Mayor. Time expended, by persons other than regular Police Officers, for extra police work made necessary by sickness, vacations and the like, shall not exceed the maximum rate of \$ 24.00 per hour, payable by bill presented to, and approved City Council.

I.A.F.F. Local 2102

Section 11: That reimbursement to Fire department Officers shall be:

Deputy Chief	5.0% of Base
Captain	2.5% of Base
Lieutenant	Uncompensated

Section 12: That the base salary of each regular full-time Fire Truck Driver of the City of Corry is hereby fixed at the following annual rates after probation, payable in biweekly installments:

	Annual Salary	Regular Hrly Rate	Overtime Hrly Rate
Year 1	\$36,207.20	\$ 12.11	\$ 18.17
Year 2	\$38,470.15	\$ 12.87	\$ 19.31
Year 3	\$40,733.10	\$ 13.62	\$ 20.43
Base Wage	\$ 45,259.00	\$ 15.14	\$ 22.71
After 5 yrs	\$ 46,616.77	\$ 15.59	\$ 23.39
After 10 yrs	\$ 47,521.95	\$ 15.89	\$ 23.84
After 15 yrs	\$ 48,427.13	\$ 16.20	\$ 24.30
After 20 yrs	\$ 49,332.31	\$ 16.50	\$ 24.75
After 25 yrs	\$ 50,237.49	\$ 16.80	\$ 25.20
After 30 yrs	\$ 51,142.67	\$ 17.10	\$ 25.65
After 35 yrs	\$ 52,047.85	\$ 17.41	\$ 26.12

The hours of duty for full-time Fire Truck Drivers shall be fifty-six (56) hours per employee, scheduled over a seven (7) day period. Such fifty-six (56) hours shall be an annual average. The rate of pay for each employee for the first fifty-three (53) hours of work per week shall be at the regular rate per hour as stated in the above schedule. The rate of pay for each employee for additional hours worked per week, from fifty-three (53) hours to fifty-six (56) hours shall be at time and one-half the employee's regular hourly rate as set forth in the above schedule. The work period shall be established pursuant to section 207(k) of the Fair Labor Standards Act and 29 C.F.R. Part 553.

Regular full-time Fire Truck Drivers shall receive payment for overtime hours worked, at the specific request of the City, in excess of the three (3) regular overtime hours stated above; said payment shall be at the rate of one and one-half times the employees regular hourly rate.

The City may, at the discretion of City Council, start an individual who has had prior training, at any pay level in the probation schedule. The said employee, however, shall be on probation for a total of 48 weeks from the date of hiring, regardless of pay scale.

In computing length of service for the longevity as shown in the above table, the starting date of employment

shall be construed to have occurred on the January 1st which first follows the actual date of employment.

AFSCME Local 2041

Section 13: That the hourly rates of pay for each of the following employees shall be and are hereby fixed at the following maximum hourly rates:

	Hourly Rate
Water/Sewer Dept. Clerk	\$ 16.97
WWTP Operator	\$ 21.22
WWTP Maitenance Tech.	\$ 21.65
WWTP Laborer	\$ 18.75
Chief Mechanic	\$ 21.61
Mechanic	\$ 20.63
P.W. Equipment Operator & Laborer	\$ 18.75
Water Meter Reader	\$ 18.75
Police Dispatch File Clerk	\$ 18.07
Police Dispatch Clerk	\$ 17.20

Section 14: That full time non-uniform employees who are paid hourly shall receive Shift Differential Pay as an addition to their base rate, as follows:

- a. Employees beginning a work period at 3:00 p.m. or later shall receive \$0.35 per hour;
- b. Employees beginning a work period at 11:00 p.m. or later shall receive \$0.40 per hour.

Section 15: That full time non-uniform employees, who are paid on an hourly rate, shall receive in addition to their base hourly rate and longevity, the sum of fifty (50) percent of their base hourly rate including longevity for each compensable hour in any week in excess of forty (40) hours. A week shall be construed to be seven (7) days starting at 12:01 A.M. Monday morning.

Holidays and Personal Time

Section 16: That an extra Holiday Payment will be made to each fire truck driver, on or about November 1, 2019, in the following amount:

Fire Truck Drivers \$1,000.00

This payment shall be considered as full compensation for holidays during the year whether the holidays fall on an employees scheduled work day or not.

Holiday Payments and Clothing and Equipment Payments to those starting or leaving employment during the year shall be prorated to the nearest full month or in accordance with the bargaining agreement.

Section 17: That full time employees who are paid hourly shall receive holiday pay of eight (8) hours their regular hourly rate for each of ten (10) holidays and three (3) personal days, said days being:

Good Friday	Memorial Day	Independence Day
Labor Day	Thanksgiving Day	Friday after Thanksgiving
Day before Christmas	Christmas Day	Day before New Year's Day
New Year's Day		
Three (3) Personal Days to be selected by the employee		

Section 18: That the City shall recognize the following days as paid holidays for all full time salaried employees, except Police and Firemen, said holidays being:

Good Friday	Memorial Day	Independence Day
Labor Day	Thanksgiving Day	Friday after Thanksgiving
Day before Christmas	Christmas Day	Day before New Year's Day
New Year's Day		
Three (3) Personal Days to be selected by the employee		

Non-Union Longevity

Section 19: That all full time permanent employees (except Police and Firemen) shall receive longevity as an addition to their base rate according to the following schedule:

- a. Employees with less than five (5) years service as of January 1, 2019 no additional compensation.
- b. Employees with at least five (5) years service, but less than ten (10) years service, as of January 1, 2019 twenty-five cents (\$0.25) additional compensation hourly for hourly employees and two (2%) percent additional compensation for salaried employees.
- c. Employees with at least ten (10) years service, but less than fifteen (15) years service as of January 1, 2019 thirty cents (\$0.30) additional compensation hourly for hourly employees and four (4%) percent additional compensation for salaried employees.
- d. Employees with fifteen (15) years service, but less than twenty (20) years service as of January 1, 2019 thirty-five (\$0.35) cents additional compensation hourly for hourly employees and six (6%) percent additional compensation for salaried employees.
- e. Employees with twenty (20) years service, but less than twenty-five (25) years service as of January 1, 2019 forty (\$.40) cents additional compensation hourly for hourly employees and eight (8%) percent additional compensation for salaried employees.
- f. Employees with twenty-five (25) years service, but less than thirty (30) years of service as of January 1, 2019 forty-five (\$0.45) cents additional compensation hourly for hourly employees and eight and one half (8.5%) percent additional compensation for salaried employees.
- g. Employees with at least thirty (30) years service, but less than thirty-five (35) years service as of January 1, 2019 fifty-five cents (\$0.55) additional compensation hourly for hourly employees and nine (9) percent additional compensation for salaried employees.
- h. Employees with at least thirty-five (35) years service, or more years service as of January 1, 2019 sixty cents (\$0.60) additional compensation hourly for hourly employees and nine and one half (9.5) percent additional compensation for salaried employees.
- i. Such compensation for longevity shall be calculated on the total salary for each employee.

Section 20: That the Chief of Police and Lieutenant shall be paid additional compensation for longevity, and

- b. At least 5 years service but less than 10 years service, as of January 1, 2019; 3 percent additional compensation.
- c. At least 10 years service but less than 15 years service, as of January 1, 2019; 5 percent additional compensation.
- d. At least 15 years service but less than 20 years service, as of January 1, 2019; 7 percent additional compensation.
- e. At least 20 years service but less than 25 years service, as of January 1, 2019, 9 percent additional compensation
- f. 25 years of Service or more as of January 1, 2019,; 10 percent additional compensation.

Section 21: That the Fire Chief shall be paid additional compensation for longevity, and such additional compensation shall be computed as a percentage of base salary in accordance with the following schedule:

- a. Less than 5 years service as of January 1, 2019; no additional compensation.
- b. At least 5 years service but less than 10 years service, as of January 1, 2019; 3 percent additional compensation.

- c. At least 10 years service but less than 15 years service, as of January 1, 2019; 5 percent additional compensation.
- d. At least 15 years service but less than 20 years service, as of January 1, 2019; 7 percent additional compensation.
- e. At least 20 years service but less than 25 years service, as of January 1, 2019; 9 percent additional compensation.
- f. At least 25 years but less than 30 years service as of January 1, 2019; 11 percent additional compensation
- g. At least 30 years but less than 35 years service as of January 1, 2019; 13 percent additional compensation.
- h. At least 35 years or more years service as of January 1, 2019; 15 percent additional compensation.

Benefits

Section 22: That in addition to salary or wages, the City shall provide hospitalization, health care insurance, life insurance, and A.D. & D insurance for regular full time municipal employees and their dependants, who apply for and have a need for such insurance. Said hospital and health care insurance shall be provided in the same manner and with the same benefits as currently offered by the City, or as agreed upon through collective bargaining.

Section 23: That other employee benefits as provided in the Labor Agreements negotiated under the collective bargaining statutes of the Commonwealth shall be provided.

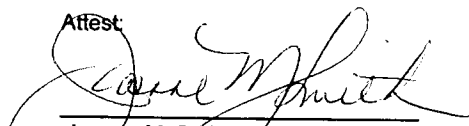
Ordinance Enactment

Section 24: That this Ordinance shall take effect on January 1, 2019.

Section 25: All Ordinances or parts of Ordinances in conflict herewith, or supplied by the provisions hereof, be and the same are hereby repealed.

ORDAINED AND ENACTED into law by the Council of the City of Corry this 17th day of December, 2018, in lawful session regularly assembled.


David E. Mitchell, Mayor

Attest:

Joanne M. Smith, City Clerk
2019 Salary Ordinance