

2016

Wage & Salary Ordinance

Supporting Information

Prepared by Bethany Peracchino, Finance Director

CITY OF JOHNSTOWN, PENNSYLVANIA
ORDINANCE NO.

As Introduced
Bill No 26 of 2015

By: Council

Introduced in Council
November 10, 2015

AN ORDINANCE

FIXING THE SALARIES AND WAGES TO BE PAID ALL ELECTED OFFICIALS AND EMPLOYEES OF THE VARIOUS DEPARTMENTS AND BUREAUS OF THE CITY OF JOHNSTOWN FOR THE CALENDAR YEAR BEGINNING JANUARY 1, 2016.

BE IT ENACTED AND ORDAINED, by the Council of the City of Johnstown, Pennsylvania, and it is hereby enacted and ordained by the authority of the same:

SECTION 1. All amounts in this wage and salary ordinance shall be construed as the base pay of the individuals involved. All other benefits, i.e., sick leave, longevity, vacation, overtime pay, unused sick leave pay, unused vacation pay, courtroom appearance pay, clothing allowance, etc., or other forms of compensation awarded in all legally executed contracts and/or negotiations between the City of Johnstown and its employees shall be considered separate compensation for the purpose of this ordinance.

SECTION 2. That the salaries and wages to be paid all elected officials and employees of the City of Johnstown, from January 1, 2016 through December 31, 2016 shall not be in excess of the amounts and number as set forth for the respective positions as herein authorized.

General Fund

General Government

Required Appropriation Total: 134,220.00

| | | |
|---|------|-----------|
| City Manager | 1.00 | 86,700.00 |
| Assistant City Manager | 0.34 | 20,196.00 |
| Executive Secretary/Council Recording Clerk | 1.00 | 27,324.00 |
| | 2.34 | |

City Council & City Clerk:

Required Appropriation Total: 16,700.00

| | | |
|----------------|------|----------|
| Mayor | 1.00 | 3,500.00 |
| Councilpersons | 6.00 | 2,200.00 |
| | 7.00 | |

Finance Department:

Required Appropriation Total: 217,274.00

| | | |
|--------------------------------|------|--------------|
| Finance Director | 1.00 | 59,160.00 |
| Accounting Assistant | 1.00 | 38,760.00 |
| Human Resource/Risk Management | 1.00 | 32,640.00 |
| Payroll Clerk | 1.00 | 10.97 per hr |
| Real Estate Clerk | 1.00 | 36,918.00 |
| Accounts Payable Clerk | 1.00 | 12.97 per hr |
| | 6.00 | |

Fire Department:

Required Appropriation Total: 1,671,107.00

| | | |
|--|-------|-----------|
| Fire Chief/EMA Coordinator | 1.00 | 66,385.00 |
| Fire Chief/EMA Coordinator (Secretary) | 0.50 | 15,209.00 |
| Assistant Fire Chief | 4.00 | 51,603.00 |
| Captain | 10.00 | 48,875.00 |
| Training Officer | 1.00 | 48,875.00 |

| | | |
|--------------|--------------|-----------|
| Firefighter: | | |
| Fourth Year | 17.00 | 47,264.00 |
| Third Year | 1.00 | 41,988.00 |
| Second Year | - | 40,431.00 |
| First Year | - | 38,710.00 |
| | <u>34.50</u> | |

Police Department: Required Appropriation Total: 1,910,623.00

| | | |
|-----------------|--------------|-----------|
| Chief | 1.00 | 58,869.00 |
| Captain | 1.00 | 52,751.00 |
| Seargent | 8.00 | 48,086.00 |
| Patrol Officer: | | |
| Fourth Year | 23.00 | 45,756.00 |
| Third Year | 5.00 | 40,998.00 |
| Second Year | 4.00 | 39,233.00 |
| First Year | - | 37,691.00 |
| | <u>42.00</u> | |

Police Department, Others: Required Appropriation Total: \$ 116,331.00

| | | |
|----------------|-------------|--------------|
| Secretary | 0.50 | 15,209.00 |
| Records Clerk | 2.00 | 12.62 per hr |
| Records Clerk | 1.00 | 11.07 per hr |
| Animal Control | 1.00 | 25,597.00 |
| | <u>4.50</u> | |

Department of Community & Economic Development: Required Appropriation Total: \$ 414,242.00

| | | |
|-----------------------------------|--------------|-----------|
| Director | 1.00 | 66,427.00 |
| Administrative Secretary | 1.00 | 24,347.00 |
| Land Management Specialist | 0.33 | 20,502.00 |
| Bldg. Permit & Bldg. Code Officer | 1.00 | 31,620.00 |
| Fiscal Officer | 1.00 | 37,455.00 |
| Construction Coordinator | 1.00 | 34,849.00 |
| Economic Development Specialist | 1.00 | 26,134.00 |
| Economic Development Coordinator | 1.00 | 36,423.00 |
| Residential Development Officer | 1.00 | 38,117.00 |
| Codes Officer | 3.00 | 32,789.00 |
| Park Ranger | 1.00 | 14,000.00 |
| | <u>12.33</u> | |

Department of Public Works: Required Appropriation Total: \$ 834,945.00

| | | |
|----------------------------|------|--------------|
| Director | 1.00 | 60,112.00 |
| Secretary | 1.00 | 23,850.00 |
| Land Management Specialist | 0.33 | 20,502.00 |
| Mechanic | 1.00 | 18.47 per hr |
| Mechanic | 2.00 | 15.45 per hr |
| Equipment Operator | 4.00 | 17.79 per hr |
| City Electrician | - | 13.15 per hr |
| Skilled Laborer | 1.00 | 17.68 per hr |
| Maintenance Man | 2.00 | 18.46 per hr |
| Truck Driver | 5.00 | 17.36 per hr |

| | | |
|--|--------------|---|
| Laborer | 0.70 | 16.91 per hr |
| Laborer | 2.00 | 16.91 per hr |
| Laborer New Hire Rate (Two Tier) | - | 11.60 per hr |
| Laborer New Hire Rate (Two Tier) | 2.00 | 10.97 per hr |
| Groundskeeper (Roxbury) | 1.00 | 18.78 per hr |
| | <u>23.03</u> | |
| Supervisor Stipend | 2.00 | 3,000.00 per year |
| Sewer Upgrade/Maintenance/Repair: | | Required Appropriation Total: \$ 98,453.00 |
| Laborer New Hire Rate (Two-Tier) | 3.00 | 10.97 per hr |
| Project and Collections Coordinator | 1.00 | 30,000.00 |
| | <u>4.00</u> | |
| Recreation Fund- Point Stadium: | | Required Appropriation Total: \$ 61,880.00 |
| Groundskeeper | 1.00 | 18.78 per hr |
| Laborer | 1.00 | 10.97 per hr |
| | <u>2.00</u> | |
| Sanitation Fund- Solid Waste Collection: | | Required Appropriation Total: 15,051.00 |
| Solid Waste Coordinator | 0.30 | 15,051.00 |
| | <u>0.30</u> | |
| Parking Fund- On Street Parking: | | Required Appropriation Total: \$ 151,572.00 |
| Parking Meter Service Person | 1.00 | 14.28 per hr |
| Clerk | 1.00 | 10.97 per hr |
| Senior Meter Person | 1.00 | 30,120.00 |
| Parking Enforcement | 1.00 | 11.20 per hr |
| Parking Enforcement | 1.00 | 10.97 per hr |
| Laborer New Hire (Two Tier) | 1.00 | 10.97 per hr |
| (Public Works Support) | | |
| | <u>6.00</u> | |

SECTION 2. Longevity payments are authorized for those employees covered by collective bargaining agreements and current non-bargaining employees. Employees hired after January 1, 2010, and not covered by collective bargaining agreements shall not be entitled to longevity payments.

SECTION 3. Pursuant to the City of Johnstown's Fourth Amended Recovery Plan, and not deleted with the adoption of the 6th Amended Recovery Plan Ordinance No.5137, passed finally, October 28, 2013, and under provisions of the Commonwealth of Pennsylvania's Municipalities' Financial Recovery (Act #47), which states:

- a. Establishment of an employee contribution toward the most affordable coverage option available to the employee at 15 percent of cost, with employees further paying the full incremental cost of any more expensive options. Alternative contribution structures (e.g., based on a percentage of salary rather than benefit cost) be ay substituted with the approval of the Coordinator, so long as equivalent savings are achieved).
- b. Increased office visit and prescription drug copayments, coinsurance, and other cost sharing mechanisms with periodic upward adjustments for inflation and/or changing market conditions. Provisions of subsections (a); (b) shall become effective January 1, 2010.
 1. Contributions will be paid thru bi-weekly payroll deductions from gross payroll amounts prior to calculating required Federal, State and Local withholding taxes.
 2. All new hires' are provided health care coverage and shall contribute (15%) to the total monthly premium.

SECTION 4. Compliance provisions with this and any other City of Johnstown Codified Ordinance are subject to the terms set forth in Chapter 202.09 VIOLATION, REGULATIONS AND ORDERS.

Except as otherwise provided in these Codified Ordinances, no person shall violate any rule, regulation or order promulgated by any officer or agency of the City under authority vested in him, her or it by law or ordinance, or under authority of these Codified Ordinances.

SECTION 5. All ordinances or part in conflict herein are in the same are hereby repealed.

SECTION 6. This ordinance shall become effective January 1, 2016.

PASSED FINALLY IN COUNCIL:

by the following vote:

Yeas:

Nays:

Absent:

Frank Janakovic, Mayor

Pete Vizza, Deputy Mayor

ATTEST: Melissa Komar, Interim City Manager

I do hereby certify that the foregoing is a true and correct copy of Ordinance No. as the same was passed finally by City Council and signed by the Mayor and/or Deputy Mayor of the City of Johnstown, Pennsylvania.

Melissa Komar, Interim City Manager

2016 City of Johnstown Budget Recapitulation

| | 2016 Personnel Positions | 2015 Personnel Positions |
|---------------------------|--------------------------|--------------------------|
| 1 City Manager | 2.34 | 2.00 |
| 2 City Council | 7.00 | 7.00 |
| 3 Finance | 6.00 | 6.50 |
| 4 Fire- Uniformed | 34.00 | 34.00 |
| Non-Uniformed | 0.50 | 0.50 |
| 5 Police- Uniformed | 42.00 | 41.00 |
| Non-Uniformed | 4.50 | 4.50 |
| 6 Community Dev/CDBG | 12.33 | 12.50 |
| 7 Public Works/Recreation | 23.03 | 21.00 |
| 8 Point Stadium | 2.00 | 2.00 |
| 9 Parking | 6.00 | 6.00 |
| 10 Sewer Upgrade Project | 4.00 | 4.00 |
| 11 Sanitation | 0.30 | 0.50 |
| Total Positions: | 144.00 | 141.50 |
| Part Time | - | - |
| Elected Officials: | 7.00 | 7.00 |

