

**City of Corry
SALARY ORDINANCE**

ORDINANCE NO. 1601

COUNCIL BILL NO. 19-11

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 2020.

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	\$ 13,000.00	**
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 \$ 11,700.00 maximum per annum, payable in biweekly installments.***

The amount paid to the City Treasurer for water and sewer accounting is hereby fixed at \$ 9,600.00 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 a \$ 10,100.00 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 e \$ 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 \$ 1,700.00 maximum per annum, and for assisting in the collection and billing of sewer rent receipts is hereby fixed at \$ 1,700.00 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	\$ 19,100.00	*
Business Manager	\$ 20,200.00	*****
Water Business Manager	\$ 20,200.00	*****
Sewer Business Manager	\$ 20,200.00	*****
Golf Business Manager	\$ 2,600.00	*****
Water Dept Manager	\$ 33,300.00	*
Wastewater Dept Manager	\$ 33,300.00	*
Zoning Officer	\$ 4,800.00	*
Golf Course Manager	\$ 2,100.00	*
Deputy Finance Director	\$ 2,700.00	*
Office Administrator	\$ 30,400.00	**
Finance Administrator	\$ 23,400.00	***
Administrative Assistant	\$ 14,100.00	*****
Administrative Assistant Water	\$ 12,100.00	*****
Administrative Assistant Sewer	\$ 12,100.00	*****
Administrative Assistant Golf	\$ 2,100.00	*****
City Treasure Clerk	\$ 21,000.00	****
WWTP/ Sewer Collection Lead Operator	\$ 59,600.00	
Highways/Water/Equipment/Properties Lead Operator	\$ 51,100.00	
Golf Course Accounting Clerk	\$ 1,600.00	**
Golf Course Superintendent	\$ 57,100.00	
Golf Course Club House Manager	\$ 26,300.00	(For Golf Season 36 weeks)

* City Manager Salary (in total)	\$ 95,300.00
** City Clerk Salary (in total)	\$ 45,000.00
*** City Treasurer Salary (in total)	\$ 49,500.00
**** City Treasurer Clerk Salary (in total)	\$ 34,500.00
***** City Business Manager Salary (in total)	\$ 63,200.00
***** Administrative Assistant Salary (in total)	\$ 40,400.00

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	\$ 11.70
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 \$ 78,100.00 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 \$ 71,400.00 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 \$ 64,200.00 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 \$6,500.00 as Housing and Code Compliance Officer and a maximum of \$57,800.00 as Fire Chief.

That the base salary of the Deputy Fire Chief of the City of Corry shall be and is hereby fixed at a maximum of \$ 51,000.00 per annum, payable in biweekly installments. The exact amount of salary that clothing and equipment allowance in the amount of \$400. The Deputy Fire Chief salary shall be made up of a maximum of \$45,900.00 as Housing and Code Compliance Officer and a maximum of \$5,100.00 as Deputy 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*MAXIMUM							
	Over 48 wks	Over 2 yrs	Over 3 yrs	Over 5 yrs	Over 10 yrs	Over 15 yrs	Over 20 yrs	Over 25 yrs
-	-	-	-	-	-	-	-	-
Sgt	64,936	64,936	64,936	66,884	68,183	69,481	70,780	71,430
Cpl	63,318	63,318	63,318	65,217	66,484	67,750	69,016	69,650
Pt A			61,006	62,836	64,056	65,276	66,496	67,106
Pt B		60,140						
Pt C	59,251							

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, 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 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.

I.A.F.F. Local 2102

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

Captain 2.5% of Base

at the following annual rates after probation, payable in biweekly installments:

	Annual Salary	Regular Hrly Rate	Overtime Hrly Rate
Year 1	\$36,931.20	\$ 12.35	\$ 18.53
Year 2	\$39,239.40	\$ 13.12	\$ 19.68
Year 3	\$41,547.60	\$ 13.90	\$ 20.85
Base Wage	\$ 46,164.00	\$ 15.44	\$ 23.16
After 5 yrs	\$ 47,548.92	\$ 15.90	\$ 23.85
After 10 yrs	\$ 48,472.20	\$ 16.21	\$ 24.32
After 15 yrs	\$ 49,395.48	\$ 16.52	\$ 24.78
After 20 yrs	\$ 50,318.76	\$ 16.83	\$ 25.25
After 25 yrs	\$ 51,242.04	\$ 17.14	\$ 25.71
After 30 yrs	\$ 52,165.32	\$ 17.45	\$ 26.18
After 35 yrs	\$ 53,088.60	\$ 17.76	\$ 26.64

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.

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

Section 12: That the hourly rates of pay for each of the following employees shall be and are hereby fixed at the following maximum hourly rates:

WWTP Maintenance Tech.	\$ 22.05
WWTP Laborer	\$ 19.15
Chief Mechanic	\$ 22.01
Mechanic	\$ 21.03
P.W. Equipment Operator & Laborer	\$ 19.15
Water Meter Reader	\$ 19.15
Police Dispatch File Clerk	\$ 18.47
Police Dispatch Clerk	\$ 17.60

Section 13: 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.

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

Holidays and Personal Time

2020, 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 14: That full time employees who are paid hourly shall receive holiday pay of eight (8) hours their

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 15: 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
New Year's Day
Three (3) Personal Days to be selected by the employee

Non-Union Longevity

Section 16: 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, 2020 no additional compensation.
- b. Employees with at least five (5) years service, but less than ten (10) years service, as of January 1, 2020 twenty-five cents (\$0.25) additional compensation hourly for hourly employees and two (2%) percent additional compensation for salaried employees.

thirty cents (\$0.30) additional compensation hourly for hourly employees and four (4%) percent additional compensation for salaried employees.

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, 2020 compensation for salaried employees.
- f. Employees with twenty-five (25) years service, but less than thirty (30) years of service as of January 1, 2020 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, 2020 fifty-five cents (\$0.55) additional compensation hourly for hourly employees and nine (9) percent additional compensation for salaried employees.
- i. Such compensation for longevity shall be calculated on the total salary for each employee.

Section 17: That the Chief of Police and Lieutenant 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, 2020; no additional compensation.
- b. At least 5 years service but less than 10 years service, as of January 1, 2020; 3 percent additional compensation.
- e. At least 20 years service but less than 25 years service, as of January 1, 2020; 9 percent additional compensation.
- f. 25 years of service or more as of January 1, 2020; 10 percent additional compensation.

following schedule:

- a. Less than 5 years service as of January 1, 2020; no additional compensation.

- b. At least 5 years service but less than 10 years service, as of January 1, 2020; 3 percent additional compensation.
- e. At least 20 years service but less than 25 years service, as of January 1, 2020; 9 percent additional compensation.
- f. At least 25 years but less than 30 years service as of January 1, 2020; 11 percent additional compensation
- g. At least 30 years but less than 35 years service as of January 1, 2020; 13 percent additional compensation.
- h. At least 35 years or more years service as of January 1, 2020; 15 percent additional compensation.

Benefits

Section 18: 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

Section 19: That other employee benefits as provided in the Labor Agreements negotiated under the collective

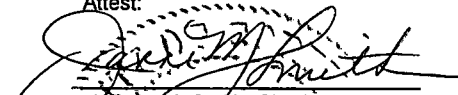
Section 20: That this Ordinance shall take effect on January 1, 2020.

Section 21: 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 16th day of December, 2020, in lawful session regularly assembled.


David E. Mitchell, Mayor

Attest:


Joanne M. Smith, City Clerk
2020 Salary Ordinance