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# Chapter 11 – Salaries and Compensation

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## Article I – In General

### § 11-101 Mayor.

(a) **1/1/2002.** Effective January 1, 2002, the compensation of the Mayor shall be One Thousand Eight Hundred Seventy-five Dollars (\$1,875.00) per year, payable in monthly installments.

**§ 11-102 Council.**

(a) **1/1/2002.** The compensation of members of Borough Council shall be One Thousand Eight Hundred Seventy-five Dollars (\$1,875.00) per year, payable in monthly installments, effective for any given member of Borough Council on the first day after January 1, 2002 that the member begins a new term of office.

**§ 11-103 Tax Collector.**

(a) **1/5/1998.** Effective January 5, 1998, the compensation of the elected Tax Collector of the Borough for the collection of Borough taxes which the elected Tax Collector is authorized to collect shall be a commission of three per cent (3.0%) of the Borough taxes so collected and remitted to the Borough.

**§ 11-104 Administration.****(a) Borough Manager.**

(1) **2003.** The rate of compensation of the Borough Secretary for the year 2003 shall be \$15.60 per hour.

(2) **2004.** The rate of compensation of the Borough Secretary for the year 2004 shall be \$15.91 per hour.

(3) **2005.** The rate of compensation of the Executive Secretary for the year 2005 shall be \$17.50 per hour.

(4) **2006.** The rate of compensation of the Executive Secretary for the year 2006 shall be \$18.20 per hour.

(5) **2007.** The rate of compensation of the Executive Secretary for the period from January 1, 2007 through October 28, 2007 shall be \$18.56 per hour.

(6) **10/29/2007.** Effective October 29, 2007, the rate of compensation of the Executive Secretary shall be \$17.50 per hour.

(7) **2009.** The rate of compensation of the Executive Secretary for the year 2009 shall be \$18.03 per hour.

(8) **2010.** The rate of compensation of the Executive Secretary for the year 2010 shall be \$18.57 per hour.

(9) **2011.** The rate of compensation of the Executive Secretary for the year 2011 shall be \$19.50 per hour.

(10) **2012.** The rate of compensation of the Executive Secretary for the year 2012 shall be \$20.18 per hour.

(11) **2013.** The rate of compensation of the Executive Secretary for the year 2013 shall be \$20.79 per hour.

(12) **2014.** The annual salary of the Executive Secretary for the year 2014 shall be \$52,000.

(13) **2015.** The annual salary of the Borough Manager for the year 2015 (including service as the Executive Secretary through January 28, 2015) shall be \$53,612.

(14) **2016.** The annual salary of the Borough Manager for the year 2016 shall be \$60,000.

(15) **2017.** The annual salary of the Borough Manager for the year 2017 shall be \$61,800.

(16) **2018.** The annual salary of the Borough Manager for the year 2018 shall be \$63,036 through June 30, 2018 (\$31,518 pro-rated portion for six months) and \$63,654 from and after July 1, 2018 (\$31,827 pro-rated portion for six months).

(17) **2019.** The annual salary of the Borough Manager for the year 2019 shall be \$65,564.

(18) **2020.** The annual salary of the Borough Manager for the year 2020 shall be \$67,531.

(19) **2021.** The annual salary of the Borough Manager for the year 2021 shall be \$69,557.

(20) **2022.** The annual salary of the Borough Manager for the year 2022 shall be \$71,915.

**(b) Fiscal Consultant.**

(1) **1/1/2003.** Effective January 1, 2003, the annual salary of the Borough Treasurer shall be \$1,200.00. The title of this position was changed to Fiscal Consultant on August 12, 2009. For the compensation of the position of Borough Treasurer after August 12, 2009, *see* subsection (c) below.

(2) **8/13/2009.** Effective August 13, 2009, the annual salary of the Fiscal Consultant shall be \$1,200.00.

**(c) Borough Treasurer.**

(1) **2003.** The rate of compensation of the Clerk/Accountant for the year 2003 shall be within a range from \$12.71 to \$15.00 per hour, with individual rates to be established by motion or resolution of Council.

(2) **2004.** The rate of compensation of the Clerk/Accountant for the year 2004 shall be within a range from \$12.96 to \$15.30 per hour, with individual rates to be established by motion or resolution of Council.

(3) **2005.** The rate of compensation of the Clerk/Accountant for the year 2005 shall be within a range from \$13.35 to \$15.76 per hour, with individual rates to be established by motion or resolution of Council.

(4) **2006.** The rate of compensation of the Clerk/Accountant for the year 2006 shall be within a range from \$13.88 to \$16.39 per hour, with individual rates to be established by motion or resolution of Council.

(5) **2007.** The rate of compensation of the Clerk/Accountant for the year 2007 shall be within a range from \$14.16 to \$16.72 per hour, with individual rates to be established by motion or resolution of Council.

(6) **2008.** The rate of compensation of the Bookkeeper/Earned Income Tax Officer for the year 2008 shall be within a range from \$14.58 to \$17.22 per hour, with individual rates to be established by motion or resolution of Council.

(7) **2009.** The rate of compensation for the year 2009 of the position known as the Bookkeeper/Earned Income Tax Officer prior to August 13, 2009 and known as the Borough Treasurer after August 12, 2009 shall be within a range from \$15.02 to \$17.74 per hour, with individual rates to be established by motion or resolution of Council.

(8) **2010.** The rate of compensation of the Borough Treasurer for the year 2010 shall be within a range from \$15.47 to \$18.27 per hour, with individual rates to be established by motion or resolution of Council.

(8) **2011.** The rate of compensation of the Borough Treasurer for the year 2011 shall be within a range from \$15.93 to \$18.82 per hour, with individual rates to be established by motion or resolution of Council.

(9) **2012.** The rate of compensation of the Borough Treasurer for the year 2012 shall be within a range from \$14.50 to \$19.48 per hour, with individual rates to be established by motion or resolution of Council.

(10) **2013.** The rate of compensation of the Borough Treasurer for the year 2013 shall be \$15.34 per hour.

(11) **2014.** The rate of compensation of the Borough Treasurer for the year 2014 shall be \$15.80 per hour.

(12) **2015.** The rate of compensation of the Borough Treasurer for the year 2015 shall be \$16.29 per hour.

(13) **2016.** The rate of compensation of the Borough Treasurer for the year 2016 shall be \$16.79 per hour.

(14) **2017.** The rate of compensation of the Borough Treasurer for the year 2017 shall be \$17.29 per hour.

(15) **2018.** The rate of compensation of the Borough Treasurer for the year 2018 shall be \$17.64 per hour through June 30, 2018 and \$17.81 per hour from and after July 1, 2018.

(16) **2019.** The rate of compensation of the Borough Treasurer for the year 2019 shall be \$18.34 per hour.

(17) **2020.** The rate of compensation of the Borough Treasurer for the year 2020 shall be \$18.89 per hour.

(18) **2021.** The rate of compensation of the Borough Treasurer for the year 2021 shall be \$19.46 per hour.

(19) **2022.** The rate of compensation of the Borough Treasurer for the year 2022 shall be \$20.12 per hour.

**(d) Administrative Assistant.**

**(1) 2017.** The rate of compensation of the Administrative Assistant for the year 2017 shall be \$11.00 per hour.

**(2) 2018.** The rate of compensation of the Administrative Assistant for the year 2018 shall be \$11.22 per hour through June 30, 2018 and \$11.33 per hour from and after July 1, 2018.

**(3) 2019.** The rate of compensation of the Administrative Assistant for the year 2019 shall be \$11.67 per hour.

**(4) 2020.** The rate of compensation of the Administrative Assistant for the year 2020 shall be \$12.02 per hour.

**(5) 2021.** The rate of compensation of the Administrative Assistant for the year 2021 shall be \$12.38 per hour.

**(6) 2022.** The rate of compensation of the Administrative Assistant for the year 2022 shall be \$12.80 per hour.

**§ 11-104.1 Chief of Police.**

**(a) 2015.**

**(1) In General.** The rate of compensation of the Chief of Police for the year 2015 shall be \$31.10 per hour.

**(2) Retroactive Payment for Period Before Execution of Police Collective Bargaining Agreement.** The provisions of this subsection (a) are retroactive to January 1, 2015. Accordingly, the difference between the compensation earned under this § 11-104.1(a) from January 1, 2015 through the last pay period which ended before the enactment of Ordinance 528 (less all applicable deductions), and the amount actually paid for that period of time, shall be paid to the Chief of Police in the paycheck for the pay period which includes the date Ordinance 528 was adopted.

**(b) 2016.** The rate of compensation of the Chief of Police for the year 2016 shall be \$31.10 per hour.

**(c) 2017.** The rate of compensation of the Chief of Police for the year 2017 shall be \$32.03 per hour.

**(d) 2018.**

**(1) In General.** The rate of compensation of the Chief of Police for the year 2018 shall be \$33.57 per hour.

**(2) Retroactive Payment for Period Before Execution of Police Collective Bargaining Agreement.** The provisions of this subsection (d) are retroactive to January 1, 2018. Accordingly, the difference between the compensation earned under this § 11-104.1(d) from January 1, 2018 through the last pay period which ended before the enactment of Ordinance 546 (less all applicable deductions), and the amount actually paid for that period of time, shall be

paid to the Chief of Police in the paycheck for the pay period which includes the date Ordinance 546 was adopted.

(e) **2019.** The rate of compensation of the Chief of Police for the year 2019 shall be \$34.58 per hour.

(f) **2020.** The rate of compensation of the Chief of Police for the year 2020 shall be \$35.62 per hour.

(g) **2021.** The rate of compensation of the Chief of Police for the year 2021 shall be \$36.69 per hour.

(h) **2022.** The rate of compensation of the Chief of Police for the year 2022 shall be \$37.93 per hour for the person serving as Chief on January 1, 2022, and \$38.00 per hour for any person hired as Chief of Police in 2022.

### **§ 11-105 Police Department.**

(a) **2003-2004.** The rate of compensation for members of the Police Department for the years 2003 through 2004 shall be as provided in the Alburdis Police 2002-2004 Collective Bargaining Agreement. *See* § 11-201(a) (relating to Police Collective Bargaining Agreement).

(b) **2005-2007.** The rate of compensation for members of the Police Department for the years 2005 through 2007 shall be as provided in the Alburdis Police 2005-2007 Collective Bargaining Agreement. *See* § 11-201(b) (relating to Police Collective Bargaining Agreement).

(c) **2008-2011.** The rate of compensation for members of the Police Department for the years 2008 through 2011 shall be as provided in the Alburdis Police 2008-2011 Collective Bargaining Agreement. *See* § 11-201(c) (relating to Police Collective Bargaining Agreement).

(d) **2012-2014.** The rate of compensation for members of the Police Department for the years 2012 through 2014 shall be as provided in the Alburdis Police 2012-2014 Collective Bargaining Agreement. *See* § 11-201(d) (relating to Police Collective Bargaining Agreement).

(e) **2015-2017.** The rate of compensation for members of the Police Department other than the Chief of Police for the years 2015 through 2017 shall be as provided in the Alburdis Police 2015-2017 Collective Bargaining Agreement. *See* § 11-201(e) (relating to Police Collective Bargaining Agreement).

(f) **2018-2021.** The rate of compensation for members of the Police Department other than the Chief of Police for the years 2018 through 2021 shall be as provided in the Alburdis Police 2018-2021 Collective Bargaining Agreement. *See* § 11-201(f) (relating to Police Collective Bargaining Agreement).

(g) **2022-2024.** The rate of compensation for members of the Police Department other than the Chief of Police for the years 2022 through 2024 shall be as provided in the Alburdis Police 2022-2024 Collective Bargaining Agreement. *See* § 11-201(g) (relating to Police Collective Bargaining Agreement).

## § 11-106 Maintenance Department.

(a) **2003.** The rate of compensation for each member of the Maintenance Department for the year 2003 shall be established by motion or resolution of Council within the following range of compensation for the person's employment classification:

Maintenance Supervisor.....	\$14.05 - \$18.72 / hour
Maintenance Full Time A .....	\$13.01 - \$16.49 / hour
Maintenance Full Time B .....	\$11.47 - \$13.80 / hour
Maintenance Full Time C .....	\$ 9.27 - \$11.91 / hour
Maintenance Part Time .....	\$ 5.50 - \$10.00 / hour

(b) **2004.** The rate of compensation for each member of the Maintenance Department for the year 2004 shall be established by motion or resolution of Council within the following range of compensation for the person's employment classification:

Maintenance Supervisor.....	\$14.33 - \$19.09 / hour
Maintenance Full Time A .....	\$13.27 - \$16.81 / hour
Maintenance Full Time B .....	\$11.79 - \$14.08 / hour
Maintenance Full Time C .....	\$ 9.46 - \$12.15 / hour
Maintenance Part Time .....	\$ 5.50 - \$10.00 / hour

(c) **2005.** The rate of compensation for each member of the Maintenance Department for the year 2005 shall be established by motion or resolution of Council within the following range of compensation for the person's employment classification:

Maintenance Supervisor.....	\$14.76 - \$19.66 / hour
Maintenance Full Time A .....	\$13.67 - \$17.33 / hour
Maintenance Full Time B .....	\$12.14 - \$14.50 / hour
Maintenance Full Time C .....	\$ 9.74 - \$12.51 / hour
Maintenance Part Time .....	\$ 5.50 - \$10.00 / hour

(d) **2006.** The rate of compensation for each member of the Maintenance Department for the year 2006 shall be established by motion or resolution of Council within the following range of compensation for the person's employment classification:

Maintenance Supervisor.....	\$15.35 - \$20.45 / hour
Maintenance Full Time A .....	\$14.22 - \$18.02 / hour
Maintenance Full Time B .....	\$12.63 - \$15.08 / hour
Maintenance Full Time C .....	\$10.13 - \$13.00 / hour
Maintenance Part Time .....	\$ 5.50 - \$10.50 / hour

(e) **2007.** The rate of compensation for each member of the Maintenance Department for the year 2007 shall be established by motion or resolution of Council within the following range of compensation for the person's employment classification:

Maintenance Supervisor.....	\$15.66 - \$20.86 / hour
Maintenance Full Time A .....	\$15.00 - \$18.38 / hour
Maintenance Full Time B .....	\$14.50 - \$15.38 / hour

Maintenance Full Time C .....	\$13.00*-\$14.50 / hour
Maintenance Part Time .....	\$ 7.15 - \$10.50 / hour

\* In the case of a person who has a current Class A or Class B commercial driver’s license (CDL) when first hired by the Borough, the minimum hourly rate shall be \$14.00. In the case of a person who obtains such a license after being hired by the Borough, the minimum hourly rate shall be increased to \$14.00 after the *later* of the date the person obtains the license or the date three months after the person’s first day of employment as a Borough maintenance department employee.

**(f) 2008.** The rate of compensation for each member of the Maintenance Department for the year 2008 shall be established by motion or resolution of Council within the following range of compensation for the person’s employment classification:

Maintenance Supervisor.....	\$16.13 - \$21.49 / hour
Maintenance Full Time A .....	\$15.45 - \$18.93 / hour
Maintenance Full Time B .....	\$14.94 - \$15.84 / hour
Maintenance Full Time C .....	\$13.39*-\$14.94 / hour
Maintenance Part Time .....	\$ 7.36 - \$10.82 / hour

\* In the case of a person who has a current Class A or Class B commercial driver’s license (CDL) when first hired by the Borough, the minimum hourly rate shall be \$14.42. In the case of a person who obtains such a license after being hired by the Borough, the minimum hourly rate shall be increased to \$14.42 after the *later* of the date the person obtains the license or the date three months after the person’s first day of employment as a Borough maintenance department employee.

**(g) 2009.** The rate of compensation for each member of the Maintenance Department for the year 2009 shall be established by motion or resolution of Council within the following range of compensation for the person’s employment classification:

Maintenance Supervisor.....	\$16.61 - \$22.13 / hour
Maintenance Full Time A .....	\$15.91 - \$19.50 / hour
Maintenance Full Time B .....	\$15.39 - \$16.32 / hour
Maintenance Full Time C .....	\$13.79*-\$15.39 / hour
Maintenance Part Time .....	\$ 7.36 - \$10.82 / hour

\* In the case of a person who has a current Class A or Class B commercial driver’s license (CDL) when first hired by the Borough, the minimum hourly rate shall be \$14.85. In the case of a person who obtains such a license after being hired by the Borough, the minimum hourly rate shall be increased to \$14.85 after the *later* of the date the person obtains the license or the date three months after the person’s first day of employment as a Borough maintenance department employee.

**(h) 2010.** The rate of compensation for each member of the Maintenance Department for the year 2010 shall be established by motion or resolution of Council within the following range of compensation for the person’s employment classification:



Maintenance Supervisor.....	\$17.11 - \$22.79 / hour
Maintenance Full Time A .....	\$16.39 - \$20.09 / hour
Maintenance Full Time B .....	\$15.85 - \$16.81 / hour
Maintenance Full Time C .....	\$14.20*-\$15.85 / hour
Maintenance Part Time .....	\$ 7.36 - \$11.15 / hour

\* In the case of a person who has a current Class A or Class B commercial driver's license (CDL) when first hired by the Borough, the minimum hourly rate shall be \$15.30. In the case of a person who obtains such a license after being hired by the Borough, the minimum hourly rate shall be increased to \$15.30 after the *later* of the date the person obtains the license or the date three months after the person's first day of employment as a Borough maintenance department employee.

(i) **2011.** The rate of compensation for each member of the Maintenance Department for the year 2011 shall be established by motion or resolution of Council within the following range of compensation for the person's employment classification:

Maintenance Supervisor.....	\$17.62 - \$23.47 / hour
Maintenance Full Time A .....	\$16.88 - \$20.69 / hour
Maintenance Full Time B .....	\$16.33 - \$17.31 / hour
Maintenance Full Time C .....	\$14.63*-\$16.33 / hour
Maintenance Part Time .....	\$ 7.58 - \$11.48 / hour

\* In the case of a person who has a current Class A or Class B commercial driver's license (CDL) when first hired by the Borough, the minimum hourly rate shall be \$15.76. In the case of a person who obtains such a license after being hired by the Borough, the minimum hourly rate shall be increased to \$15.76 after the *later* of the date the person obtains the license or the date three months after the person's first day of employment as a Borough maintenance department employee.

(j) **2012.** The rate of compensation for each member of the Maintenance Department for the year 2012 shall be established by motion or resolution of Council within the following range of compensation for the person's employment classification:

Maintenance Supervisor.....	\$18.24 - \$24.29 / hour
Maintenance Full Time A .....	\$17.47 - \$21.41 / hour
Maintenance Full Time B .....	\$16.90 - \$17.92 / hour
Maintenance Full Time C .....	\$15.14*-\$16.90 / hour
Maintenance Part Time .....	\$ 7.85 - \$11.88 / hour

\* In the case of a person who has a current Class A or Class B commercial driver's license (CDL) when first hired by the Borough, the minimum hourly rate shall be \$16.31. In the case of a person who obtains such a license after being hired by the Borough, the minimum hourly rate shall be increased to \$16.31 after the *later* of the date the person obtains the license or the date three months after the person's first day of employment as a Borough maintenance department employee.

(k) 2013. The rate of compensation for each member of the Maintenance Department for the year 2013 shall be established by motion or resolution of Council within the following range of compensation for the person’s employment classification:

Maintenance Supervisor.....	\$18.79 - \$25.02 / hour
Maintenance Full Time A .....	\$17.99 - \$22.05 / hour
Maintenance Full Time B .....	\$17.41 - \$18.46 / hour
Maintenance Full Time C .....	\$15.59*-\$17.41 / hour
Maintenance Part Time .....	\$ 8.09 - \$12.24 / hour

\* In the case of a person who has a current Class A or Class B commercial driver’s license (CDL) when first hired by the Borough, the minimum hourly rate shall be \$16.80. In the case of a person who obtains such a license after being hired by the Borough, the minimum hourly rate shall be increased to \$16.80 after the *later* of the date the person obtains the license or the date three months after the person’s first day of employment as a Borough maintenance department employee.

(l) 2014. The rate of compensation for each member of the Maintenance Department for the year 2014 shall be established by motion or resolution of Council within the following range of compensation for the person’s employment classification:

Maintenance Supervisor.....	\$19.35 - \$25.77 / hour
Maintenance Full Time A .....	\$18.53 - \$22.71 / hour
Maintenance Full Time B .....	\$17.93 - \$19.01 / hour
Maintenance Full Time C .....	\$16.06*-\$17.93 / hour
Maintenance Part Time .....	\$ 8.33 - \$12.61 / hour

\* In the case of a person who has a current Class A or Class B commercial driver’s license (CDL) when first hired by the Borough, the minimum hourly rate shall be \$17.30. In the case of a person who obtains such a license after being hired by the Borough, the minimum hourly rate shall be increased to \$17.30 after the *later* of the date the person obtains the license or the date three months after the person’s first day of employment as a Borough maintenance department employee.

(m) 2015. The rate of compensation for each member of the Maintenance Department for the year 2015 shall be established by motion or resolution of Council within the following range of compensation for the person’s employment classification:

Maintenance Supervisor.....	\$19.95 - \$26.57 / hour
Maintenance Full Time A .....	\$19.10 - \$23.41 / hour
Maintenance Full Time B .....	\$18.49 - \$19.60 / hour
Maintenance Full Time C .....	\$16.56*-\$18.49 / hour
Maintenance Part Time .....	\$ 8.59 - \$13.00 / hour

\* In the case of a person who has a current Class A or Class B commercial driver’s license (CDL) when first hired by the Borough, the minimum hourly rate shall be \$17.84. In the case of a person who obtains such a license after being hired by the Borough, the minimum hourly rate shall be increased to \$17.84 after the *later* of the date the person obtains the license or the date

three months after the person’s first day of employment as a Borough maintenance department employee.

**(n) 2016.** The rate of compensation for each member of the Maintenance Department for the year 2016 shall be established by motion or resolution of Council within the following range of compensation for the person’s employment classification:

Maintenance Supervisor.....	\$20-57 - \$27.39 / hour
Maintenance Full Time A .....	\$19.69 - \$24.14 / hour
Maintenance Full Time B .....	\$19.06 - \$20.21 / hour
Maintenance Full Time C .....	\$17.07*-\$19.06 / hour
Maintenance Part Time .....	\$ 8.86 - \$13.40 / hour

\* In the case of a person who has a current Class A or Class B commercial driver’s license (CDL) when first hired by the Borough, the minimum hourly rate shall be \$18.39. In the case of a person who obtains such a license after being hired by the Borough, the minimum hourly rate shall be increased to \$18.39 after the *later* of the date the person obtains the license or the date three months after the person’s first day of employment as a Borough maintenance department employee.

**(o) 2017.** The rate of compensation for each member of the Maintenance Department for the year 2017 shall be established by motion or resolution of Council within the following range of compensation for the person’s employment classification:

Maintenance Supervisor.....	\$21.19 - \$28.21 / hour
Maintenance Full Time A .....	\$20.28 - \$24.86 / hour
Maintenance Full Time B .....	\$19.63 - \$20.82 / hour
Maintenance Full Time C .....	\$17.58*-\$19.63 / hour
Maintenance Part Time .....	\$ 9.13 - \$13.80 / hour

\* In the case of a person who has a current Class A or Class B commercial driver’s license (CDL) when first hired by the Borough, the minimum hourly rate shall be \$18.94. In the case of a person who obtains such a license after being hired by the Borough, the minimum hourly rate shall be increased to \$18.94 after the *later* of the date the person obtains the license or the date three months after the person’s first day of employment as a Borough maintenance department employee.

**(p) 2018 (First Half).** The rate of compensation for each member of the Maintenance Department for the period January 1, 2018 to June 30, 2018 shall be established by motion or resolution of Council within the following range of compensation for the person’s employment classification:

Maintenance Supervisor.....	\$21.61 - \$28.77 / hour
Maintenance Full Time A .....	\$20.69 - \$25.36 / hour
Maintenance Full Time B .....	\$20.02 - \$21.24 / hour
Maintenance Full Time C .....	\$17.93*-\$20.02 / hour
Maintenance Part Time .....	\$ 9.31 - \$14.08 / hour

\* In the case of a person who has a current Class A or Class B commercial driver’s license (CDL) when first hired by the Borough, the minimum hourly rate shall be \$19.32. In the case of

a person who obtains such a license after being hired by the Borough, the minimum hourly rate shall be increased to \$19.32 after the *later* of the date the person obtains the license or the date three months after the person’s first day of employment as a Borough maintenance department employee.

**(q) 2018 (Second Half).** The rate of compensation for each member of the Maintenance Department for the period July 1, 2018 to December 31, 2018 shall be established by motion or resolution of Council within the following range of compensation for the person’s employment classification:

Maintenance Supervisor.....	\$21.83 - \$29.06 / hour
Maintenance Full Time A .....	\$20.89 - \$25.61 / hour
Maintenance Full Time B .....	\$20.22 - \$21.44 / hour
Maintenance Full Time C .....	\$18.11*-\$20.22 / hour
Maintenance Part Time .....	\$ 9.40 - \$14.21 / hour

\* In the case of a person who has a current Class A or Class B commercial driver’s license (CDL) when first hired by the Borough, the minimum hourly rate shall be \$19.51. In the case of a person who obtains such a license after being hired by the Borough, the minimum hourly rate shall be increased to \$19.51 after the *later* of the date the person obtains the license or the date three months after the person’s first day of employment as a Borough maintenance department employee.

**(r) 2019.** The rate of compensation for each member of the Maintenance Department for the year 2019 shall be established by motion or resolution of Council within the following range of compensation for the person’s employment classification:

Maintenance Supervisor.....	\$22.48 - \$29.93 / hour
Maintenance Full Time A .....	\$21.52 - \$26.38 / hour
Maintenance Full Time B .....	\$20.83 - \$22.08 / hour
Maintenance Full Time C .....	\$18.65*-\$20.83 / hour
Maintenance Part Time .....	\$ 9.68 - \$14.64 / hour

\* In the case of a person who has a current Class A or Class B commercial driver’s license (CDL) when first hired by the Borough, the minimum hourly rate shall be \$20.10. In the case of a person who obtains such a license after being hired by the Borough, the minimum hourly rate shall be increased to \$20.10 after the *later* of the date the person obtains the license or the date three months after the person’s first day of employment as a Borough maintenance department employee.

**(s) 2020.** The rate of compensation for each member of the Maintenance Department for the year 2020 shall be established by motion or resolution of Council within the following range of compensation for the person’s employment classification:

Maintenance Supervisor.....	\$23.15 - \$30.83 / hour
Maintenance Full Time A .....	\$22.17 - \$27.17 / hour
Maintenance Full Time B .....	\$21.45 - \$22.74 / hour
Maintenance Full Time C .....	\$19.12*-\$21.45 / hour
Maintenance Part Time .....	\$ 9.97 - \$15.08 / hour

\* In the case of a person who has a current Class A or Class B commercial driver’s license (CDL) when first hired by the Borough, the minimum hourly rate shall be \$20.70. In the case of a person who obtains such a license after being hired by the Borough, the minimum hourly rate shall be increased to \$20.70 after the *later* of the date the person obtains the license or the date three months after the person’s first day of employment as a Borough maintenance department employee.

(t) **2021.** The rate of compensation for each member of the Maintenance Department for the year 2021 shall be established by motion or resolution of Council within the following range of compensation for the person’s employment classification:

Maintenance Supervisor.....	\$23.84 - \$31.75 / hour
Maintenance Full Time A .....	\$22.84 - \$27.99 / hour
Maintenance Full Time B .....	\$22.09 - \$23.42 / hour
Maintenance Full Time C .....	\$19.79*-\$22.09 / hour
Maintenance Part Time .....	\$10.27 - \$15.53 / hour

\* In the case of a person who has a current Class A or Class B commercial driver’s license (CDL) when first hired by the Borough, the minimum hourly rate shall be \$21.32. In the case of a person who obtains such a license after being hired by the Borough, the minimum hourly rate shall be increased to \$21.32 after the *later* of the date the person obtains the license or the date three months after the person’s first day of employment as a Borough maintenance department employee.

(u) **2022.** The rate of compensation for each member of the Maintenance Department for the year 2022 shall be established by motion or resolution of Council within the following range of compensation for the person’s employment classification:

Maintenance Supervisor.....	\$24.65 - \$32.83 / hour
Maintenance Full Time A .....	\$23.61 - \$28.94 / hour
Maintenance Full Time B .....	\$22.84 - \$24.21 / hour
Maintenance Full Time C .....	\$20.46*-\$22.84 / hour
Maintenance Part Time .....	\$10.62 - \$16.06 / hour

\* In the case of a person who has a current Class A or Class B commercial driver’s license (CDL) when first hired by the Borough, the minimum hourly rate shall be \$22.04. In the case of a person who obtains such a license after being hired by the Borough, the minimum hourly rate shall be increased to \$22.04 after the *later* of the date the person obtains the license or the date three months after the person’s first day of employment as a Borough maintenance department employee.

**§ 11-107 Codes Enforcement.**

(a) **Zoning Officer.**

(1) **1/1/2003.** From January 1, 2003 to June 30, 2004, the compensation of the Zoning Officer shall be \$200.00 per month plus \$5.00 for each permit issued.

(2) **7/1/2004.** Effective July 1, 2004, the compensation of the Zoning Officer shall be \$300.00 per month plus \$5.00 for each permit issued.

(3) **1/1/2006.** Effective January 1, 2006, the compensation of the Zoning Officer shall be \$312.00 per month plus \$5.00 for each permit issued.

(4) **10/1/2006.** Effective October 1, 2006, the compensation of the Zoning Officer shall be \$425.00 per month plus \$5.00 for each permit issued.

(6) **1/1/2011.** Effective January 1, 2011, the compensation of the Zoning Officer shall be \$412.00 per month plus \$5.00 for each permit issued.

(7) **1/1/2015.** Effective January 1, 2015, the compensation of the Zoning Officer shall be \$412.00 per month plus \$10.00 for each permit issued.

(8) **1/1/2018.** Effective January 1, 2018, the compensation of the Zoning Officer shall be \$422.00 per month plus \$10.00 for each permit issued.

(9) **10/28/2020.** Effective October 28, 2020, the compensation of the Zoning Officer shall be \$10.00 for each permit issued. This rate of compensation for persons or entities appointed as an Assistant Zoning Officer shall be \$75.00 per hour or such other rates as shall be established as such Assistant Zoning Officers are engaged by the Borough and from time to time thereafter.

**(b) UCC and Property Maintenance Code Officials/Inspectors.** The compensation of Code officials, plan reviewers, and inspectors engaged by the Borough in its administration of the Uniform Construction Code (*see* Chapter 30), the Property Maintenance Code (*see* Chapter 35), and, where applicable, the Building Code (*see* Chapter 31) and the Plumbing Code (*see* Chapter 32), shall be established as such inspectors are engaged by the Borough and from time to time thereafter.

## **§ 11-108 Professionals.**

### **(a) Borough Solicitor.**

(1) **1/1/2003.** Effective January 1, 2003, the rate of compensation of the Borough Solicitor shall be \$100.00 per hour.

(2) **2005.** The rate of compensation of the Borough Solicitor for the year 2005 shall be \$105.00 per hour.

(3) **2006.** The rate of compensation of the Borough Solicitor for the year 2006 shall be \$110.00 per hour.

(4) **2007.** The rate of compensation of the Borough Solicitor for the year 2007 shall be \$115.00 per hour.

(5) **2008.** The rate of compensation of the Borough Solicitor for the year 2008 shall be \$120.00 per hour.

(6) **2009.** The rate of compensation of the Borough Solicitor for the year 2009 shall be \$125.00 per hour.

(7) **2010.** The rate of compensation of the Borough Solicitor for the year 2010 shall be \$130.00 per hour.

(8) **2011.** The rate of compensation of the Borough Solicitor for the year 2011 shall be \$135.00 per hour.

(9) **2012.** The rate of compensation of the Borough Solicitor for the year 2012 shall be \$140.00 per hour.

(10) **2013.** The rate of compensation of the Borough Solicitor for the year 2013 shall be \$145.00 per hour.

(11) **2014.** The rate of compensation of the Borough Solicitor for the year 2014 shall be \$150.00 per hour.

(12) **2015.** The rate of compensation of the Borough Solicitor for the year 2015 shall be \$155.00 per hour.

(13) **2016.** The rate of compensation of the Borough Solicitor for the year 2016 shall be \$160.00 per hour.

(14) **2017.** The rate of compensation of the Borough Solicitor for the year 2017 shall be \$165.00 per hour.

(15) **2018.** The rate of compensation of the Borough Solicitor for the year 2018 shall be \$170.00 per hour.

(16) **2019.** The rate of compensation of the Borough Solicitor for the year 2019 shall be \$175.00 per hour.

(17) **2020.** The rate of compensation of the Borough Solicitor for the year 2020 shall be \$180.00 per hour.

(18) **2021.** The rate of compensation of the Borough Solicitor for the year 2021 shall be \$185.00 per hour.

(19) **2022.** The rate of compensation of the Borough Solicitor for the year 2022 shall be \$190.00 per hour.

**(b) Borough Engineer.**

(1) **1/1/2003.** Effective January 1, 2003, rate of compensation of the Borough Engineer shall be \$60.00 per hour.

(2) **3/31/2005.** Effective March 31, 2005, the rate of compensation of the Borough Engineer shall be \$105.00 per hour, and the fees paid for services provided by other personnel in the Borough Engineer's firm and the amounts of reimbursable expenses shall be as provided in the fee schedule submitted in connection with the initial employment of the Borough Engineer or from time to time thereafter by the Borough Engineer and approved by Council.

(3) **1/1/2008.** Effective January 1, 2008, the rate of compensation of the Borough Engineer shall be \$117.00 per hour, and the fees paid for services provided by other personnel in the Borough Engineer's firm and the amounts of reimbursable expenses shall be as provided in the fee schedule submitted from time to time by the Borough Engineer and approved by Council.



(4) **1/1/2010.** Effective January 1, 2010, the rate of compensation of the Borough Engineer and other personnel in the Borough Engineer's firm and the amounts of reimbursable expenses shall be as provided in the fee schedule submitted from time to time by the Borough Engineer and approved by Council.

### § 11-109 Employment and Appointment at Will.

Nothing contained in this Article shall affect the right of Borough Council to dismiss any person appointed to an office or position of employment described in this Article at any time (unless otherwise provided by law or valid action of Borough Council) and nothing contained in this Article shall alter or affect the rights or procedures applicable to the dismissal of persons appointed to offices or positions of employment not specified in this Article.

## Article II — Collective Bargaining Agreements

### § 11-201 Police.

#### (a) 2002-2004.

(1) **CBA Approved.** Borough Council hereby approves a collective bargaining agreement with the Alburdis Police Officers' Association for calendar years 2002, 2003, and 2004 in the form attached to Ordinance 391, which agreement is incorporated herein by reference.

(2) **Execution.** The President (or Vice President) of Borough Council and the Secretary of the Borough are hereby authorized and directed to execute a collective bargaining agreement in the form attached to Ordinance 391, *provided that* such agreement is first executed by the authorized representatives of the Alburdis Police Officers' Association.

(3) **Implementation.** All officers, agents, and employees of the Borough are hereby directed to implement the terms and conditions of the collective bargaining agreement.

(4) **Inconsistent Ordinances Superseded.** Any Ordinances or Resolutions which are inconsistent with any of the terms of the collective bargaining agreement are superseded to the extent of the inconsistency.

#### (b) 2005-2007.

(1) **CBA Approved.** Borough Council hereby approves a collective bargaining agreement with the Alburdis Police Officers' Association for calendar years 2005, 2006, and 2007 in the form attached to Ordinance 428, plus the following exhibits:



(A) Exhibit A to the collective bargaining agreement shall be a copy of the Borough's long-term disability insurance policies in effect on December 31, 2004 for full-time police officers hired before 1996.

(B) Exhibit B to the collective bargaining agreement shall be a copy of the Borough's current life insurance policies in effect on December 31, 2004 for full-time police officers hired before 1996.

(C) Exhibit C to the collective bargaining agreement shall be a copy of Ordinance 432.

(2) **Execution.** The President (or Vice President) of Borough Council and the Secretary of the Borough are hereby authorized and directed to execute a collective bargaining agreement in the form approved under paragraph (1), *provided that* such agreement is first executed by the authorized representatives of the Alburdis Police Officers' Association.

(3) **Implementation.** All officers, agents, and employees of the Borough are hereby directed to implement the terms and conditions of the executed collective bargaining agreement.

(4) **Inconsistent Ordinances Superseded.** Any provision of the Alburdis Codified Ordinances or any other Ordinance or Resolution which is inconsistent with any of the terms of the executed collective bargaining agreement is superseded to the extent of the inconsistency.

(c) **2008-2011.**

(1) **CBA Approved.** Borough Council hereby approves a collective bargaining agreement with the Alburdis Police Officers' Association for calendar years 2008-2011 in the form attached to Ordinance 462.

(2) **Execution.** The President (or Vice President) of Borough Council and the Executive Secretary of the Borough are hereby authorized and directed to execute a collective bargaining agreement in the form approved under paragraph (1), *provided that* such agreement is first executed by the authorized representatives of the Alburdis Police Officers' Association.

(3) **Implementation.** All officers, agents, and employees of the Borough are hereby directed to implement the terms and conditions of the executed collective bargaining agreement.

(4) **Inconsistent Ordinances Superseded.** Any provision of the Alburdis Codified Ordinances or any other Ordinance or Resolution which is inconsistent with any of the terms of the executed collective bargaining agreement is superseded to the extent of the inconsistency.

(d) **2012-2014.**

(1) **CBA Approved.** Borough Council hereby approves a collective bargaining agreement with the Alburdis Police Officers' Association for calendar years 2012-2014 in the form attached to Ordinance 503.

(2) **Execution.** The President (or Vice President) of Borough Council and the Executive Secretary of the Borough are hereby authorized and directed to execute a collective bargaining agreement in the form approved under paragraph (1), *provided that* such agreement is first executed by the authorized representatives of the Alburdis Police Officers' Association.

(3) **Implementation.** All officers, agents, and employees of the Borough are hereby directed to implement the terms and conditions of the executed collective bargaining agreement.

(4) **Inconsistent Ordinances Superseded.** Any provision of the Alburdis Codified Ordinances or any other Ordinance or Resolution which is inconsistent with any of the terms of the executed collective bargaining agreement is superseded to the extent of the inconsistency.

(5) **Amendment Approved.** Borough Council hereby approves an amendment to the collective bargaining agreement with the Alburdis Police Officers' Association for calendar years 2012-2014 in the form attached to Ordinance 513.

(6) **Execution.** The President (or Vice President) of Borough Council and the Executive Secretary of the Borough are hereby authorized and directed to execute a collective bargaining agreement in the form approved under paragraph (5), *provided that* such agreement is first executed by the authorized representatives of the Alburdis Police Officers' Association.

(7) **Implementation.** All officers, agents, and employees of the Borough are hereby directed to implement the terms and conditions of the collective bargaining agreement as amended by the document executed under paragraph (6).

(8) **Inconsistent Ordinances Superseded.** Any provision of the Alburdis Codified Ordinances or any other Ordinance or Resolution which is inconsistent with any of the terms of the collective bargaining agreement as amended by the document executed under paragraph (6) is superseded to the extent of the inconsistency.

(e) **2015-2017.**

(1) **CBA Approved.** Borough Council hereby approves a collective bargaining agreement with the Alburdis Police Officers' Association for calendar years 2015-2017 in the form attached to Ordinance 528.

(2) **Execution.** The President (or Vice President) of Borough Council and the Borough Manager are hereby authorized and directed to execute a collective bargaining agreement in the form approved under paragraph (1).

(3) **Implementation.** All officers, agents, and employees of the Borough are hereby directed to implement the terms and conditions of the executed collective bargaining agreement.

(4) **Inconsistent Ordinances Superseded.** Any provision of the Alburdis Codified Ordinances or any other Ordinance or Resolution which is inconsistent with any of the terms of the executed collective bargaining agreement is superseded to the extent of the inconsistency.

(f) **2018-2021.**

(1) **CBA Approved.** Borough Council hereby approves a collective bargaining agreement with the Alburdis Police Officers' Association for calendar years 2018-2021 in the form attached to Ordinance 546.

(2) **Execution.** The President (or Vice President) of Borough Council and the Borough Manager are hereby authorized and directed to execute a collective bargaining agreement in the form approved under paragraph (1).

(3) **Implementation.** All officers, agents, and employees of the Borough are hereby directed to implement the terms and conditions of the executed collective bargaining agreement.

(4) **Inconsistent Ordinances Superseded.** Any provision of the Alburdis Codified Ordinances or any other Ordinance or Resolution which is inconsistent with any of the terms of the executed collective bargaining agreement is superseded to the extent of the inconsistency.

(5) **MOU Approved.** Borough Council hereby approves a memorandum of understanding with the Alburdis Police Officers' Association in the form attached to Ordinance 547.

(6) **Execution.** The President (or Vice President) of Borough Council and the Borough Manager are hereby authorized and directed to execute the memorandum of understanding in the form approved under paragraph (5).

(7) **Implementation.** All officers, agents, and employees of the Borough are hereby directed to implement the terms and conditions of the executed memorandum of understanding.

(8) **Inconsistent Ordinances Superseded.** Any provision of the Alburdis Codified Ordinances or any other Ordinance or Resolution which is inconsistent with any of the terms of the executed memorandum of understanding is superseded to the extent of the inconsistency.

(g) **2022-2024.**

(1) **CBA Approved.** Borough Council hereby approves a collective bargaining agreement with the Alburdis Police Officers' Association for calendar years 2022-2024 in the form attached to Ordinance 568.

(2) **Execution.** The President (or Vice President) of Borough Council and the Borough Manager are hereby authorized and directed to execute a collective bargaining agreement in the form approved under paragraph (1).

(3) **Implementation.** All officers, agents, and employees of the Borough are hereby directed to implement the terms and conditions of the executed collective bargaining agreement.

(4) **Inconsistent Ordinances Superseded.** Any provision of the Alburdis Codified Ordinances or any other Ordinance or Resolution which is inconsistent with any of the terms of the executed collective bargaining agreement is superseded to the extent of the inconsistency.

## Appendix

### ¶ 11-A Source Ordinances.

Tax Collector	Ordinance 346	12-30-1996
Mayor & Council	Ordinance 390	10-31-2001

Police CBA 2002-2004	Ordinance 391	11-14-2001
2003	Ordinance 401	12-23-2002
	Ordinance 404	04-30-2003
Codification	Ordinance 415	10-29-2003
2004	Ordinance 417	12-29-2003
Zoning Officer	Ordinance 425	07-14-2004
Police CBA 2005-2007	Ordinance 428	12-29-2004
2005	Ordinance 430	12-29-2004
Engineer	Ordinance 436	08-31-2005
2006	Ordinance 441	12-28-2005
2007	Ordinance 453	12-27-2006
Maintenance Dept.	Ordinance 458	02-28-2007
Police CBA 2008-2011	Ordinance 462	11-14-2007
Exec. Sec'y	Ordinance 463	11-14-2007
2008	Ordinance 469	12-26-2007
2009	Ordinance 476	12-29-2008
Zoning Officer	Ordinance 480	02-11-2009
Treasurer & Fiscal Consultant title change	Ordinance 484	08-12-2009
2010	Ordinance 487	12-30-2009
2011	Ordinance 493	12-29-2010
2012	Ordinance 501	12-28-2011
Police CBA 2012-2014	Ordinance 503	12-28-2011
Treasurer	Ordinance 504	01-11-2012

2013	Ordinance 509	12-26-2012
Police CBA amendment	Ordinance 513	12-23-2013
2014	Ordinance 515	12-23-2013
2015	Ordinance 524	12-29-2014
Borough Manager title change	Ordinance 526	01-28-2015
Police CBA 2015-2017	Ordinance 528	03-11-2015
2016	Ordinance 533	12-30-2015
2017	Ordinance 536	12-28-2016
Admin. Assistant.	Ordinance 539	07-12-2017
2018	Ordinance 543	12-27-2017
Police CBA 2018-2021; other wage increases	Ordinance 546	07-11-2018
Police MOU re HRAs	Ordinance 547	07-25-2018
2019	Ordinance 553	12-26-2018
2020	Ordinance 560	12-23-2019
2021	Ordinance 565	12-30-2020
Police CBA 2022-2024	Ordinance 568	12-08-2021
2022	Ordinance 570	12-29-2021
Chief of Police	Ordinance 571	03-09-2022

### ¶ 11-B Prior Ordinances Concerning Related Subject Matter.

	Ordinance 34	04-21-1937
	Ordinance 50	02-02-1948
	Ordinance 62	05-06-1952
	Ordinance 67	03-05-1956
	Ordinance 87	03-07-1960
	Ordinance 164	12-13-1973
1975	Ordinance 170	12-30-1974
	Ordinance 171	12-30-1974
1976	Ordinance 176	01-14-1976
1977	Ordinance 182	12-30-1976
1978	Ordinance 189	12-30-1977
1979	Ordinance 201	12-28-1978
1980	Ordinance 206	12-28-1979
1981	Ordinance 210	12-30-1980
1982	Ordinance 217	12-23-1981
1983	Ordinance 225	12-29-1982
1984	Ordinance 228	12-29-1983
1985	Ordinance 238	12-12-1984
1986	Ordinance 244	12-11-1985
1987	Ordinance 251	12-29-1986
Increased Employee Comp.	Ordinance 253	06-10-1987
1988	Ordinance 259	12-30-1987
1989	Ordinance 268	12-26-1988
1990	Ordinance 279	12-27-1989
1992	Ordinance 289	12-30-1991

1993	Ordinance 295	12-30-1992
1994	Ordinance 304	12-29-1993
1995	Ordinance 315	12-28-1994
Mayor & Council	Ordinance 320	11-29-1995
1996	Ordinance 324	12-27-1995
	Ordinance 331	03-27-1996
1997	Ordinance 344	12-30-1996
	Ordinance 349	02-26-1997
1998	Ordinance 354	12-29-1997
Police CBA 1999-2001	Ordinance 359	09-30-1998
1999	Ordinance 361	12-30-1998
Police CBA 1999-2001 Amendment	Ordinance 372	08-25-1999
2000	Ordinance 377	12-29-1999
	Ordinance 379	04-12-2000
	Ordinance 380	09-13-2000
2001	Ordinance 383	12-27-2000
2002	Ordinance 392	12-26-2001

### **¶ 11-C Derivation of Unofficial Chapter 27 to 1981 Code (after Ordinance 253).**

In 1988, General Code Publishers Corp. printed an unofficial codification of Ordinance 253 to Chapter 27 of the 1981 Code. Borough Council did not formally add Ordinance 253 to the 1981 Code, and did not formally adopt any of the numbering and stylistic changes made by General Code Publishers Corp. This material was omitted from the 2003 Codified Ordinances, and thus repealed.

A copy of the GCP unofficial Chapter 27 (after Ordinance 253) is provided with the on-line and CD-ROM versions of the Codified Ordinances.

The provisions of the GCP unofficial Chapter 27 were derived from Ordinance 253 as follows:

Unofficial Chapter 27  
(after Ord. 253)

- § 27-1
- § 27-2
- § 27-3

Ordinance 253

- § I
- § II
- § III