

**BOROUGH OF ALBURTIS
LEHIGH COUNTY, PENNSYLVANIA**

Ordinance No. 536

(Duly Adopted December 28, 2016)

AN ORDINANCE REVISING THE COMPENSATION OR COMPENSATION RANGES FOR CERTAIN POSITIONS OF EMPLOYMENT OR APPOINTMENT BY THE BOROUGH, EFFECTIVE JANUARY 1, 2017, INCLUDING CERTAIN ADMINISTRATION EMPLOYEES, THE CHIEF OF POLICE, MAINTENANCE EMPLOYEES, AND PROFESSIONALS; CONFIRMING THE EXISTING FIDELITY BOND REQUIREMENTS FOR CERTAIN BOROUGH EMPLOYEES; INCREASING THE AMOUNT PAID TO FULL-TIME EMPLOYEES WHO ARE NOT MEMBERS OF A COLLECTIVE BARGAINING UNIT FOR THE WAIVER OF MEDICAL PLAN COVERAGE TO THIRTY-FIVE PERCENT (35%) OF THE AMOUNT THE BOROUGH WOULD HAVE HAD TO PAY TO PROVIDE THE COVERAGE; AND INCREASING THE ANNUAL BOOT ALLOWANCE FOR MAINTENANCE EMPLOYEES TO THREE HUNDRED DOLLARS (\$300.00).

WHEREAS, Borough Council desires to revise the compensation or compensation ranges for certain positions of employment or appointment by the Borough as set forth below, effective January 1, 2017; and

WHEREAS, Borough Council desires to confirm the existing fidelity bond requirements for certain Borough employees; and

WHEREAS, Borough Council desires to increase the amount paid to full-time employees (other than those who are members of a collective bargaining unit) for the waiver of medical plan coverage in order to provide a greater incentive for employees to waive such coverage; and

WHEREAS, Borough Council desires to increase the annual boot allowance for maintenance employees; and

WHEREAS, on December 21, 2016, the Borough published a public notice in the *East Penn Press*, a newspaper of general circulation in the Borough of Alburdis, of its intention to consider and adopt this Ordinance on December 28, 2016;

NOW, THEREFORE, be it **ORDAINED** and **ENACTED** by the Borough Council of the Borough of Alburdis, Lehigh County, Pennsylvania, as follows:

SECTION 1. Codified Ordinances §§ 11-104, 11-104.1, 11-106, and 11-108 (relating to Salaries and Compensation—In General) are amended as follows (with deletions indicated by ~~strike-outs~~ and insertions indicated by double underlining):

§ 11-104 Administration.

(a) Borough Manager.

* * *

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

* * *

(c) Borough Treasurer.

* * *

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

§ 11-104.1 Chief of Police.

* * *

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

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§ 11-106 Maintenance Department.

* * *

(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:

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

* 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.

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§ 11-108 Professionals.

(a) Borough Solicitor.

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

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SECTION 2. Codified Ordinances § 3-101 (relating to Fidelity Bonds) is ratified and confirmed for calendar year 2017.

SECTION 3. Codified Ordinances § 12-403(c)(2) (relating to Personnel Policies—Benefits—Health & Hospitalization—Waiver of Coverage—Monthly Cash Payment) is amended as follows (with deletions indicated by ~~strike outs~~ and insertions indicated by double underlining):

§ 12-403 Health & Hospitalization.

* * *

(c) Waiver of Coverage.

* * *

(2) Monthly Cash Payment.

~~(A) In General.~~ The amount to be received for a given month by a full-time Borough employee who waives the medical coverage provided under subsection (a) shall be ~~twenty five percent (25.0%)~~ thirty-five percent (35.0%) of the premium which would have been charged to the Borough for that month by the carrier/organization providing the medical coverage under subsection (a) to cover that full-time Borough employee and all of his/her eligible dependents (not including a working spouse for whom coverage may not be elected pursuant to subsection (d)).

~~(B) Retroactivity.~~ ~~The amendments to this § 12-403(c)(2) made by Ordinance 528 are retroactive to January 1, 2015. Accordingly, the difference between the payments made for months in 2015 in paychecks for pay periods which ended prior to the enactment of Ordinance 528 under the provisions of this § 12-403(c) as in effect prior to the enactment of Ordinance 528, and the amount payable for those months under this § 12-403(c) as amended by Ordinance 528 (less all applicable~~

~~deductions), shall be paid to the full time Borough employee in the pay check for the pay period which includes the date Ordinance 528 was adopted.~~

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SECTION 4. Codified Ordinances § 12-401) (relating to Personnel Policies—Benefits—Uniforms) is amended as follows (with deletions indicated by ~~strike-outs~~ and insertions indicated by double underlining):

§ 12-401 Uniforms.

All full-time maintenance department employees shall be furnished with uniforms by the Borough, including eleven (11) pairs of pants, eleven (11) short sleeve shirts, eleven (11) long sleeve shirts, and two (2) coats. The employees shall wear the uniforms when working and shall keep them clean and maintained. The Borough shall also reimburse each full-time maintenance department employee up to ~~Two Hundred Dollars (\$200.00)~~ Three Hundred Dollars (\$300.00) per calendar year for work boots, to be paid upon presentation of a paid receipt

DULY ORDAINED and **ENACTED** by the Borough Council of the Borough of Alburdis, this 28th day of December, 2016, in lawful session duly assembled.

BOROUGH COUNCIL
BOROUGH OF ALBURDIS

Ronald J. DeIaco, President

Attest:

Sharon Trexler, Borough Manager

AND NOW, this 28th day of December, 2016, the above Ordinance is hereby
APPROVED.

Kathleen Palmer, Mayor