

# City of Corry

## *Salary Ordinance*

**Ordinance No. 1629**

**Council Bill No. 22-09**

**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 2023.

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:

**Elected 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 Controller | \$ 1,250.00 |

**Appointed Professional Services** shall be and are hereby fixed at the rates shown:

|               |             |                      |
|---------------|-------------|----------------------|
| City Engineer | \$12,500.00 | biweekly installment |
|---------------|-------------|----------------------|

**Section 2:** That the amount paid by the City of Corry toward the salary of the City Treasurer and in the capacity of Tax Collector of the City, County and School District taxes, shall be and are hereby fixed at the following maximum rate shown payable in biweekly installments:

City of Corry Treasurer: \$51,000

*\*The City will be reimbursed by the School District and Erie County for their portion of the Treasurer's salary.*

**Section 3:** That the amount paid by the City of Corry toward the wages of the Part Time Finance and Taxation Office Assistant shall be and are hereby fixed at the following maximum rate:

\$18.00 per hour

*\* The City will be reimbursed by the School District and Erie County for their portion of the Part Time Finance and Taxation Office Assistant wages.*

**Section 4:** 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 Administrator                   | \$81,600 |
| Police Chief *                       | \$76,650 |
| Police Lieutenant*                   | \$74,146 |
| Fire Chief **                        | \$70,395 |
| Deputy Fire Chief **                 | \$54,845 |
| Code Compliance/Zoning Officer       | \$41,000 |
| Executive Assistant                  | \$56,100 |
| City Clerk                           | \$40,800 |
| WWTP/ Sewer Collection Lead Operator | \$54,841 |
| Public Works Manager                 | \$71,400 |
| Golf Course Superintendent           | \$39,265 |
| Golf Course Club House Manager***    | \$27,606 |

\* The Chief of Police and Lieutenant shall receive a clothing and equipment allowance in the amount of \$500.

\*\* The Fire Chief and Deputy Fire Chief shall receive a clothing and equipment allowance in the amount of \$400.

\*\*\*(For Golf Season 36 weeks)

**Section 5:** 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:

|                                    |          |
|------------------------------------|----------|
| Part Time Golf Course Personnel    | \$ 10.50 |
| Comm. Center Operations Manager    | \$ 14.45 |
| Part Time Clerical Personnel       | \$ 13.00 |
| Part Time Recreation Personnel     | \$ 10.50 |
| Part Time Public Works Personnel   | \$ 15.00 |
| Part Time Custodial Personnel      | \$ 10.50 |
| Part Time Fire Department Engineer | \$ 12.25 |
| Part Time Police Patrolman         | \$ 18.75 |

**General Teamsters Local 397 (Police)**

**Section 6:** That the base salaries, including longevity, of the Police Officers of the City of Corry, other than Chief, shall be and are hereby fixed at the following maximum annual rates of pay for their respective grades of rank and length of service, payable in biweekly installments:

CLASSIFICATION AND SERVICE (LONGEVITY) RATES~ MAXIMUM

| 2023  |                 |                 |                 |        |         |          |          |          |          |
|-------|-----------------|-----------------|-----------------|--------|---------|----------|----------|----------|----------|
|       | year 1<br>(80%) | year 2<br>(85%) | year 3<br>(90%) | Base   | + 5 yrs | + 10 yrs | + 15 yrs | + 20 yrs | + 25 yrs |
| SGT   | 68,459          | 68,459          | 68,459          | 68,459 | 70,466  | 71,803   | 73,141   | 74,479   | 75,147   |
| CPL   | 66,792          | 66,792          | 66,792          | 66,792 | 68,749  | 69,749   | 71,357   | 72,662   | 73,314   |
| PTL A |                 |                 |                 | 64,411 | 66,296  | 67,552   | 68,809   | 70,066   | 70,694   |
| PTL B |                 | 54,749          | 57,970          |        |         |          |          |          |          |
| PTL C | 51,529          |                 |                 |        |         |          |          |          |          |

**I.A.F.F. Local 2102 (Fire)**

**Section 7:** That reimbursement to Fire department engineers shall be at the following maximum annual rates, payable in biweekly installments:

| Wages<br>2023     | Per<br>Hour | Annual<br>Salary | Regular<br>Hrly Rate | Overtime<br>Hourly<br>Rate |
|-------------------|-------------|------------------|----------------------|----------------------------|
| Year 1            |             | 80% of Base      | \$13.43              | \$20.15                    |
| Year 2            |             | 85% of Base      | \$14.27              | \$21.41                    |
| Year 3            |             | 90% of Base      | \$15.11              | \$22.67                    |
| Base              |             | \$50,202         | \$17.24              | \$25.86                    |
| After 5<br>Years  | \$0.45      | \$51,548         | \$17.24              | \$25.86                    |
| After 10<br>Years | \$0.50      | \$51,697         | \$17.29              | \$25.94                    |
| After 15<br>Years | \$0.55      | \$51,847         | \$17.34              | \$26.01                    |

|                |        |          |         |         |
|----------------|--------|----------|---------|---------|
| After 20 Years | \$0.60 | \$51,996 | \$17.39 | \$26.09 |
| After 25 Years | \$0.65 | \$52,146 | \$17.44 | \$26.16 |
| After 30 Years | \$0.70 | \$52,295 | \$17.49 | \$26.24 |
| After 35 Years | \$0.75 | \$52,445 | \$17.54 | \$26.31 |

Additional Compensation for Fire Department Officers:

Captain \$ 0.40 per hour

Lieutenant \$ 0.20 per hour

**AFSCME Local (non-uniform)**

**Section 8:** That the hourly rates of pay for each of the following employees shall be and are hereby fixed at the following maximum hourly rates:

The following is the 2022 rate table. Currently, the City and union are negotiating the new 2023 Collective Bargaining Agreement. The new CBA rate table will replace this table when finalized.

| <b>Job Classification</b>                 | <b>License Requirements</b> | <b>Year 1 - 80%</b> | <b>Year 2 - 85%</b> | <b>Year 3 - 90%</b> | <b>2022 Base</b> |
|---|-----------------------------|---------------------|---------------------|---------------------|------------------|
| <b>Water Operator/Laborer</b>             | <b>A,B</b>                  | \$16.00             | \$17.00             | \$18.00             | \$20.00          |
| <b>Waste Water Laborer- Temporary</b>     | <b>A</b>                    | \$16.00             | \$17.00             | \$18.00             | \$20.00          |
| <b>Waste Water Operator/Laborer</b>       | <b>A,C</b>                  | \$17.98             | \$19.10             | \$20.22             | \$22.47          |
| <b>Waste Water Maintenance Technician</b> | <b>A,C,D</b>                | \$18.32             | \$19.47             | \$20.61             | \$22.90          |
| <b>Inspection Mechanic</b>                | <b>A,F</b>                  | \$14.70             | \$15.62             | \$16.54             | \$18.38          |
| <b>CDL Inspection Mechanic</b>            | <b>A,D</b>                  | \$18.32             | \$19.47             | \$20.61             | \$22.90          |
| <b>Streets Operator/Laborer</b>           | <b>A</b>                    | \$16.00             | \$17.00             | \$18.00             | \$20.00          |
| <b>PW General Laborer</b>                 | <b>E</b>                    | \$12.17             | \$12.93             | \$13.69             | \$15.21          |
| <b>Utility Clerk</b>                      |                             | \$14.58             | \$15.49             | \$16.40             | \$18.22          |
| <b>Police Clerk</b>                       |                             | \$15.48             | \$16.45             | \$17.42             | \$19.35          |

That all full-time permanent employees that belong to the AFSCME Union shall receive longevity as an addition to their base rate according to the following schedules:

### **Hourly Employees**

- a. Employees with less than five (5) years' service as of January 1, 2023 no additional compensation.
- b. Employees with at least five (5) years' service, but less than ten (10) years' service, as of January 1, 2023 twenty-five cents (\$0.25) additional compensation hourly for hourly.
- c. Employees with at least (10) years' service, but less than (15) years' service, as of January 1, 2023 thirty cents (\$0.30) additional compensation hourly.
- d. Employees with at least (15) years' service, but less than (20) years' service, as of January 1, 2023 thirty-five cents (\$0.35) additional compensation hourly.
- e. Employees with twenty (20) years' service, but less than twenty-five (25) years' service as of January 1, 2023 forty cents (\$0.40) additional compensation hourly.
- f. f. Employees with twenty-five (25) years' service, but less than thirty (30) years of service as of January 1, 2023 forty-five (\$0.45) cents additional compensation hourly.
- g. Employees with at least thirty (30) years' service as of January 1, 2023 fifty-five cents (\$0.55) additional compensation hourly.

Such compensation for longevity shall be calculated on the total salary for each employee.

### **Non-Union Longevity**

**Section 9:** That all full-time permanent employees of The City of Corry that do not belong to a union shall receive longevity as an addition to their base rate according to the following schedules:

### **Salaried Employees**

- a. Employees with less than five (5) years' service as of January 1, 2023 no additional compensation.
- b. Employees with at least five (5) years' service, but less than ten (10) years' service, as of January 1, 2023 two percent (2%) additional compensation for salaried employees.
- c. Employees with at least (10) years' service, but less than (15) years' service, as of January 1, 2023 four percent (4%) additional compensation for salaried employees.
- d. Employees with at least (15) years' service, but less than (20) years' service, as of January 1, 2023 six percent (6%) additional compensation for salaried employees.
- e. Employees with twenty (20) years' service, but less than twenty-five (25) years' service as of January 1, 2023 eight percent (8%) 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, 2023 nine percent (9%) additional compensation for salaried employees.
- g. Employees with at least thirty (30) years' service as of January 1, 2023 ten percent (10%) additional compensation for salaried employees.
- h. Such compensation for longevity shall be calculated on the total salary for each employee.

**Benefits**

**Section 10:** 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 dependents, who apply for and have a need for such insurance. Said hospital and health care insurance shall be provided in the same.

**Section 11:** That other employee benefits as provided in the Labor Agreements negotiated under the collective bargaining agreements.

**Section 12:** This Ordinance shall become effective immediately upon final passage.

**Section 13:** 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 19<sup>th</sup> day of December 2022, in lawful session regularly assembled.

**ATTEST:**

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**LAURA L. THOMAS, CITY CLERK**

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**MICHAEL E. BAKER, MAYOR**