

BOROUGH OF BELLEVUE

COUNTY OF ALLEGHENY COMMONWEALTH OF PENNSYLVANIA ORDINANCE NO. 19-14

An Ordinance of the Borough of Bellevue, a Home Rule Charter Municipality, Fixing the **2020 COMPENSATION** of Members of Town Council, the Mayor, Employees of the Borough of Bellevue, and establishing **HOLIDAYS AND OTHER BENEFITS FOR FULL-TIME EMPLOYEES**.

The Town Council of the Borough of Bellevue Hereby Ordains:

Section 1: Salaries and rates of pay for elected and appointed officers, full-time employees, and part-time employees, together with the allocated number known thereof, are established commencing, unless otherwise provided on January 1, 2020 as follows:

A. Elected Officials (Quantity):

. Mayor (1)	\$2,520.00/year
. Member of Council (9)	\$1,800.00/year
. Auditors (3)	\$ 425.00/year

B. Appointed Officer (Quantity):

. Treasurer (1)	\$7,600.00/year
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C. Administrative Employees (Quantity):

. Director of Administrative Services (1)	\$80,000.00/year
. Borough Office Clerk - Secretary FT (1)	\$15.28/hour
. Borough Office Clerk – Secretary FT (1)	\$16.00/hour
. Borough Office Clerk - Accounting (1)	\$20.45/hour

D. Police Department (Quantity):

. Chief (1)	\$105,051.25/year
. Sergeants (3)	\$39.52 from 01.01.20 through 06.30.20; \$40.11 from 07.01.20 through 12.31.20
. Patrol Officers (11)	5 th year Patrol Officers are at \$37.84 from 01.01.20 through 06.30.20; \$38.41 from 07.01.20 through 12.31.20 Probationary Police Officers are at 70% of the rates above for the first year of employment; 80% of the rates above for the second year of employment; 85% of the rates above for the third year of employment; and 95% of the rates above for the fourth year of employment.
. Crossing Guards (3)	\$14.70/hour (subject to change by labor agreement)
. Police Department Office Manager (1)	\$19.67/hour
. Meter Maintenance Attendant (2)	\$14.75-15.31/hour

E. Fire Department (Quantity):

- . Fire Lieutenants/Marshal (3) \$22.12/hour (subject to change by labor agreement)
- . Part-time Firefighters (3) up to \$22.12/hour (subject to change by labor agreement)

F. Code Enforcement Employees (Quantity):

- . Chief Code Enforcement Officer (1) \$51,580.00/year + \$3,000 certifications
- . Code Enforcement and Census Clerk (1) \$16.07/hour + \$2,400 certifications

G. Public Works (Quantity):

- . Superintendent (1) \$73,620.00/year
- . Crew Member (8) up to \$26.64/hour (subject to change by labor agreement)
- . Custodian (1) \$13.54/hour
- . Seasonal Laborer – (5) \$11.00/hour

H. Library Personnel (Quantity):

- . Director (1) \$50,660.00/year
- . Assistant to the Director (1) \$15.28/hour
- . Library Assistant (1) \$11.25/hour
- . Library Patron/Researcher (3) up to \$9.96/hour
- . Library Page (4) up to \$7.41/hour

I. Swimming Pool

- . Pool Manager (1) \$10,000.00/season
- . Asst. Mgr/Head Lifeguard (4) \$10.88/hour
- . Lifeguards (25) up to \$9.35/hour based on experience
- . Head Desk Employee (1) \$9.75/hour
- . Front Desk Employees (5) up to \$9.25/hour based on experience

Section 2: The salaries and hourly rates fixed by this ordinance shall be paid in **equal monthly or bi-weekly installments** as the Town Council may elect.

Section 3: Full-time Employees not covered by a collective bargaining agreement shall be entitled to two (2) eight hour (8 hour) **personal days** and the following ten (10) eight hour (8 hour) **holidays**:

New Year's Day	Labor Day
Presidents' Day	Veterans' Day
Good Friday	Thanksgiving Day
Memorial Day	Day after Thanksgiving
Fourth of July	Christmas Day

Section 4: **Medical, dental, prescription drug and vision coverage** shall be provided to eligible full-time employees not covered by a collective bargaining agreement as follows:

- A. Full time employees not covered under a collective bargaining agreement shall **pay eight percent (8.0%)** of the current medical, dental, vision premiums through semi-monthly pro-rated payroll

deductions. The Borough shall also **self-insurance all applicable medical deductibles** up to \$1,500 per individual employee or \$3,000 per employee/spouse, employee/child(ren) and employee with family coverage.

- B. Any employee's **spouse who has comparable coverage** available to him/her through another source will not be eligible for benefits through the Borough plan. Failure to notify the Borough of availability of other coverage will result in the employee being required to reimburse the Borough for any costs associated with the spousal coverage. In the event the spouse incurs a Qualifying Life Event as established by the Internal Revenue Service in Section 125, the spouse may enroll the Borough's plan within thirty (30) days of the event.
- C. Full-time employees may elect to **opt out** of medical/dental/vision coverage by making an election during the designated Open Enrollment Period set by the carrier or within thirty (30) days of a Qualifying Life Event defined by the IRS Section 125. Employees who opt out of coverage are required to provide proof of other coverage and maintain coverage throughout the year. Employees who opt out of coverage shall receive taxable payments through the Borough's IRC Section 125 Cafeteria Plan, payable semi-monthly at a rate of \$300 per month.
- D. Employees may make **annual changes** to his/her medical/dental/vision coverage option during the official Open Enrollment Period established by the insurance broker/provider unless eligible for a change due to a Qualifying Life Event (IRS Section 125).

Section 5: Full-time employees not covered by a collective bargaining agreement shall be enrolled in the \$27,500 **term life insurance** policy paid for by the Borough.

Section 6: Full-time employees not covered by a collective bargaining agreement shall be enrolled in the Borough sponsored **Short Term Disability Insurance** of not less than \$250 per week. Such insurance will become effective after seven (7) days of disability and continue for a period of up to twenty-six (26) weeks. The employee shall not collect other borough sponsored insurance/sick payments while on Short Term Disability.

Section 7: Included in this Ordinance and made part hereof as if specifically recited herein, are provisions relating to salary, wages and related employee benefits as set forth in the **current Agreements between the Borough of Bellevue** and:

- A. General Teamsters, Chauffeurs & Helpers Local Union No 249
- B. International Association of Fire Fighters Local 4014
- C. The Association of Bellevue Police
- D. Teamsters Automotive Chauffeurs, Parts, Garage, Office Clerical, Airline, Healthcare, Petroleum Industry, Produce, Bakery and Industrial Workers, within Western Pennsylvania and Joint Council #40, Local Union No 926

Section 8: Any ordinance, or part thereof, **conflicting** with the provision of this ordinance is hereby repealed insofar as the same affects this ordinance.

Ordained and Enacted this 23rd day of December, 2019.

Attest:

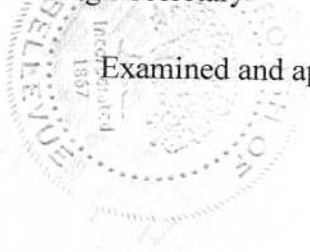
Borough of Bellevue



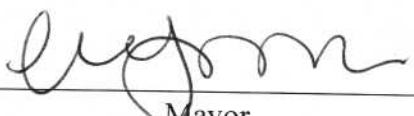
Ronald L. Borczyk
Borough Secretary



President
Bellevue Town Council



Examined and approved this 23rd day of December, 2019.



Mayor