

**BOROUGH OF BELLEVUE**  
**COUNTY OF ALLEGHENY**  
**COMMONWEALTH OF PENNSYLVANIA**

**ORDINANCE NO. 20 - 06**

**AN ORDINANCE OF THE BOROUGH OF BELLEVUE, A HOME RULE MUNICIPALITY IN THE COUNTY OF ALLEGHENY, IN THE COMMONWEALTH OF PENNSYLVANIA, FIXING THE 2021 COMPENSATION OF MEMBERS OF TOWN COUNCIL, THE MAYOR, EMPLOYEES OF THE BOROUGH OF BELLEVUE, AND ESTABLISHING HOLIDAYS AND OTHER BENEFITS FOR FULLTIME EMPLOYEES.**

**BE IT ORDAINED AND ENACTED** by the Town Council of the Borough of Bellevue, in the County of Allegheny and Commonwealth of Pennsylvania, and it is hereby ordained and enacted by the authority of the same, in accordance with the provisions of the Act of Assembly of the Commonwealth of Pennsylvania, as follows:

**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, 2021 in accordance with the following schedule:

- 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
- 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) \$ 41.12/hour
  - Patrol Officers (11) up to \$39.37/hour
  - Crossing Guards (3) \$ 15.05/hour (subject to change by labor agreement)
  - Police Department Office Manager (1) \$ 19.67/hour
  - Meter Maintenance Attendant (1) \$ 14.75/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) up to \$56,650.00/year + \$3,000 certifications
  - Code Enforcement and Census Clerk (1) \$ 16.07/hour + \$2,400 certifications
- G. **Public Works** (Quantity):
- Superintendent (1) \$68,000.00/year
  - Crew Member (7) up to \$27.44/ hour (subject to change by labor agreement)
  - Custodian (1) \$ 13.54/hour
  - Seasonal Laborer (up to 5) \$ 11.00/hour
- H. **Library Personnel** (Quantity)
- Director (1) \$50,900.00/year
  - Assistant to the Director (1) \$ 15.28/hour
  - Library Patron/Researcher (2) up to \$9.96/hour
  - Library Page (2) up to \$7.41/hour
- I. **Swimming Pool**
- Pool Manager (1) \$10,000.00/season
  - Asst. Mgr/Head Lifeguard (up to 8) \$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 \$9.75/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 or other contractual 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  
 Presidents' Day  
 Good Friday  
 Memorial Day  
 Fourth of July

Labor Day  
 Veterans Day  
 Thanksgiving Day  
 Day after Thanksgiving  
 Christmas Day

**SECTION 4:** Medical, dental, prescription drug and vision coverage shall be provided to eligible fulltime employees not covered by a collective bargaining in accordance with the following provisions:

- A. Full-time employees not covered under a collective bargaining or other contractual agreement shall pay eight and a half percent (8.5%) of the current medical, dental, and vision premiums through semi-monthly, pro-rated payroll deductions. The Borough shall also self-insure 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 as 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 or other contractual 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 or other contractual agreement shall be enrolled in the Borough sponsored Short Term Disability Insurance which provides a benefit 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 receiving Short Term Disability benefits.

**SECTION 7:** Current agreements between the Borough of Bellevue and the following labor organizations are included in this Ordinance and made part hereof as if specifically recited herein, with respect to provisions relating to salary, wages, and related employee benefits:

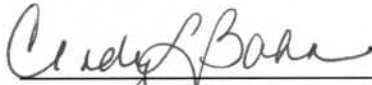
- A. General Teamsters, Chauffeurs & Helpers Local Union No 249

- B. International Association of Firefighters 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

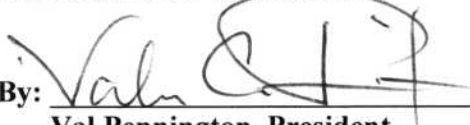
**SECTION 8:** Any ordinance, or part thereof, conflicting with the provision of this ordinance is hereby repealed insofar as the same affects this ordinance.

ORDAINED AND ENACTED THIS 22<sup>nd</sup> DAY OF December,  
20 20.

ATTEST:

  
\_\_\_\_\_  
Cindy L. Bahn, Secretary,  
Director of Administrative Services

BOROUGH OF BELLEVUE

By:   
\_\_\_\_\_  
Val Pennington, President  
Bellevue Town Council

Examined and approved this 22<sup>nd</sup> day of December, 2020.

  
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Hon. Emily Marburger, Mayor

