ORDINANCE NO. 1820
COUNCIL BILL NO. 2023 - 06

AN ORDINANCE OF THE CITY OF BUTLER, BUTLER COUNTY, PENNSYLVANIA, FIXING THE WAGES OF EMPLOYEES OF THE CITY OF BUTLER, IN CONFORMANCE WITH THE BUDGET FOR FISCAL YEAR 2024.

WHEREAS, in the budget adopted by the City of Butler for **Fiscal Year 2024** there is an appropriation for the payment of salaries and wages to employees of the City of Butler, effective **January 1, 2024**.

THEREFORE, BE IT ORDAINED AND ENACTED AND IT IS HEREBY ORDAINED AND ENACTED by the City Council of the City of Butler as follows:

SECTION I
ELECTED OFFICIALS

Beginning **January 1, 2024**, the salaries of elected officials of the City of Butler are fixed as outlined in City Ordinances No. 1554 and 1597 as follows:

Mayor	$10,000
Member of Council (4)	5,000
City Controller	5,000
City Treasurer	5,000

Elected officials are required to join the Officers and Employees Pension Fund, and each regular paycheck they receive from the City shall include a five-percent deduction for their contribution to said pension fund. Elected officials' participation in City group insurance plans shall be in accordance with the provisions of City Ordinance No. 1572 and City Ordinance No. 1798.

SECTION II
APPOINTED OFFICIALS

Beginning **January 1, 2024**, the salaries for appointed officials of the City of Butler are fixed as follows:

Police Chief	$ 105,360 (1)
Fire Chief	90,960
Zoning Officer	79,860
Code Enforcement Officer	47,500 (3)
City Clerk	70,819
Administrative Assistant	51,068
City Solicitor	48,045 (2)
Parking Manager	37,595
Health Officer	14,850
** Municipal Engineer	80,000

(1) In addition to the annual salary identified above, the Police Chief may receive additional compensation for work performed in conjunction with outside law enforcement agencies and their activities. Upon payment from the outside law enforcement agency, the additional compensation will be paid to the Police Chief through the City of Butler, after approved by Council, and it shall not count towards the Police Chief's compensation for pension purposes.

(2) In addition to the annual salary identified above, the Solicitor may receive additional compensation for work performed outside the scope of the Solicitor's regular day-to-day responsibilities, including, but not limited to litigation, insurance defense work, bond issuances and special projects as assigned by Council. The additional compensation shall be paid through the City of Butler or its insurance carrier and it shall not count towards the Solicitor's compensation for pension purposes.

(3) In addition to the annual salary identified above, the Code Enforcement Officer may receive additional compensation per certification earned up to a total of 3 certifications. Annual wage is based on qualifications and certifications not to exceed $52,000.00.

** The Municipal Engineer provides engineering services to the City on an "as-needed" basis and bills the City for services rendered. Accordingly, he is not included as an appointed official for the benefits hereinafter described for appointed officials.

The City Clerk, City Solicitor, Administrative Assistant, Zoning & Code Management Officer, Code Enforcement Officer, Health Officer, and the Parking Manager shall have deducted from each paycheck five percent as their contribution to the Officers and Employees Pension Fund.

EMPLOYEE INSURANCE PLANS.
The Fire Chief and the Police Chief shall have the same health, life, dental, vision, and disability insurance provided to their respective departments by the current collective bargaining agreement between the City and their department's union.

The City Clerk, Administrative Assistant, City Solicitor, Zoning & Code Management Officer, and the Code Enforcement Officer shall have the same health, life, dental, vision, and disability insurance provided to full-time municipal employees by the collective bargaining agreement between the City and AFSCME Local 757.

The Health Officer and Parking Manager are not eligible to participate in any of the City's employee group insurance plans.

SICK LEAVE.
Appointed officials who work full-time in the City Building shall have an annual entitlement of 15 days of sick leave. They shall have the right to an accrual of sick leave up to 121 days. They shall have the right to the sell-back of accrued sick leave as provided for in the AFSCME collective bargaining agreement. The Fire Chief, Police Chief shall receive sick leave as provided for in their respective bureau's collective bargaining agreement.

LONGEVITY, INCREMENT PAY AND SHIFT DIFFERENTIAL PAY.
Appointed officials, to include the Fire Chief, Police Chief, do not receive longevity, increment or shift differential pay.

VACATIONS.
The Police Chief, Fire Chief, the City Clerk and the Zoning & Code Management Officer shall receive four weeks of vacation. After 15 years of service the Police Chief, Fire Chief, the City Clerk and the Zoning & Code Management Officer shall receive five weeks of vacation. All other appointed officials shall receive annual vacation leaves as established by governing collective bargaining agreements.

UNIFORM ALLOWANCE AND UNIFORM CLEANING ALLOWANCE.
The Fire Chief, Police Chief are entitled to the uniform and uniform cleaning allowances provided for by their bureau's collective bargaining agreement.

REIMBURSEMENT FOR MILEAGE – PRIVATELY OWNED VEHICLES.
All employees are entitled to mileage reimbursement (IRS rate) per mile when using their privately owned vehicles for the conduct of pre-approved City travel that occurs beyond a 5-mile radius of the city of Butler.

SECTION III
NON-UNIFORMED EMPLOYEES

Beginning **January 1, 2024**, the wages and benefits of Public Works and City Hall full-and part-time employees shall be fixed by the governing collective agreement between the City of Butler and AFSCME Local 757.

SECTION IV
POLICE OFFICERS

Beginning **January 1, 2024**, the wages and benefits of City police officers shall be fixed by the governing collective bargaining agreement between the City and the Fraternal Order of Police, Lodge 32. All police officers, with the exception of the Chief are hourly employees.

SECTION V
FIREFIGHTERS

Beginning **January 1, 2024**, the wages and benefits of City firefighters shall be fixed by the governing collective bargaining agreement between the City and the International Association of Firefighters, Local 1749. All firefighters, with the exception of the Chief, are hourly employees.

SECTION VI
PAY PERIOD

All employees and officials of the City shall be paid on a biweekly basis, with paydays being every other Friday. Salaries and wages fixed herein are subject to all lawful and authorized deductions. Salaried employees' (i.e., elected and appointed officials) annual salaries shall be paid over a period of **26** paydays in 2024, with the first pay due on January 6, 2023. Hourly employees and overtime due salaried employees shall have a cut-off date of the Saturday prior to the payday that pay is received.

SECTION VII
HOLIDAYS

Holidays shall be observed on the holiday. If a holiday falls on a Saturday, such holiday shall be observed on Friday. If a holiday falls on a Sunday, such holiday shall be observed on Monday. Provisions of the collective bargaining agreements between the City and its three collective bargaining units take precedence over this section.

SECTION VIII
DUAL MEDICAL COVERAGE

In the event that a City employee has available to him/her dual medical coverage, the employee may elect to waive coverage provided by the insurance plan offered by the City. If an employee chooses not to participate in the City's insurance plan, he/she must submit a form prescribed by the City waiving such coverage and a statement to the effect that subsequent enrollment cannot occur until the enrollment date specified by the City's insurance carrier. Any employee who waives participation in the City's insurance plan(s) shall receive payment in lieu of insurance coverage in accordance with the provisions of the governing collective bargaining agreement.

Appointed officials are eligible for this entitlement. Officials who choose not to enroll in the City's health insurance plan and who waive such coverage shall be entitled to receive payment in the amount of thirty-five percent (35%) of the insurance premiums.

SECTION IX
SHARED EXPENSES FOR HEALTH INSURANCE

Appointed officials, *except the uniformed chiefs*, enrolled in the City's group health insurance plan shall pay eight (8) percent of their annual health insurance premium.

Firefighters (to include the chief) enrolled in the City's group health insurance plan shall pay seven (7) percent of their annual health insurance premium provided in accordance with the provisions of the current collective bargaining agreements (CBA). Police officers (to include the chief) enrolled in the City's group health insurance plan shall pay eight (8) percent of their annual health insurance premium in accordance with the provisions of the current collective bargaining agreement (CBA).

Non-uniformed employees of the AFSCME union enrolled in the City's group health insurance plan shall pay eight (8) percent of their annual health insurance premium in accordance with the provisions of the current CBA.

SECTION X
TERMINATION

Employees shall, at a minimum, give City Council a two-week written notice of termination.

SECTION XI

All other Ordinances or parts thereof inconsistent with this Ordinance are hereby repealed and this Ordinance is effective **January 1, 2024**. If this Ordinance is in conflict with any provision of a governing collective bargaining agreement or arbitration award for the period this Ordinance is in effect, then that respective agreement shall prevail over this Ordinance.

ADOPTED THIS 21st DAY OF DECEMBER, 2023.

ATTEST:

Melinda F. Gall, City Clerk

CITY OF BUTLER

Robert A. Dandoy, Mayor