

# BOROUGH OF BELLEVUE

## COUNTY OF ALLEGHENY COMMONWEALTH OF PENNSYLVANIA ORDINANCE NO. 14-08

An Ordinance of the Borough of Bellevue, a Home Rule Charter Municipality, Fixing the **COMPENSATION** of Members of Town Council; the Mayor; certain 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, 2015 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)	\$62,000/year
. Administrative Clerk (1)	\$12.75/hour
. Administrative Assistant (1)	\$13.73/hour
. Financial Clerk (1)	\$18.00/hour

**D. Police Department** (Quantity):

. Chief (1)	\$92,834.00/year
. Sergeants (3)	Set by Labor Agreement
. Patrol Officers (11)	Set by Labor Agreement
. Crossing Guards (3)	Set by Labor Agreement
. Police Department Office Manager (1)	\$18.00/hour
. Meter Maintenance Attendant (2)	\$13.50-\$14.00/hour

**E. Fire Department** (Quantity):

. Fire Lieutenants/Marshal (3)	Set per Labor Agreement
. Part-time Firefighters (3)	Set per Labor Agreement

**F. Code Enforcement Employees (Quantity):**

- . Chief Code Enforcement Officer (1) \$43,950 + \$3,000 certifications
- . Code Enforcement and Census Clerk (1) \$13.45/hour + \$800 certification

**G. Public Works (Quantity):**

- . Superintendent (1) \$50,000.00/year
- . Crew Member (7) Set by Labor Agreement
- . Custodian (1) \$12.17/hour
- . Seasonal Laborers (up to 5) \$8.75/hour

**H. Library Personnel (Quantity):**

- . Director (1) \$43,000.00/year
- . Assistant to the Director (1) \$10.99/hour
- . Library Clerk (2) \$10.99/hour
- . Library Patron/Researcher (2) \$9.18/hour
- . Library Page (3) up to \$7.62/hour based on experience

**I. Swimming Pool**

- . Pool Manager (1) \$8,500.00/season
- . Asst. Mgr/Head Lifeguard (4) \$9.88/hour
- . Lifeguards (open) up to \$8.35/hour based on experience
- . Head Desk Employee (1) \$8.75/hour
- . Front Desk Employees (3) \$8.25/hour
- . Concession Manager (1) \$9.00/hour
- . Concession Employees (open) up to \$7.47/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
- 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 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 five percent (5%)** of the current medical, dental, vision premiums through semi-monthly prorated 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 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 for 2015.
- 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 sever (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 29<sup>th</sup> day of December, 2014.

Attest:

Borough of Bellevue

  
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Ronald L. Borezyk  
Borough Secretary

  
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Mark Helbling  
President, Bellevue Town Council

Examined and approved this 31<sup>ST</sup> day of DECEMBER, 2014.

  
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Paul A. Cusick, Mayor