

BEFORE MUNICIPAL COUNCIL OF THE MUNICIPALITY OF MONROEVILLE

AN ORDINANCE OF THE MUNICIPALITY OF)
 MONROEVILLE FIXING THE 2005 WAGES AND) Ordinance No. 2324
 AND SALARIES OF MUNICIPAL ADMINISTRATIVE)
 EMPLOYEES.)

BE IT ORDAINED AND ENACTED by the Municipality of Monroeville, in Council assembled, as follows:

Section 1. The 2005 salary structure of the **EXEMPT** and **NON-EXEMPT** employees of the Municipality of Monroeville shall be as follows:

| <u>GRADE</u> | <u>POSITION</u> | <u>2005 MINIMUM</u> | <u>2005 MIDPOINT</u> | <u>2005 MAXIMUM</u> |
|--------------|---|-------------------------|--------------------------|-------------------------|
| Grade 11 | <i>Municipal Manager</i> | \$72,747 | \$100,062 | \$127,377 |
| Grade 10 | <i>Chief of Police (Per agreement)</i> | \$62,713 | \$86,260 | \$109,808 |
| Grade 9 | <i>Asst Chief of Police (Per agreement)</i> <i>Superintendent of Public Works</i> <i>Dir. of Personnel and Finance</i> | \$54,063 | \$74,363 | \$94,662 |
| Grade 8 | <i>Business Tax Collector *</i> <i>Director of Community Development</i> | \$49,776 | \$68,691 | \$87,109 |
| Grade 7 | <i>Dir. of Information Sys and Tech</i> <i>Dir. of Recreation & Parks</i> <i>Dir. of Building and Eng. Services</i> | \$45,815 | \$63,020 | \$80,223 |
| Grade 6 | <i>Dir. of Senior Citizens</i> <i>Library Director</i> | \$38,826 | \$53,406 | \$67,985 |
| Grade 5 | <i>Television Producer</i> <i>Asst. Tax Collector</i> <i>Senior Foreman</i> <i>Public Works Foreman</i> <i>Purchasing Coordinator</i> <i>Administrative Assistant</i> | \$35,622 | \$48,997 | \$62,372 |
| Grade 4 | <i>Building Official</i> <i>Lead Codes Compliance Officer</i> <i>Building Inspector</i> <i>Grants and Communication Coordinator</i> <i>Code Enforcement Officer</i> <i>Recreation Program Director</i> <i>GIS Coordinator/Engineering Inspector</i> | \$32,680 | \$44,951 | \$57,221 |

| <u>GRADE</u> | <u>POSITION</u> | <u>2005 MINIMUM</u> | <u>2005 MIDPOINT</u> | <u>2005 MAXIMUM</u> |
|--------------|---|-------------------------|--------------------------|-------------------------|
| Grade 3 | <i>Municipal Manager's Secretary</i> | \$27,695 | \$38,094 | \$48,492 |
| Grade 2 | <i>Public Works Office Manager Personnel and Finance Secretary Information Systems Support Tech Tax Auditor</i> | \$25,591 | \$35,188 | \$44,784 |
| Grade 1 | <i>Deputy Emergency Management Coordinator/ Library Information System Technician</i> | \$23,471 | \$32,283 | \$41,095 |

*Salary-3 sources

Section 2. The 2005 **MERIT INCREASE** for the **EXEMPT** and **NON-EXEMPT** employees has been established as specified in the 2005 Budget when adopted by Municipal Council.

Section 3. The 2005 **PERFORMANCE BONUS PLAN** for the **EXEMPT** and **NON-EXEMPT** employees has been established as specified in the 2005 Budget when adopted by Municipal Council. These funds will be distributed effective January 1, 2005 according to the Guidelines as established by Municipal Council.

Section 4. The compensation of **PART-TIME** employees of the Municipality of Monroeville shall be as follows:

| <u>POSITION</u> | <u>HOURLY SALARY</u> |
|---|----------------------|
| School Crossing Guard (Probationary) | \$8.50/Hr. |
| School Crossing Guard | \$10.52/Hr. |
| Camera Operators | \$8.31/Hr. |
| Earned Income Tax Auditor | \$16.39/Hr. |
| General Summer Employees | \$8.00/Hr. |
| <u>Recreation Level I</u> | \$8.00/Hr. |
| Special Events Workers, Camp Chipewee Leaders (First Year), Summer Park Leaders, Day Camp Leaders (First Year), Program Monitors (Volleyball, Basketball, Soccer), Swim Instructors (Entry Level/Probationary) Aides to R-8, R-9, and R-10 Position, Life Guard (Entry Level) | |
| <u>Recreation Level II</u> | \$8.25/Hr. |
| Swim Instructors (2 nd Year Uncertified), Swim Instructors(Entry Level Certified), Camp Chipewee Leaders (2 nd Year), Day Camp Leaders (2 nd Year), Sports League Referees (Entry Level) | |
| <u>Recreation Level III</u> | \$8.50/Hr. |
| Life Guard (2 nd Year), Swim Instructor (3 rd Year Uncertified), Swim Instructor(2 nd Year Certified), Camp Chipewee Leaders (3 rd Year), Day Camp Leaders (3 rd Year), Sport League Referees (2 nd year + 25 games), Program Instructors (Entry Level) | |
| <u>Recreation Level IV</u> | \$8.75/Hr. |
| Swim Instructor (4 th Year Uncertified), Swim Instructor (3 rd Year Certified), Day Camp Head Counselor, Camp Chipewee Leaders (4 th year), Sports League Referees (3 rd Year + 25 Games) | |

Recreation Level V \$9.00/Hr.
Swim Instructors (4th Year Certified)

Recreation Level VI \$10.00/Hr.
Assistant Manager-Monroeville Community Pool (No CPO Certification), Assistant Day Camp Director, Head Life Guard-Monroeville Community Pool, Special Events Coordinator (Summer Parks), Arts & Crafts Specialist (Summer Parks) Supervisor (Recreation Programs, Swim Programs, Summer Parks Program), Instructors (Professional Certification)

Recreation Level VII \$10.50/Hr.
Co-Managers – Monroeville Community Pool (CPO), Co-Director Day Camps (Professional Certification), Instructors (Professional Certification & Experience)

Recreation Level VIII \$11.50/Hr.
Camp Chipewee Director Entry Level, (Bachelors Degree Required)
Day Camp Director – Entry Level (Teachers Certification Required)

Recreation Level IX \$12.00/Hr.
Manager-Monroeville Community Pool – Entry Level (CPO Required)
Camp Chipewee Director (2nd Year), Day Camp Director (2nd Year)

Recreation Level X \$13.00/Hr.
Manager – Monroeville Community Pool (2nd Year)
Camp Chipewee Director (3rd Year), Day Camp Director (3rd Year)

Recreation Level XI \$14.00/Hr.
Manager – Monroeville Community Pool (3rd Year)
Camp Chipewee Director (4th Year), Day Camp Director (4th Year)

Recreation Level XII \$16.00/Hr.
Monroeville Community Pool Manager – Certification and 4yrs. Municipal Experience (Certification in WSI, Lifeguarding/CPR, Certified Pool Operator, Pesticide Certification, CPR Instructors Training)
Camp Chipewee Director – Masters Degree and 5 yrs. Municipal Experience

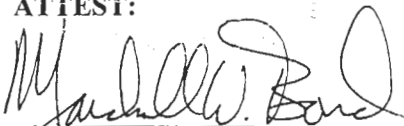
Section 5. Any ordinance of part of ordinance in conflict with any of the provisions of this Ordinance is hereby repealed to the extent of such conflict.

Section 6. The provisions of this ordinance shall be effective as of January 1, 2005.

ORDAINED AND ENACTED this 28th day of December, 2004.

(SEAL)

ATTEST:



Marshall W. Bond
Municipal Manager

MUNICIPALITY OF MONROEVILLE

James J. Lomeo
Mayor

ENTERED INTO LEGAL BOOK ON: January 7, 2005