

SALARIES, WAGES, AND FRINGE BENEFITS

IN

LUZERNE COUNTY MUNICIPALITIES

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FOREWORD

This is another of a continuing series of compilations of wage, salary, fringe benefits, and supplemental personnel data for municipalities in Luzerne County. It is prepared annually to provide local officials with some of the detailed information needed to prepare realistic budgets.

For the first time, data for all classes of municipalities is consolidated in a single compilation, providing a more comprehensive and convenient budgeting tool than the previous separate compilations for cities, boroughs and townships presented during the past five years.

There has been no change in the scope of the survey. The information is still confined to data on salaries, wages, and fringe benefits. However, the staff of the IRA is planning to supplement future reports with additional and useful data.

It must be emphasized that the purpose of the survey is not to pass judgment on current municipal practices in setting local salary and wage rates in county municipalities, nor to establish standards for compensation. Its sole purpose is to give local officials a general picture of pay rates for both elected officials and employees.

Caution should be exercised in using the salary and wage data for comparative purposes. Comparisons are not valid unless they are made with a complete knowledge of specific job descriptions, the varying degrees of authority and responsibility, and the wide variations in duties and functions of officers and employees, even those having the same or similar titles.

Footnotes have been provided where required to indicate combinations of positions, or other factors effecting compensation in given municipalities.

The Institute of Regional Affairs again extends its appreciation to the local governmental officials for their continued cooperation in making this survey possible. The excellent response to requests for data is gratifying because it reflects a continuing and growing interest among municipal officials in the use of objective information in the formulation of their individual policies.

Hugo V. Mailey, Director
Institute of Regional Affairs

82-161222

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PART I
WAGE AND SALARY RATES

<u>CITIES</u>	<u>POPULATION</u>	<u>MAYOR</u>	
		<u>LEGAL MAXIMUM SALARY</u>	<u>1969 BUDGET</u>
Hazleton	32,056	\$ 8,000.00	\$ 1,800.00
Nanticoke	15,601	3,200.00	1,200.00
Pittston	12,407	2,600.00	1,500.00
Wilkes-Barre	63,551	2,400.00	2,400.00
<u>FIRST CLASS TOWNSHIPS²</u>			
Hanover	12,781	\$ -----	\$ -----
Newport	7,083	-----	-----
Plains	10,995	-----	-----
Wilkes-Barre	4,319	-----	-----
<u>BOROUGHES³</u>			
Ashley	4,258	\$ 1,100.00	\$ 780.00
Avoca	3,562	900.00	600.00
Conyngham	1,163	500.00	DNA ⁴
Courtdale	845	300.00	DNA
Dallas	2,586	700.00	150.00
Dupont	3,669	900.00	450.00
Duryea	5,626	1,300.00	700.00
Edwardsville	5,711	1,300.00	DNA
Exeter	4,747	1,100.00	DNA
Forty Fort	6,431	1,500.00	1,000.00
Freeland	5,068	1,300.00	1,200.00
Harvey's Lake	1,650 ⁵	500.00	400.00
Hughestown	1,615	500.00	DNA
Jeddo	183	300.00	60.00
Kingston	20,261	4,300.00	2,400.00
Laflin	235	300.00	100.00
Larksville	4,390	1,100.00	----- ⁶
Laurel Run	855	300.00	125.00
Luzerne	5,118	1,300.00	1,285.00
Nescopeck	1,934	500.00	480.00
New Columbus	144	300.00	----- ⁷
Nuangola	346	300.00	90.00
Plymouth	10,401	2,300.00	2,180.00
Pringle	1,418	500.00	DNA
Shickshinny	1,843	500.00	----- ⁷
Sugar Notch	1,524	500.00	300.00
Swoyersville	6,751	1,500.00	1,400.00
Warrior Run	833	300.00	DNA
West Hazleton	6,278	1,500.00	1,000.00
West Pittston	6,998	1,500.00	600.00
West Wyoming	3,166	900.00	360.00
White Haven	1,778	500.00	300.00
Wyoming	4,127	1,100.00	600.00
Yatesville	472	300.00	100.00

FOOTNOTES TO PRECEDING DATA
ON SALARY OF MAYOR

1. Except for newly created cities, there is no statutory maximum salary for Mayors. The salary is set by council at "not less than \$500.00". This provision of Third Class City Code applies to Hazleton, Pittston, and Nanticoke. In optional charter cities, such as Wilkes-Barre, there is a legal salary of \$2,400.00 for the Mayor during the transition from Commission form to Manager form.
2. First Class Township code does not provide for office of Mayor.
3. \$300.00 for first 1,000 population or fraction thereof, plus \$200.00 for each additional 1,000 population or fraction.
4. Wherever DNA appears, the municipality "did not answer" the salary inquiry.
5. Harvey's Lake Borough was created in December 1966, as a result of court decision. The population figure incorporated in the court decision was 1,650.
6. Receives no salary; receives fees and costs as per section 1026 of the Borough Code.
7. No salary.

MEMBERS OF COUNCIL

<u>CITIES</u>	<u>POPULATION</u>	<u>LEGAL MAXIMUM SALARY</u>	<u>1969 BUDGET</u>
Hazleton	32,056	\$ ----- ¹	\$ 2,400.00
Nanticoke	15,601	----- ¹	1,125.00
Pittston	12,407	----- ¹	1,000.00
Wilkes-Barre	63,551	\$1,800.00-6,000.00	\$1,800.00-6,000.00 ²
<u>FIRST CLASS TOWNSHIPS</u> ³			
Hanover	12,781	\$ 1,200.00	\$ 1,200.00
Newport	7,083	900.00	900.00
Plains	10,995	1,200.00	800.00
Wilkes-Barre	4,319	900.00	DNA
<u>BOROUGHS</u> ⁴			
Ashley	4,258	\$ 600.00	\$ 300.00 ⁵
Avoca	3,562	600.00	----- ⁵
Conyngham	1,163	300.00	DNA
Courtdale	845	300.00	DNA ⁵
Dallas	2,586	360.00	----- ⁵
Dupont	3,669	600.00	----- ⁵
Duryea	5,626	1,200.00	300.00
Edwardsville	5,711	1,200.00	DNA
Exeter	4,747	600.00	DNA ⁵
Forty Fort	6,431	1,200.00	----- ⁵
Freeland	5,068	1,200.00	300.00
Harvey's Lake	1,650	360.00	180.00
Hughestown	1,615	360.00	DNA
Jeddo	183	300.00	60.00
Kingston	20,261	2,400.00	1,200.00
Laflin	235	300.00	60.00
Larksville	4,390	600.00	240.00
Laurel Run	855	300.00	60.00
Luzerne	5,118	1,200.00	600.00 ⁵
Nescopeck	1,934	360.00	----- ⁶
New Columbus	144	300.00	2.50
Nuangola	346	300.00	420.00
Plymouth	10,401	1,800.00	1,200.00
Pringle	1,418	300.00	DNA
Shickchinny	1,843	360.00	180.00
Sugar Notch	1,524	360.00	240.00
Swoyersville	6,751	1,200.00	600.00
Warrior Run	833	300.00	DNA
West Hazleton	6,278	1,200.00	600.00
West Pittston	6,998	1,200.00	600.00
West Wyoming	3,166	600.00	240.00 ⁵
White Haven	1,778	360.00	-----
Wyoming	4,127	600.00	180.00
Yatesville	472	300.00	420.00

FOOTNOTES TO PRECEDING DATA
ON SALARY OF MEMBERS OF COUNCIL

1. No statutory maximum.
2. The Optional Charter Law provides that the incumbent councilmen shall retain their old salaries, in this case \$6,000.00 for two Wilkes-Barre councilmen. The Optional Charter Law also provides that those councilmen elected in the year prior to the Council-Manager form shall receive an annual salary according to the following table:

Population under 25,000	\$ 1,200.00
Population 25,000 - 49,999	1,500.00
Population 50,000 - 74,999	1,800.00
Population 75,000 & over	2,400.00

3. The annual salary for First Class Township councilmen is set by the First Class Township Code according to the following table:

Population less than 4,000	not more than \$600.00
Population 4,000 - 9,999	not more than \$900.00
Population 10,000-14,999	not more than \$1,200.00
Population 15,000-25,000	not more than \$1,200.00
Population above 25,000	not more than \$2,400.00

4. The annual salary for Borough Councilmen is set by the Borough Code according to the following table:

Population less than 1,500	maximum \$25.00 per month
Population 1,501 - 2,999	maximum \$30.00 per month
Population 3,000 - 4,999	maximum \$50.00 per month
Population 5,000 - 9,999	maximum \$100.00 per month
Population 10,000 - 14,999	maximum \$150.00 per month
Population 15,000 or more	maximum \$200.00 per month

5. Councilmen do not receive salaries.
6. Councilmen are paid \$2.50 per meeting.

	AUDITOR 1969 BUDGET	CONTROLLER 1969 BUDGET
<u>CITIES¹</u>		
Hazleton	\$ -----	\$ 1,200.00
Nanticoke	-----	1,125.00
Pittston	-----	1,000.00
Wilkes-Barre	-----	6,000.00
<u>FIRST CLASS TOWNSHIPS²</u>		
Hanover	\$ 1,250.00	\$ -----
Newport	300.00	-----
Plains	400.00	-----
Wilkes-Barre	DNA	-----
<u>BOROUGHES³</u>		
Ashley	180.00	\$ -----
Avoca	100.00	-----
Conyngham	DNA	-----
Courtdale	DNA	-----
Dallas	300.00	-----
Dupont	85.00	-----
Duryea	150.00	-----
Edwardsville	DNA	-----
Exeter	DNA	-----
Forty Fort	600.00	-----
Freeland	1,250.00	-----
Harvey's Lake	45.00	-----
Hughestown	DNA	-----
Jeddo	90.00	-----
Kingston ⁴	-----	3,000.00
Laflin	12.50	-----
Larksville ⁵	-----	750.00
Laurel Run	100.00	-----
Luzerne	375.00	-----
Nescopeck	150.00	-----
New Columbus	-----	-----
Nuangola	75.00	-----
Plymouth ⁵	-----	1,320.00
Pringle	75.00	-----
Shickshinny	240.00	-----
Sugar Notch	75.00	-----
Swoyersville	140.00	-----
Warrior Run	DNA	-----
West Hazleton	250.00	-----
West Pittston	150.00	-----
West Wyoming	240.00	-----
White Haven	183.40	-----
Wyoming	150.00	-----
Yatesville	60.00	-----

FOOTNOTES TO PRECEDING DATA
ON SALARY OF AUDITOR OR CONTROLLER

1. No statutory limit. Amount fixed by Council.
2. Not to exceed \$20.00 per day -- a day defined as not less than five (5) hours in the aggregate.
3. Not to exceed \$10.00 per day -- a day defined as not less than five (5) hours in the aggregate.
4. Section 1196 of the Borough Code permits Borough Council to engage an independent Auditor whose compensation is determined by the Council.
5. Section 841 of the Borough Code permits the selection of a Controller instead of Auditor.

CITIES	TAX COLLECTOR	TREASURER	CITY CLERK-
	1969 Budget	1969 Budget	SECRETARY
	1969 Budget	1969 Budget	1969 Budget
Hazleton 1	\$ 5,600.00	\$ -----	\$ 7,300.00
Nanticoke 1	1,667.00	-----	3,000.00
Pittston 1	4,000.00	-----	4,200.00
Wilkes-Barre 1	8,000.00	-----	7,500.00
<u>FIRST CLASS TOWNSHIPS</u>			
Hanover 2	\$ 4,000.00 ³	\$ -----	\$ 6,200.00
Newport 2	1,800.00	-----	3,600.00
Plains 2	1,700.00 ⁴	-----	1,300.00
Wilkes-Barre 2	DNA	DNA	DNA
<u>BOROUGHES</u>			
Ashley	\$ 2%	\$ 600.00	\$ 2,000.00
Avoca	5%	-----5	4,160.00
Conyngham	DNA	DNA	DNA
Courtdale	DNA	DNA	DNA
Dallas	1,500.00	120.00	900.00
Dupont	5%	240.00	720.00
Duryea	5%	960.00	1,200.00
Edwardsville	DNA	DNA	DNA
Exeter	DNA	DNA	DNA
Forty Fort	1,700.00 +4%	200.00	1,600.00
Freeland	2%	2,350.00 ⁶	-----
Harvey's Lake	4%	-----5	1,700.00
Hughestown	DNA	DNA	DNA
Jeddo	5%	-----	100.00
Kingston	1,500.00	-----5	7,200.00
Laflin	5%	200.00	300.00
Larksville	300.00	600.00	1,000.00
Laurel Run	350.00	2%	225.00
Luzerne	3%	225.00	2,000.00
Nescopeck	3%	-----5	450.00
New Columbus	-----	50.00 -75.00	60.00-100.00
Nuangola	5%	2%	150.00
Plymouth	1,200.00	1.00 ⁵	2,900.00
Pringle	DNA	DNA	DNA
Shickshinny	5%	75.00	750.00
Sugar Notch	3 1/2%	600.00 ⁶	-----
Swoyersville	1,800.00	900.00	1,500.00
Warrior Run	DNA	DNA	DNA
West Hazleton	2%	480.00	1,800.00
West Pittston	2%	300.00	2,400.00
West Wyoming	5%	480.00	780.00
White Haven	500.00	-----6	1,152.80
Wyoming	3%	600.00	1,200.00
Yatesville	180.00	100.00	100.00

FOOTNOTES TO PRECEDING DATA
ON SALARY OF TAX COLLECTOR, TREASURER, AND SECRETARY

1. The City Treasurer, by virtue of his office, shall be the collector of the city taxes. The salary listed in the table includes both his salary as Tax Collector and his salary as Treasurer.
2. The Township Treasurer, by virtue of his office, shall be the collector of Township taxes.
3. The Tax Collector receives \$2,400.00 as salary and \$1,600.00 for collecting the Occupational Privilege Tax.
4. The Tax Collector receives a commission on taxes--2% rebate during the face period and 5% during the penalty period.
5. Handled through local banks.
6. The Treasurer also serves as Secretary, receiving one salary for both positions. See salary for Treasurer.

<u>CITIES</u>	<u>ENGINEER</u> <u>1969 Budget</u>	<u>SOLICITOR</u> ³ <u>1969 Budget</u>
Hazleton	\$ 8,338.00	\$ 6,000.00
Nanticoke	2,000.00	4,000.00
Pittston	3,000.00 ¹	2,400.00
Wilkes-Barre	11,500.00	8,500.00 ⁴
<u>FIRST CLASS TOWNSHIPS</u>		
Hanover	\$ 5,000.00	\$ 3,840.00
Newport	1,000.00	2,400.00
Plains	----- ²	2,300.00
Wilkes-Barre	DNA	DNA
<u>BOROUGHES</u>		
Ashley	\$ 1,200.00	\$ 1,800.00
Avoca	100.00	900.00
Conyngham	DNA	DNA
Court Dale	DNA	DNA
Dallas	-----	500.00
Dupont	900.00	480.00
Duryea	1,000.00	1,000.00
Edwardsville	DNA	DNA
Exeter	DNA	DNA
Forty Fort	----- ²	1,200.00
Freeland	-----	1,650.00
Harvey's Lake	----- ²	300.00
Hughestown	DNA	DNA
Jeddo	30.00	150.00
Kingston	7,000.00	5,400.00
Laflin	-----	100.00
Larksville	200.00	1,000.00
Laurel Run	-----	400.00
Luzerne	1,200.00	1,200.00
Nescopeck	-----	125.00
New Columbus	-----	-----
Nuangola	-----	100.00
Plymouth	400.00	2,570.00
Pringle	DNA	DNA
Shickshinny	-----	600.00
Sugar Notch	200.00	480.00
Swoyersville	----- ²	1,500.00
Warrior Run	DNA	DNA
West Hazleton	-----	2,100.00
West Pittston	2,000.00	2,100.00
West Wyoming	----- ²	650.00
White Haven	----- ²	250.00
Wyoming	----- ²	1,800.00
Yatesville	-----	150.00

FOOTNOTES TO PRECEDING DATA
ON SALARY OF ENGINEER AND SOLICITOR

1. The City Engineer also serves as Building Inspector, receiving one salary for both positions. See City Engineer salary.
2. The Engineer is paid a fee on a project basis.
3. In most instances, the Solicitor receives additional compensation over and above his retainer for court work and other services.
4. The compensation for an Assistant City Solicitor is \$5,650.00.

<u>CITIES</u> ¹	<u>PLANNING DIRECTOR</u> 1969 Budget	<u>MANAGER</u> 1969 Budget	<u>ASSESSOR</u> 1969 Budget
Hazleton	\$ 2,250.00	\$ -----	\$ -----
Nanticoke	-----	-----	-----
Pittston	-----	-----	-----
Wilkes-Barre	11,500.00	20,000.00	5,500.00
<u>FIRST CLASS TOWNSHIPS</u> ²			
Hanover	\$ -----	\$ -----	\$ -----
Newport	-----	-----	-----
Plains	-----	-----	-----
Wilkes-Barre	-----	-----	-----
<u>BOROUGHES</u> ²			
Ashley	\$ -----	\$ -----	\$ -----
Avoca	-----	-----	-----
Conyngham	-----	-----	-----
Courtdale	-----	-----	-----
Dallas	-----	-----	-----
Dupont	-----	-----	-----
Duryea	-----	-----	-----
Edwardsville	-----	-----	-----
Exeter	-----	-----	-----
Forty Fort	-----	-----	-----
Freeland	-----	-----	-----
Harvey's Lake	-----	-----	-----
Hughestown	-----	-----	-----
Jeddo	-----	-----	-----
Kingston	-----	-----	-----
Laflin	-----	-----	-----
Larksville	-----	-----	-----
Laurel Run	-----	-----	-----
Luzerne	-----	-----	-----
Nescopeck	-----	-----	-----
New Columbus	-----	-----	-----
Nuangola	-----	-----	-----
Plymouth	-----	-----	-----
Pringle	-----	-----	-----
Shickshinny	-----	-----	-----
Sugar Notch	-----	-----	-----
Swoyersville	-----	-----	-----
Warrior Run	-----	-----	-----
West Hazleton	-----	-----	-----
West Pittston	-----	-----	-----
West Wyoming	-----	-----	-----
White Haven	-----	-----	-----
Wyoming	-----	-----	-----
Yatesville	-----	-----	-----

FOOTNOTES TO PRECEDING DATA
ON SALARIES OF
PLANNING DIRECTOR, MANAGER, ASSESSOR

1. Under the Third Class City Code, the cities have the option of using the assessment data of the Board of Revision of Taxes and Assessment of Luzerne County. Hazleton, Nanticoke and Pittston have availed themselves of the option of using such data and therefore do not have a City Assessor's Office.

2. In Luzerne County, First Class Townships and Boroughs use the assessment data of the Board of Revision of Taxes and Assessment of Luzerne County.

<u>CITIES</u>	BUILDING INSPECTOR 1969 Budget	HEALTH OFFICER 1969 Budget	HOUSING INSPECTOR 1969 Budget
Hazleton	\$ 3,300.00	\$ 4,200.00	\$ 3,300.00
Nanticoke	2,100.00	2,700.00	4,600.00
Pittston	----- ¹	1,800.00	-----
Wilkes-Barre	5,200.00	5,500.00	4,500.00
<u>FIRST CLASS TOWNSHIPS</u>			
Hanover	\$ -----	\$ 3,600.00 ²	\$ -----
Newport	-----	STATE	-----
Plains	-----	-----	-----
Wilkes-Barre	DNA	DNA	-----
<u>BOROUGHES</u>			
Ashley	\$ -----	\$ STATE	\$ -----
Avoca	-----	STATE	-----
Conyngham	DNA	DNA	-----
Courtdale	DNA	DNA	-----
Dallas	-----	STATE	-----
Dupont	-----	STATE	-----
Duryea	-----	-----	-----
Edwardsville	DNA	DNA	-----
Exeter	DNA	DNA	-----
Forty Fort	-----	630.00	-----
Freeland	500.00	STATE	-----
Harvey's Lake	-----	STATE	-----
Hughestown	DNA	DNA	-----
Jeddo	-----	-----	-----
Kingston	6,480.00 ³	2,280.00	----- ³
Laflin	-----	STATE	-----
Larksville	-----	STATE	-----
Laurel Run	-----	-----	-----
Luzerne	-----	STATE	-----
Nescopeck	-----	120.00	-----
New Columbus	-----	-----	-----
Nuangola	-----	STATE	-----
Plymouth	600.00	218.00	-----
Pringle	DNA	DNA	-----
Shickshinny	-----	STATE	-----
Sugar Notch	-----	-----	-----
Swoyersville	-----	STATE	-----
Warrior Run	DNA	DNA	-----
West Hazleton	-----	STATE	-----
West Pittston	-----	300.00	-----
West Wyoming	-----	STATE	-----
White Haven	-----	-----	-----
Wyoming	-----	STATE	-----
Yatesville	-----	-----	-----

FOOTNOTES TO PRECEDING DATA
ON SALARIES OF
BUILDING INSPECTOR
HEALTH OFFICER
and
HOUSING INSPECTOR

1. The Building Inspector also serves as City Engineer receiving one salary for both positions. See salary for Engineer.
2. The designation STATE indicates that the community has turned over the health functions of the community to the State Department of Health.
3. The Building Inspector also serves as Housing Inspector receiving one salary for both positions. See salary for Building Inspector.

CITIES	BUILDING	JANITOR	CUSTODIAL
	SUPERINTENDENT		WORKER
	1969 Budget	1969 Budget	1969 Budget
Hazleton	\$ 3,300.00	\$ 4,451.00	\$ 4,323.00
Nanticoke	-----	1,400.00	-----
Pittston	2,700.00	2,736.00	-----
Wilkes-Barre	5,300.00	4,050.00	3,750.00
<u>FIRST CLASS TOWNSHIPS</u>			
Hanover	\$ -----	\$ 1,550.00	\$ -----
Newport	-----	1.50/hr. ¹	-----
Plains	-----	1.00/hr. ¹	-----
Wilkes-Barre	DNA	DNA	DNA
<u>BOROUGHES</u>			
Ashley	\$ -----	\$ 1,440.00	\$ -----
Avoca	-----	-----	-----
Conyngham	-----	DNA	DNA
Courtdale	-----	DNA	DNA
Dallas	-----	-----	-----
Dupont	-----	480.00	-----
Duryea	-----	2,592.00	-----
Edwardsville	-----	DNA	DNA
Exeter	-----	DNA	DNA
Forty Fort	-----	-----	-----
Freeland	-----	3,700.00	-----
Harvey's Lake	-----	-----	-----
Hughestown	-----	DNA	DNA
Jeddo	-----	-----	-----
Kingston	4,650.00	-----	-----
Lafin	-----	-----	-----
Larksville	-----	-----	-----
Laurel Run	-----	60.00	-----
Luzerne	-----	960.00	-----
Nescopeck	-----	-----	-----
New Columbus	-----	-----	-----
Nuangola	-----	-----	-----
Plymouth	-----	2,000.00 ²	-----
Pringle	-----	-----	-----
Shickshinny	-----	-----	-----
Sugar Notch	-----	1,200.00	-----
Swoyersville	-----	2,400.00	-----
Warrior Run	-----	DNA	-----
West Hazleton	-----	-----	-----
West Pittston	-----	3,400.00	-----
West Wyoming	-----	3,100.00 ³	----- ⁴
White Haven	-----	-----	-----
Wyoming	-----	1,680.00	-----
Yatesville	-----	-----	-----

FOOTNOTES TO PRECEDING DATA
ON SALARIES OF
BUILDING SUPERINTENDENT
JANITOR AND CUSTODIAL WORKER

1. Janitors are part-time employees.
2. In addition to the salary listed, the Janitor receives living quarters.
3. The Janitor also serves as Custodial Worker and Fire Fighter receiving one salary for both positions. See Janitor salary.
4. The Custodial Worker also serves as Janitor and Fire Fighter receiving one salary for both positions. See salary for Janitor.

POLICE
1969 BUDGET

<u>CITIES</u>	<u>POLICE CHIEF</u>	<u>SERGEANT</u>	<u>PATROLMAN</u>
Hazleton	\$ 7,295.00	\$ 6,226.00	\$ 4,900-5,900.00
Nanticoke	5,900.00	5,200.00	4,500-4,800.00
Pittston	6,800.00	5,500.00	5,400.00
Wilkes-Barre	9,000.00	7,000.00	5,200-6,250.00
<u>FIRST CLASS TOWNSHIPS</u>			
Hanover	\$ 6,200.00	\$ 5,600.00	\$ 5,200.00
Newport	6,000.00	5,325.00	5,200.00
Plains	6,000.00	5,300.00	5,200.00
Wilkes-Barre	DNA	DNA	DNA
<u>BOROUGHES</u>			
Ashley	\$ 5,500.00	\$ 5,212.00	\$ 5,200.00
Avoca	5,600.00	5,200.00	1,500.00
Conyngham	DNA	DNA	DNA
Courtdale	DNA	DNA	DNA
Dallas	5,400.00	-----	5,200.00
Dupont	5,200.00	1.75/hr.	1.75/hr.
Duryea	5,200.00	-----	-----
Edwardsville	DNA	DNA	DNA
Exeter	DNA	DNA	DNA
Forty Fort	6,800.00	6,000.00	5,200-5,800.00
Freeland	5,700.00	-----	5,200.00
Harvey's Lake	5,600.00	-----	5,200.00
Hughestown	DNA	DNA	DNA
Jeddo	90.00	-----	-----
Kingston	7,440.00	-----	6,240.00 ¹
Lafin	150.00	60.00	-----
Larksville	5,500.00	5,300.00	5,200.00
Laurel Run	250.00	225.00	-----
Luzerne	5,400.00	3,660.00	5,200.00
Nescopeck	5,200.00	-----	2.00/hr.
New Columbus	-----	-----	-----
Nuangola	560.00	-----	2.00/hr.
Plymouth	5,900.00	5,500.00	5,200.00
Pringle	DNA	DNA	DNA
Shickshinny	5,200.00	-----	1,350.00
Sugar Notch	2,400.00	-----	1,200.00
Swoyersville	6,000.00	5,500.00	5,300.00
Warrior Run	DNA	DNA	DNA
West Hazleton	5,815.00	5,500.00	5,200.00
West Pittston	5,464.00	5,266.00	5,200.00
West Wyoming	5,200.00	-----	1.25/hr.
White Haven	5,500.00	-----	5,200.00
Wyoming	5,600.00	5,200.00	1.50/hr.
Yatesville	40.00	35.00	35.00

FOOTNOTES TO PRECEDING DATA
ON SALARIES OF
POLICE CHIEF, SERGEANT AND PATROLMAN

1. One Patrolman is classified as Juvenile Officer at a salary of \$6,840.00 per year.
2. The Police Chief also serves as Street Commissioner receiving one salary for both positions. See salary for Police Chief.

<u>CITIES</u>	<u>FIRE CHIEF</u>	<u>ASSISTANT</u>	<u>FIRE FIGHTER</u>
	1969	1969	1969
Hazleton	\$ 6,855.00	\$ -----	\$4,900-5,800.00
Nanticoke	2,700.00	50.00	5,400.00
Pittston	1,000.00	600.00	5,400.00
Wilkes-Barre	9,000.00	8,400.00	5,200-6,250.00
<u>FIRST CLASS TOWNSHIPS</u>			
Hanover	\$ 1,380.00	\$ -----	\$ 4,992.00
Newport	600.00	-----	5,200.00
Plains	6,000.00	5,400.00	-----
Wilkes-Barre	DNA	DNA	DNA
<u>BOROUGHES</u>			
Ashley	\$ 75.00	\$ -----	\$ -----
Avoca	-----	-----	-----
Conyngham	DNA	DNA	DNA
Courtdale	DNA	DNA	DNA
Dallas	-----	-----	-----
Dupont	-----	-----	-----
Duryea	300.00	-----	-----
Edwardsville	DNA	DNA	DNA
Exeter	DNA	DNA	DNA
Forty Fort	2.25/hr.	-----	6,240- 6,960.00
Freeland	300.00	-----	-----
Harvey's Lake	-----	-----	-----
Hughestown	DNA	DNA	DNA
Jeddo	-----	-----	-----
Kingston	7,440.00	1,080.00	6,240.00
Laflin	-----	-----	-----
Larksville	200.00	-----	4,200.00
Laurel Run	-----	-----	-----
Luzerne	-----	-----	-----
Nescopeck	-----	-----	-----
New Columbus	-----	-----	-----
Nuangola	-----	-----	-----
Plymouth	100.00	-----	5,200.00
Pringle	DNA	DNA	DNA
Shickshinny	-----	-----	-----
Sugar Notch	96.00	-----	-----
Swoyersville	-----	-----	-----
Warrior Run	DNA	DNA	DNA
West Hazleton	360.00	-----	5,071.00
West Pittston	300.00	-----	-----
West Wyoming	-----	-----	----- 2
White Haven	-----	-----	-----
Wyoming	120.00	480.00	3,200.00
Yatesville	-----	-----	-----

FOOTNOTES TO PRECEDING DATA
ON SALARIES OF
FIRE CHIEF
ASSISTANT FIRE CHIEF
FIRE FIGHTER

1. In all instances except the city of Wilkes-Barre, the Fire Fighters are also Fire Truck Drivers. Therefore, except in the case of Wilkes-Barre, salaries listed are for the combined positions of Fire Fighter and Fire Truck Driver. Full time Fire Fighters are volunteers in all municipalities except the city of Wilkes-Barre.
2. The Fire Fighter also serves as Janitor and Custodial worker. See salary for Janitor.

CITIES	ST. COM. 1969	EQUIP. OP. 1969	LABORER 1969	MECHANIC 1969	DRIVER 1969
Hazleton	\$ 2,400.00	2.50-2.75/hr. ¹	2.28/hr.	3.20/hr.	2.50/hr.
Nanticoke	-----	4,200.00	-----	3,300.00	3,300-4,600
Pittston	-----	-----	1.60/hr.	1.60/hr.	1.60/hr.
Wilkes-Barre	-----	2.50/hr.	2.10-2.50/hr.	4,780.00- 5,600.00	2.30/hr.
<u>FIRST CLASS TOWNSHIPS</u>					
Hanover	5,200.00	-----	2.00/hr.	-----	-----
Newport	6,500.00	-----	1.46/hr.	-----	-----
Plains	5,500.00	-----	1.85/hr.	-----	4,993.00
Wilkes-Barre	DNA	DNA	DNA	DNA	DNA
<u>BOROUGHES</u>					
Ashley	5,200.00	-----	1.87/hr.	-----	2.07/hr.
Avoca	2.00/hr.	-----	1.75/hr.	-----	-----
Conyngham	DNA	DNA	DNA	DNA	DNA
Courtdale	DNA	DNA	DNA	DNA	DNA
Dallas	2.30/hr.	-----	2.05/hr.	-----	2.05/hr.
Dupont	-----	1.75/hr.	1.50/hr.	-----	1.75/hr.
Duryea	3,192.00	-----	1.35/hr.	-----	2,800.00
Edwardsville	DNA	DNA	DNA	DNA	DNA
Exeter	DNA	DNA	DNA	DNA	DNA
Forty Fort	6,200.00	2.00/hr.	2.20/hr.	-----	-----
Freeland	4,700.00	-----	1.75/hr.	-----	-----
Harvey's Lake	2.25/hr.	-----	2.00/hr.	-----	-----
Hughestown	DNA	DNA	DNA	DNA	DNA
Jeddo	-----	-----	-----	-----	-----
Kingston	6,100.00	5,400.00	4,800.00	6,000.00	5,400.00
Laflin	100.00	-----	-----	-----	-----
Larksville	4,000.00	-----	1.60/hr.	-----	-----
Laurel Run	-----	-----	1.60/hr.	-----	-----
Luzerne	4,200.00	-----	1.75/hr.	-----	3,500.00
Nescopeck	----- ²	-----	1.75/hr.	-----	1.75/hr.
New Columbus	-----	-----	-----	-----	-----
Nuangola	150.00	-----	1.50/hr.	-----	1.50/hr.
Plymouth	5,500.00	-----	1.85/hr.	-----	1.95/hr.
Pringle	DNA	DNA	DNA	DNA	DNA
Shickshinny	2.25/hr.	-----	1.50/hr.	-----	-----
Sugar Notch	900.00	-----	1.50/hr.	-----	-----
Swoyersville	5,200.00	-----	1.75/hr.	-----	-----
Warrior Run	DNA	DNA	DNA	DNA	DNA
West Hazleton	5,500.00	-----	2.25/hr.	-----	-----
West Pittston	4,800.00	-----	1.90/hr.	2.00/hr.	1.90/hr.
West Wyoming	1.75/hr.	-----	1.25/hr.	-----	-----
White Haven	-----	2.00/hr.	1.85/hr.	2.00/hr.	2.00/hr.
Wyoming	5,200.00	1.60/hr.	1.60/hr.	-----	1.60/hr.
Yatesville	1.50/hr.	-----	1.25/hr.	-----	-----

FOOTNOTES TO PRECEDING DATA
ON SALARIES OF
PUBLIC WORKS
STREET COMMISSIONER, EQUIPMENT OPERATOR
LABORER, MECHANIC and DRIVER

1. Grader operator, Roller (large), Roller (small), Back Hoe, Compressor operator and Front Loader operator.
2. The Street Commissioner also serves as the Police Chief receiving one salary for both positions. See salary of Police Chief.

FIRST CLASS TOWNSHIPS AND CITIES

HOURS

	Standard Work week (hours) for Administrative and Clerical Employees	Standard Work week (hours) for Firemen	Standard Work week (hours) for Public Works Employees	Standard Work week (hours) for Police
<u>CITIES</u>				
WILKES-BARRE	32 1/2	40	56	40
HAZLETON	30	40	52	40
PITTSTON	40	40	40	40
NANTICOKE	40	40	40	44
<u>FIRST CLASS TOWNSHIPS</u>				
HANOVER	40	48	40	40
NEWPORT	40	10 1 14	40	48
PLAINS	40	48	40	48
WILKES-BARRE	DNA	DNA	DNA	DNA

FOOTNOTES TO HOURS DATA

1. A standard work week varies as follows:
 - a 10-hour day for the day shift
 - a 14-hour day for the night shift

FIRST CLASS TOWNSHIPS AND CITIES

OVERTIME POLICY

<u>CITIES</u>	<u>Clerical</u>	<u>Public Works</u>	<u>Firemen</u>	<u>Police</u>
WILKES-BARRE	Salaried	Straight Time	Salaried	Salaried
HAZLETON	Salaried	1 1/2	Salaried	Salaried
PITTSTON	Salaried	Straight time	Salaried	Salaried
NANTICOKE	Salaried	Straight time	Salaried	Salaried

FIRST CLASS TOWNSHIPS

HANOVER	Salaried	Salaried	Salaried	Salaried
NEWPORT	Salaried	None ¹	Salaried	Salaried
PLAINS	Salaried	Straight time	Salaried	Salaried
WILKES-BARRE	DNA	DNA	DNA:	DNA

FOOTNOTES TO OVERTIME DATA

1. The township has no overtime policy in that the public works employees are not requested to work overtime.

FIRST CLASS TOWNSHIPS AND CITIES

VACATION POLICY

<u>CITIES</u>	(Less than one year)	(1-5 yrs.)	(6-10Yrs.)	(11-15 yrs)	(16 yrs.) (& over)
WILKES-BARRE	2 weeks	-----	-----	-----	-----
HAZLETON	21 working days	-----	-----	-----	-----
PITTSTON	2 weeks	-----	-----	-----	-----
NANTICOKE	15 days	-----	-----	-----	-----
<u>FIRST CLASS TOWNSHIPS</u>					
HANOVER	2 weeks	-----	-----	-----	3 weeks
NEWPORT	2 weeks	-----	-----	-----	-----
PLAINS	5 days	15 days	17 days	19 days	21 days
WILKES-BARRE	DNA	DNA	DNA	DNA	DNA

FIRST CLASS TOWNSHIPS AND CITIES

PAID HOLIDAYS

CITIES

WILKES-BARRE	New Year's, Washington's Birthday, Lincoln's Birthday Good Friday, Easter, Memorial Day, July 4th, Labor Day, General Election Day, Thanksgiving Day, Christmas, Columbus Day.
HAZLETON	New Year's Day, Washington's Birthday, Lincoln's Birthday, (Optional), Good Friday, Easter, Memorial Day, Primary Election Day, July 4th, Labor Day, General Election Day, Thanksgiving Day, Christmas, Veterans Day.
PITTSTON	New Year's, Washington's Birthday, Lincoln's Birthday, Good Friday (half day), Easter, Memorial Day, Primary Election Day, July 4th, Labor Day, General Election Day, Thanksgiving Day, Christmas, Columbus Day.
NANTICOKE	New Year's Day, Washington's Birthday, Lincoln's Birthday, Good Friday, Easter, Memorial Day, July 4th, Labor Day, General Election Day, Thanks- giving Day, Christmas, Occasional Religious Holidays.

FIRST CLASS TOWNSHIPS

HANOVER	New Year's Day, Memorial Day, July 4th, Christmas and Easter
NEWPORT	New Year's Day, Memorial Day, July 4th, Christmas and Easter
PLAINS	New Year's Day, Memorial Day, July 4th, Christmas and Easter
WILKES-BARRE	DNA

FIRST CLASS TOWNSHIPS AND CITIES

RETIREMENT PLAN

<u>CITIES</u>	<u>Pension</u>	<u>Social Security</u>
WILKES-BARRE	Police, Fire & Other Employees	Covered
HAZLETON	Police, Fire have own	Covered Except Fire & Police
PITTSTON	Police have own	Covered
NANTICOKE	Police have own	Covered
<u>FIRST CLASS TOWNSHIPS</u>		
HANOVER	Police	Covered
NEWPORT	Police	Covered
PLAINS	Police	Covered
WILKES-BARRE	DNA	DNA

FIRST CLASS TOWNSHIPS AND CITIES

SICK LEAVE

<u>CITIES</u>	<u>Less Than Five Years</u>	<u>More Than Five Years</u>
WILKES-BARRE	30 Days at Full Pay 30 Days at Half Pay	60 Days at Full Pay 60 Days at Half Pay
HAZLETON	14 Working Days	
PITTSTON	Two weeks	
NANTICOKE	Two weeks	

FIRST CLASS TOWNSHIPS

HANOVER	No official policy
NEWPORT	One week a year; Cumulative to Four Weeks
PLAINS	Fifteen Days -- Up to Forty-Five days
WILKES-BARRE	DNA

FIRST CLASS TOWNSHIPS AND CITIES

<u>CITIES</u>	<u>WORKMEN'S COMPENSATION</u>	<u>MEDICAL BENEFITS</u>
WILKES-BARRE	Yes	Blue Cross & Blue Shield for all full-time employees and their families.
HAZLETON	Yes	Each full-time employee receives \$10.00 towards Blue Cross & Blue Shield.
PITTSTON	Yes	None
NANTICOKE	Yes	None
<u>FIRST CLASS TOWNSHIPS</u>		
HANOVER	Yes	Blue Cross & Blue Shield for all full-time employees and their families.
NEWPORT	Yes	Blue Cross & Blue Shield for all full-time employees.
PLAINS	Yes	Blue Cross & Blue Shield for Police, Firemen, Clerk, Truck Drivers, Road Supervisor, only.
WILKES-BARRE	DNA	DNA

FIRST CLASS TOWNSHIPS AND CITIES

MILEAGE ALLOWANCE

CITIES

WILKES - BARRE	Direct Car Allowance
HAZLETON	10¢ a mile
PITTSTON	Reimbursement
NANTICOKE	Reimbursement

FIRST CLASS TOWNSHIPS

HANOVER	Chief of Police	\$180.00
NEWPORT	None	
PLAINS	Chief of Police	\$120.00
WILKES-BARRE	DNA	

FIRST CLASS TOWNSHIPS AND CITIES

UNIFORM ALLOWANCE POLICY

CITIES

WILKES-BARRE	\$40.00 per man - Fire and Police
HAZLETON	\$100.00 per man for expenses
PITTSTON	\$300.00 - Fire
NANTICOKE	None

FIRST CLASS TOWNSHIPS

HANOVER	None
NEWPORT	None
PLAINS	None
WILKES-BARRE	DNA

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WILKES COLLEGE LIBRARY

FIRST CLASS TOWNSHIP

WILKES-BARRIE

CITY

WILKES-BARRIE

HAYSTACK

PITTSBURGH

NAVYVILLE

FIRST CLASS TOWNSHIP

HANOVER

NEWPORT

BLAIR

WILKES-BARRIE



