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WAGES AND SALARIES IN LUZERNE COUNTY FIRST CLASS TOWNSHIPS.

WAGES AND SALARIES
IN
LUZERNE COUNTY FIRST CLASS TOWNSHIPS

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WAGE AND SALARY SUMMARY

In order to realistically prepare their budgets, local officials need detailed information since the establishment of fair and equitable compensation for services rendered remains a continuing problem for municipal governments.

Because specified job descriptions are not a part of this summary of the wage and salary data collected, local government officials should be careful in making comparisons in pay scales. Public officials should keep in mind the varying degrees of responsibility and authority, along with the diversities in functions and duties in the various offices, even those with the same titles.

It is not the purpose of this summary to pass judgment on existing municipal practices in setting wage and salary rates in Luzerne County townships, nor to establish standards for compensation payments. It is merely an attempt to give the officials in the County a picture of pay rates for both elected officials and employees.

The Institute of Regional Affairs wishes to thank those township officials for making this third annual survey of wages and salaries possible.

Hugo V. Mailey, Director
Institute of Regional Affairs

WAGES AND SALARIES
FIRST CLASS TOWNSHIPS
LUZERNE COUNTY

	<u>Hanover</u>	<u>Newport</u>	<u>Plains</u>	<u>Wilkes-Barre</u>
Administrative & Elective				
Board of Commission	7-\$1,200.00 ¹	5-\$900.00	\$ 800.00	-----
Treasurer-Tax Collection	4,000.00 ²	1,800.00	1,700.00 ⁸	-----
Solicitor	3,840.00	2,400.00	2,000.00	-----
Clerical				
Secretary	5,200.00	3,600.00	1,100.00	-----
Auditor	10.00 ³	300.00	400.00	-----
Health Secretary	300.00	-----	-----	-----
Custodial	1,416.00	1.50 ⁷	1.00 ⁷	-----
Fire				
Chief	1,380.00	300.00	4,800.00	-----
Assistant Chief	-----	-----	4,515.00	-----
Fireman	4,318.00	4,500.00	4,500.00	-----
Extra Driver	341.64/mo. ⁴	1.50/hr.	-----	-----
Health & Inspection				
Health Inspection	3,600.00	State	-----	-----
Plumbing Inspection	4,525.76	State	-----	-----
Police				
Chief	5,280.00	5,000.00	5,100.00	-----
Sergeant	4,600.00	4,625.00	4,815.00	-----

	<u>Hanover</u>	<u>Newport</u>	<u>Plains</u>	<u>Wilkes-Barre</u>
Patrolman	\$4,400.00	\$4,500.00	\$4,500.00	-----
Part-time Police	1.80/hr. /diem ⁵	-----	-----	-----
Public Works				
Engineer	5,000.00	1,000.00	----- 6	-----
Road Supervisor	4,700.00	5,000.00	5,100.00	-----
Laborer	1.80/hr.	1.46/hr.	1.60/hr.	-----
Garbage Collector	1.80/hr.	-----	-----	-----
Utility Serviceman	1.80/hr.	-----	-----	-----
Truck Driver	-----	-----	4,593.00	-----
Flood Control Superintendent	4,500.00	-----	-----	-----
Sewage Inspector	4,700.00	-----	-----	-----
Sewage Laborer	4,221.76	1.46/hr.	-----	-----

HOURS

	Standard work week (hours) for administra- tive and clerical employees	Standard work week (hours) for firemen	Standard work week (hours) for public works employees	Standard work week (hours) for police
Hanover	40	48	40	40
Newport	40	10 ⁹ 14	40	48
Plains	40	48	40	48
Wilkes-Barre	-----	-----	-----	-----

MILEAGE ALLOWANCE

Hanover	Chief of Police	\$120.00
Newport		None
Plains		None
Wilkes-Barre		-----

VACATION POLICY

	(Less than one year)	(1-5 years)	(5-10 years)	(10-15 years)	(15 and over)
Hanover	2 weeks	-----	-----	-----	-----
Newport	2 weeks	-----	-----	-----	-----
Plains	5 days	15 days	17 days	19 days	21 days
Wilkes-Barre	-----	-----	-----	-----	-----

OVERTIME POLICY

	<u>Clerical</u>	<u>Public Works</u>	<u>Firemen</u>	<u>Police</u>
Hanover	salariéd	salariéd	salariéd	salariéd
Newport	salariéd	none	salariéd	salariéd
Plains	salariéd	none	salariéd	salariéd
Wilkes-Barre	-----	-----	-----	-----

UNIFORM ALLOWANCE POLICY

Hanover	None
Newport	None
Plains	None
Wilkes-Barre	-----

WORKMENS' COMPENSATION

Hanover	Yes
Newport	Yes
Plains	Yes
Wilkes-Barre	-----

RETIREMENT PLAN

	<u>Pension</u>	<u>Social Security</u>
Hanover	Police	covered
Newport	Police	covered
Plains	Police	covered
Wilkes-Barre	-----	-----

PAID HOLIDAYS

Hanover	New Years Day, Memorial Day, July 4th, Christmas, and Easter
Newport	New Years Day, Memorial Day, July 4th, Christmas, and Easter
Plains	New Years Day, Memorial Day, July 4th, Christmas, and Easter
Wilkes-Barre	-----

SICK LEAVE

Hanover	no official policy
Newport	one week a year; cumulative to four weeks
Plains	fifteen days - up to forty-five days
Wilkes-Barre	-----

MEDICAL BENEFITS

Hanover	Blue Cross and Blue Shield coverage for all full-time employees
Newport	Blue Cross and Blue Shield coverage for all full-time employees
Plains	Blue Cross and Blue Shield for police, firemen, clerk, truckdrivers & road supervisor
Wilkes-Barre	-----

FOOTNOTES

- 1 The 1965 First Class Township Code provides that only the newly elected township commissioners may be paid on the new compensation schedule. (Hanover Township \$1200 annually; Newport Township \$900 annually). The Code provides that those commissioners whose term of office has not yet expired will be compensated under the old salary (Hanover Township \$800 annually; Newport Township \$600 annually).
- 2 The Tax Collector receives \$2,400 as salary and \$1,600 for collecting the occupational privilege tax.
- 3 Auditors are paid \$10.00 per day, part time.
- 4 Relief during vacation and are paid a monthly salary when they work.
- 5 This salary is for School Police who work during the school term.
- 6 In those instances where no compensation is indicated for the engineer, he is paid according to time spent on specific projects.
- 7 Part time.
- 8 The Tax Collector receives a commission on taxes (2% rebate and during face period; 5% during penalty period.
- 9 The day shift is a 10 hour shift; the night shift is 14 hours.

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occupational privilege tax.

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Auditors are paid \$10.00 per day, part time.

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