

WAGES AND SALARIES
IN
LUZERNE COUNTY CITIES

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WAGE AND SALARY SUMMARY

This is the fifth of a continuing series of compilations of wage, salary, and fringe benefit data for third class cities in Luzerne County.

Because specific job descriptions are not a part of this Summary, local government officials in Luzerne County 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. The purpose of the Report is merely to present the facts rather than make a judgment on policy.

The salary and wage scales were extracted from the salary ordinances adopted by the third class cities in Luzerne County in December, 1967 for fiscal 1968. The Institute wishes to thank the city clerks in all four cities for making this Survey possible.

Hugo V. Mailey, Director
Institute of Regional Affairs

77-140238

WAGES AND SALARIES

THIRD CLASS CITIES

LUZERNE COUNTY

	<u>Wilkes-Barre</u>		<u>Hazleton</u>		<u>Nanticoke</u>		<u>Pittston</u>	
	<u>1967</u>	<u>1968</u>	<u>1967</u>	<u>1968</u>	<u>1967</u>	<u>1968</u>	<u>1967</u>	<u>1968</u>
<u>Administrative & Elective</u>								
Assessor	\$5,400	\$5,000	--	--	\$2,140	\$2,340	\$6,478	\$6,470
City Clerk	\$5,200	\$6,500	\$6,284	\$6,800	\$2,375	\$2,375	\$6,000	\$6,600
City Manager	--	\$20,000	--	--	--	--	--	--
Controller	\$6,000	\$6,000	\$1,200	\$1,200	\$1,125	\$1,125	\$1,000	\$1,000
Councilman	\$6,000	\$1,800-\$6,000 ²	\$1,200	\$2,400	\$1,125	\$1,125	\$1,000	\$1,000
Mayor	\$7,000	\$2,400	\$1,800	\$1,800 ³	\$1,200	\$1,200	\$1,500	\$1,500
Planning Director	\$11,200	\$11,400	\$1,466	\$1,500	--	--	--	--
Solicitor	\$5,700	\$3,600-\$7,000 ⁴	\$4,322	\$4,500	\$2,600	\$4,000	\$2,400	\$2,400
Treasurer ⁵ - Tax Collector	\$8,000	\$8,000	\$5,600	\$5,600	\$1,667	\$1,667	\$4,000	\$4,000
<u>Clerical</u>								
Secretary - Bookkeeper	\$3,900	\$3,900-\$4,600	\$3,260	\$3,594	\$2,130	\$2,700	\$3,600	\$3,900
			-\$4,020	-\$4,190				
<u>Custodial</u>								
Janitor	\$3,700	\$3,700	\$3,140	\$3,150	\$1,200	\$1,400	\$2,736	\$2,736
			-\$4,060	-\$4,161				

	<u>Wilkes-Barre</u>		<u>Hazleton</u>		<u>Nanticoke</u>		<u>Pittston</u>	
	<u>1967</u>	<u>1968</u>	<u>1967</u>	<u>1968</u>	<u>1967</u>	<u>1968</u>	<u>1967</u>	<u>1968</u>
<u>Fire</u>								
Lieutenant	--	\$5,600	--	--	--	--	--	--
Chief	\$6,500	\$6,800	\$5,755	\$6,455	\$1,900	\$2,400	\$848	\$1,000
Chief Assistant	\$6,000	\$6,400	--	--	\$ 50	\$ 50	\$600	\$ 600
Captain	\$5,300	\$5,700	--	--	--	--	--	--
Fireman ⁶	\$4,500-\$5,100	\$4,500-5,400	\$4,500	\$4,500	\$4,500	\$5,100	\$4,800	\$5,100
Captain-Inspector	\$5,300	\$5,700	--	--	--	--	--	--

	<u>Wilkes-Barre</u>		<u>Hazleton</u>		<u>Nanticoke</u>		<u>Pittston</u>	
	<u>1967</u>	<u>1968</u>	<u>1967</u>	<u>1968</u>	<u>1967</u>	<u>1968</u>	<u>1967</u>	<u>1968</u>
<u>Health & Inspection</u>								
Health Officer	\$5,000 ⁷	\$5,000 ⁷	\$3,800	\$3,800	\$2,500	\$2,700	\$1,800	\$1,800
Building Inspector	\$6,200	\$5,000	\$3,300	\$3,300	\$1,900	\$2,100	-----	-----
<u>Recreation</u>								
Recreation Director	\$5,200 ¹⁵	\$6,000 ¹⁵	-----	-----	-----	-----	-----	----- ⁸
Parks Superintendent	\$5,400	\$5,000	-----	-----	\$1,125	\$1,125	\$1,000 ⁸	\$1,000 ⁸
<u>Police</u>								
Chief	\$6,500	\$6,800	\$6,395 ⁹	\$6,795 ⁹	\$5,300	\$5,600	\$6,000	\$6,500
Captain	\$5,700	\$6,000	\$5,634 ⁹	\$6,034	-----	\$5,300	-----	-----
Lieutenant	\$5,500	-----	\$5,436	\$5,836	-----	-----	-----	-----
Sergeant	\$5,300	\$5,700	\$5,000 ¹⁰	\$5,726	\$4,900	\$5,200	\$4,900	\$5,200
Sergeant-Detective	-----	-----	-----	\$5,747	-----	-----	-----	-----
Patrolman	\$4,500-\$5,100	\$4,500-5,400	\$4,500	\$4,500	\$4,500	\$4,500	\$4,800	\$5,100
			-5,000	-5,400	-4,800	-5,100		
<u>Public Works</u>								
City Engineer	\$10,000 ¹²	\$10,200 ¹²	\$7,665	\$8,048	\$1,400	\$1,600	\$3,000 ¹¹	\$3,000 ¹¹
Equipment Operator	\$1.70/hr.	\$1.90/hr.	\$2.21-2.39	\$2.35-	\$3,500	\$4,000	\$3,437	\$3,437
			/hour	\$2.55/hr.				
Laborer	\$1.60/hr. ¹³	\$1.60/hr. ¹³	\$1.99/hr.	\$2.13/hr.	\$1.25 ¹⁴	\$1.50 ¹⁴	\$1.35/hr.	\$1.50/hr.
	-\$1.90/hr.	-\$1.90/hr.			-1.50	\$1.75		
Mechanic	\$4,200-\$5,000	\$4,300-5,200	\$2.64/hr.	\$3.05/hr.	\$3,500	\$3,500	\$1.35/hr.	\$1.50/hr.
Truck Driver	\$1.70/hr.	\$1.90/hr.	\$2.21/hr.	\$2.35/hr.	\$3,325	\$3,875	\$1.35/hr.	\$1.50/hr.
						-3,700		

HOURS

	Standard work week (hours) for administrative and clerical employees	Standard work week (hours) for public works employees	Standard work week (hours) for firemen	Standard work week (hours) for policemen
Wilkes-Barre	32 1/2	40	56	40
Hazleton	30	40	56	44
Pittston	40	40	40	40
Nanticoke	40	40	40	44

MILEAGE ALLOWANCE

Wilkes-Barre	Direct car allowance
Hazleton	10¢ a mile
Pittston	Reimbursement
Nanticoke	Reimbursement

VACATION POLICY

	<u>Less than 1 year</u>	<u>1-5 years</u>	<u>5-10 years</u>	<u>10-15 years</u>	<u>15 and over</u>
Wilkes-Barre	2 weeks	-----	-----	-----	-----
Hazleton	14 working days	-----	-----	-----	-----
Pittston	2 weeks	-----	-----	-----	-----
Nanticoke	15 days	-----	-----	-----	-----

OVERTIME POLICY

	<u>Clerical</u>	<u>Public Works</u>	<u>Firemen</u>	<u>Policemen</u>
Wilkes-Barre	Salaried	Straight Time	Salaried	Salaried
Hazleton	Salaried	Straight Time	Salaried	Salaried
Pittston	Salaried	Straight Time	Salaried	Salaried
Nanticoke	Salaried	Straight Time	Salaried	Salaried

UNIFORM ALLOWANCE POLICY

Wilkes-Barre	\$40 per man--fire and police
Hazleton	Police hats and raincoats
Pittston	Fire, \$300
Nanticoke	None

WORKMEN'S COMPENSATION

Wilkes-Barre	Yes
Hazleton	Yes
Pittston	Yes
Nanticoke	Yes

RETIREMENT PLANS

	<u>Pension</u>	<u>Social Security</u>	<u>Other</u>
Wilkes-Barre	Police, Fire, & Employees have own	Covered	-----
Hazleton	Police, & Fire have own	Covered except Fire & Police	-----
Pittston	Police have own	Covered	-----
Nanticoke	Police have own	Covered	-----

PAID HOLIDAYS

Wilkes-Barre	New Year's, Washington's Birthday, Lincoln's Birthday, Good Friday, Easter, Memorial Day, July 4, Labor Day, General Election Day, Thanksgiving, Christmas, Columbus Day
Hazleton	New Year's, Washington's Birthday, Lincoln's Birthday (optional), Good Friday, Easter, Memorial Day, Primary Election Day, July 4, Labor Day, General Election Day, Thanksgiving, Christmas, Veterans Day
Pittston	New Year's, Washington's Birthday, Lincoln's Birthday, Good Friday (half day), Easter, Memorial Day, Primary Election Day, July 4, Labor Day, General Election Day, Thanksgiving, Christmas, Columbus Day

Nanticoke

New Year's, Washington's Birthday, Lincoln's Birthday, Good Friday, Easter,
Memorial Day, July 4, Labor Day, General Election Day, Thanksgiving, Christmas,
Occasional Religious Holidays

SICK LEAVE

Less Than Five Years

More Than Five Years

Wilkes-Barre

30 days at full pay
30 days at half pay

60 days at full pay
60 days at half pay

Hazleton
Pittston
Nanticoke

7 days
Two weeks
Two weeks

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FOOTNOTES

¹The City of Hazleton no longer has an assessor. The assessments are compiled by the Luzerne County Assessors Office.

²Wilkes-Barre has six (6) Councilmen - 2 at \$6,000, 4 at \$1,800.

³The Planning Director is also the Zoning Administrator.

⁴Wilkes-Barre has 3 solicitors - 1 at \$7,000; 1 at \$4,250; 1 at \$3,600.

⁵The City Treasurer, by virtue of his office, shall be the collector of the city taxes. The salary listed in the table includes both the city's share of his salary as tax collector and his salary as treasurer.

⁶The firemen are volunteers in Hazleton, Nanticoke, and Pittston. The salaries in the table are for the fire truck drivers who are the only full-time paid personnel in these three cities.

⁷The salary is for a Bacteriologist.

⁸This salary is for the head of Parks and Public Property.

⁹The captain of the Hazleton Police Force is the Juvenile Officer

¹⁰In Hazleton, the sergeants in charge of traffic receive a salary of \$5,726 per annum, while the desk sergeants receive a salary of \$5,400 per annum.

¹¹The City Engineer also performs the function of the building inspector and is paid a total salary of \$3,000 for these combined functions.

¹²Includes roller operator, tractor operator, and flusher operator.

¹³Unskilled--\$1.60/hr.; semi-skilled--\$1.70/hr.; skilled--\$1.90/hr.

¹⁴Grade I - \$1.50/hr.; Grade II - \$1.25/hr.

¹⁵Recreation Director is a joint city-school district position.



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