

PERTINENT FACTS ABOUT THE CITY OF ALLENTOWN

GENERAL

The City of Allentown is the county seat of Lehigh County and, with 125,845 residents, according to the U. S. Census Bureau 2020 estimate, ranks as Pennsylvania's third largest fastest growing major city. The Allentown-Bethlehem Metropolitan Statistical Area, comprised of Carbon, Lehigh and Northampton counties, is the third largest urbanized area in the Commonwealth, with population estimated at 821,623. The City is strategically located within a 300-mile radius of the larger metropolitan areas on the eastern seaboard of the United States.

CITY GOVERNMENT

On April 23, 1996, the voters of the City of Allentown adopted a Home Rule Charter pursuant to the Home Rule Charter and Optional Plans Law, Act of April 13, 1972, P.L. 184, as amended, 53 P.S. Sections 2901 et seq. The City's Home Rule Charter took effect on the first Monday of January 1997. An elected Mayor with a four-year term serves as the chief executive of the City. A seven-member part-time City Council elected at large for four-year staggered terms, forms the legislative branch of the City government. The other elected City official is the City Controller who serves a four-year term. The City Council holds regular public meetings, at least twice a month, usually the first and third Wednesday of each month, in order to enact legislation in the form of ordinances and resolutions.

INDUSTRIES/LABOR FORCE

The Allentown area remains an attractive location for new and existing businesses. Several major corporations, including ADP, Air Products and Chemicals, Inc., PPL and Mack Trucks have selected Lehigh County as their headquarters or as the location of significant operations. Other major industries include health care services, apparel, electrical and electronic equipment, and fabricated metal products. Investments have remained strong in Allentown and the Lehigh Valley area relative to the state and northeast as a whole.

TRANSPORTATION

Interstate 78, U.S. Routes 22, 222 and 309 and several state highways radiate from the City and the Lehigh Valley and provide access to the major markets and ports of the East. The Northeast Extension of the Pennsylvania Turnpike is located approximately three miles west of the City. Railroads serving the Lehigh Valley area include the Consolidated Rail Corporation and the Canadian Pacific Railroad. Allentown is a regional center for commercial freight rail traffic, currently from Norfolk Southern Railway and R.J. Corman Railroad Group.

AMENITIES

The City of Allentown is home to a variety of cultural, recreational and educational facilities including two colleges, a AAA minor league baseball stadium, multiple museums, theater companies, orchestras, and bands. The 10,000-seat PPL Arena serves as home to the Lehigh Valley Phantoms of the American Hockey League. It is also a popular concert venue. The City maintains 2,000 acres of park land, well above the national average.

BUDGET TERMINOLOGY GLOSSARY

ACCOUNT CODE

A numerical code, consisting of eighteen digits, formatted as follows, used to define the accounts of the City:

FFF-DD-BBBB-PPPP-OOOOO-	Digits 1-3	Fund
	Digits 4-5	Department
	Digits 6-9	Bureau
	Digits 10-13	Program
	Digits 14-18	Object

ACCOUNTING

The City uses a modified accrual method of accounting. Under this accounting method, revenues are recognized when received except for those susceptible to accrual (reimbursements from other governmental entities for services rendered and property and residence taxes). Expenditures are accrued when liability is incurred, except for unmatured interest on general long-term debt, which is recorded when due.

APPROPRIATION

Approval of expenditure, authority with specific limitations as to the amount, purpose, and time.

ARPA

American Rescue Plan Act.

ASSESSED VALUATION

The total taxable value placed on real estate as a basis for levying taxes, which has been established through the County's assessment of all properties in Lehigh County. Assessed valuation is 100% of the appraised value. 2027 real estate taxes to support the 2027 budget will be based on an assessed valuation of 25.4040 mills on land and 4.8026 mills on improvements.

BUDGET

Plan for the accomplishment of programs related to objectives and goals within a definite time period, including an estimate of the resources required, together with an estimate of the resources available.

BUDGET TERMINOLOGY GLOSSARY

BUILDING CODE FUND

This fund maintains the City's Building, Plumbing, and Electrical Enforcement program. This program provides for the administration and enforcement of the codes which apply to construction, alterations, additions, repairs, removal, demolition, use, location, occupancy or maintenance of all buildings, structures, and service equipment. The program also includes administration of the various licensing and testing provisions to the public for the various trades, as well as plans examination and permit issuing functions.

BUREAU

An organizational grouping, within City departments, whose functions are similar. For example, within the Department of Public Works are the bureaus of Engineering, Streets, Storm Water, etc.

CAPITAL BUDGET

This budget represents capital items and/or projects which are financed by borrowing over long-term, grants, and funding from other public and private entities.

CAPITAL IMPROVEMENTS

Expenditures of land acquisition, construction costs, or improvements to land or buildings.

CAPITAL OUTLAY

Expenditures for construction equipment, vehicles, or machinery that result in the acquisition of, or addition to, fixed assets.

DEPARTMENT

A basic organizational unit of the City, which is functionally unique in its delivery of services.

ENCUMBRANCE

Purchase orders, contracts, salaries, or other commitments which are chargeable to an appropriation and for which all or part of the appropriation is reserved.

ENTERPRISE FUND

A fund established to account for operations financed in a manner similar to a private business enterprise, where the costs of providing goods and services to the public are financed or recovered through user charges.

BUDGET TERMINOLOGY GLOSSARY

EXPENDITURE

The payment for goods and services received.

FISCAL YEAR

The fiscal year for the City of Allentown is January 1 – December 31.

F.O.P.

The Fraternal Order of Police, Queen City Lodge No.10.

FUND

A fiscal or accounting entity with a self-balancing set of accounts containing its own revenue and expenditure authorities. A fund is established for the purpose of carrying on specific activities or attaining certain objectives in accordance with special regulations, restrictions, or limitations.

GENERAL FUND

This fund is used to account for all financial transactions applicable to the general operations of the City. Revenues are derived principally from property taxes, earned income taxes, fees and fines, licenses and permits, and grants. This fund accounts for the general operating expenditures of the City, including police and fire protection, street repairs and maintenance, sanitation, parks and recreation, planning and development, and administration.

GENERAL FUND SERVICE CHARGE

Services rendered by the General Fund to bureaus/departments in other funds which generate a service charge paid to the General Fund. Examples of these services include billing, personnel, and accounts receivable.

GENERAL OBLIGATION DEBT

Long-term, non-electoral guaranteed debt in which the general taxing power of the jurisdiction is pledged to pay both principal and interest. Tax-supported general obligation debt is considered a superior form of debt by the market because of its standing as a full-faith obligation of the unit. This form of debt is used to finance capital projects.

BUDGET TERMINOLOGY GLOSSARY

GOLF COURSE FUND

This fund accounts for the operations and maintenance of the 18-hole Allentown Municipal Golf Course. The golf course is a self-supporting operation financed by greens fees and golf cart rentals. The course is open to the general public and season tickets are available.

GRANTS FUND

This fund is used to account for the pass-through grants the City is responsible for administering.

I.A.F.F.

International Association of Fire Fighters, Local No. 302.

INDIRECT COSTS

Costs associated with, but not directly attributable to, providing of a product or service. These costs are usually incurred by a department in the support of other operating departments.

LIABILITY

Debt or other legal obligations arising out of transactions in the past, which are payable but not necessarily due.

LIQUID FUELS FUND

This fund records the financial activity of the City of Allentown's liquid fuels tax allocation from the Commonwealth of Pennsylvania. Tax monies are specially earmarked for street maintenance and repair and for street construction.

M.E.S.A.

Municipal Employees Supervisory Association.

MILL

One thousandth of a dollar, or \$1.00 of tax per \$1,000 assessed valuation.

OPERATING BUDGET

Budget which deals with everyday activities. Except for encumbrances, these appropriations lapse at the end of a fiscal year.

BUDGET TERMINOLOGY GLOSSARY

RENTAL UNIT FUND

This fund maintains the City's Rental Unit Inspection program. This program is dedicated to ensuring safe and sanitary conditions in housing and commercial properties through practical code enforcement efforts.

REVENUE BONDS

Long-term guaranteed debt payable from the earnings of a specific enterprise, such as water or sewer. Revenue bonds are not serviced from the general revenues of a state or local government; therefore, they are not subject to the constitutional or statutory limitations imposed on the issuance of general obligation bonds.

S.E.I.U.

Service Employees International Union, AFL-CIO, Local 32 BJ.

SOLID WASTE FUND

This fund administers the contract for the collection and disposal of municipal waste and recyclables in the City of Allentown. The recycling program involves curbside collection, one recycling drop-off center, two yard waste drop-off centers, education programs, and enforcement. Other activities in this fund include weekly street sweeping and leaf collection from September through December. This fund is supported by an annual trash collection fee charged to all residential property owners and grant programs available through the Commonwealth's Department of Environmental Resources.

STANDARD ACCOUNT

Detailed accounts of expenditure. Standard accounts are separated into five broad categories and are numerically subdivided by level of detail: Personnel and Fringe Benefits (50002-50016); Services and Charges (50020-50050); Materials and Supplies (50054-50068); Capital Outlays (50071-50074); and Sundry (50076-50099). See the following pages of Standard Accounts, for definitions.

STORMWATER FUND

This fund administers the collection of storm water management fees to improve operations and infrastructure of the City's storm water systems.

TREXLER FUND

This fund receives the annual trust distributions from the Springwood Trust of the Harry C. Trexler Estate. In accordance with the will's prerequisites, the award is used for the general maintenance of the 142-acre Trexler Park.

STANDARD ACCOUNTS

<u>A/C #</u>	<u>TITLE</u>	<u>EXPLANATION</u>
PERSONNEL AND FRINGE BENEFITS		
50002	Permanent Wages	Base wages including increment for all permanent employees.
50003	Holiday Pay	Payments for holidays made to police officers and firefighters as a result of contract commitments.
50004	Temporary Wages	Wages for all part-time and seasonal employees. (Personnel hired through a Temporary Agency and the Agency is the vendor should be paid from Account 46.)
50005	Education Pay	Education incentive payments made to police officers per contract commitments.
50006	Premium Pay	Supplemental wages including wage differential for temporary assignment in a higher paying job classification, and overtime wages including call-in and stand-by, and compensation per contract commitments for holidays.
50007	Extra Duty Pay	Police officers may choose to work extra jobs outside of their City employment. The extra job pay is remitted through the City's payroll system. The City bills and collects the set fee for the service from the employer utilizing the services of the off-duty officer.
50008	Longevity	Payments for longevity to qualifying employees based on years of service to the City of Allentown.
50009	Uniform Allowance	Payments for uniform maintenance made to police officers as a result of contract commitments.
50011	Shift Differential	Incremental supplemental wages earned for non-standard hours worked during night shift.
50012	FICA/Medicare	Employer contributions to the Social Security Fund.
50014	Pension	Employer contributions to the PMRS, Fire and Police Pension Funds.
50015	Employee-Health Insurance Opt Out	Payment to qualifying employees when they opt-out of the City's health insurance.
50016	Insurance - Employee Group	Health and workers compensation insurance costs for all eligible employees and retirees.

* Changes made to standard account explanations

STANDARD ACCOUNTS

<u>A/C #</u>	<u>TITLE</u>	<u>EXPLANATION</u>
SERVICES AND CHARGES		
50020	Electric Power	Electric power, including that used for street lighting.
50022	Telephone	Installation, line charge, toll charges, internet charges, VOIP for land lines and cellular devices.
20024	Postage and Shipping	Outgoing mail and postage due on mail received. Plus outgoing shipping and handling cost of other carriers. (Incoming shipping to be included in account where item is being charged).
50026	Printing	All copier-related charges, including leases, maintenance, and usage. In-house or third-party printing, copying, duplicating or blue-printing for internal and external distribution (e.g., brochures, booklets, pamphlets, park and street signs, etc.).
50028	Mileage Reimbursement/Business Related Travel	Reimbursement for the use of personal cars on City business including EZ Pass, parking and tolls except when covered under "Training & Professional Development". Includes lodging and meals for business trips that are not Training & Professional Development (i.e. delivery of evidence).
50030	Rentals	Rents or lease purchases for machinery, equipment, buildings, vehicles, land, and land easements, event space rental, etc.
50031	Software *	Computer software, including maintenance and licensing agreements, subscriptions, support, protection, applications, and cloud based services such as software as a Service (SaaS) including vehicle GPS services.
50032	Publications & Memberships *	Subscriptions, books, association membership fees, professional and trade <u>certifications</u> and <u>licenses</u> (including CDL license) notary license (new and renewal) and publications for training purposes including all books for training which result in a test and reference material.
50034	Training & Professional Development	Registration, traveling expenses including mileage reimbursement for training events, lodging, meals, testing and related materials.
50036	Insurance - Property and Casualty	Premiums and related costs for coverage in excess of self-insured program for liabilities including fire, theft, accident, law enforcement, workers comp, cyber attack, elected officials, employer practices, cyber attack, crime bond, etc.
50037	Insurance - Health/Life	Health, dental, vision, life insurance, long-term disability, stop loss premium and reimbursements, Teladoc, and prescription drug coverage.
50038	Insurance - Other Employee	Payments mandated to the state for self-insurance program, including the state Supersedeas fund.

* Changes made to standard account explanations

STANDARD ACCOUNTS

<u>A/C #</u>	<u>TITLE</u>	<u>EXPLANATION</u>
50040	Civic Expenses *	Contributions to local non-profit civic organizations and attendance at public events (i.e. L.V. Chamber of Commerce functions, L.V. Planning Commission functions, AEDC functions, Human Relations Dinner, etc.) <u>Attendance includes individual admission and vendor rental/registration fees.</u>
50041	Arts Expenses	Contributions to local arts organizations.
50042	Repairs & Maintenance *	Repairs (parts and labor), <u>replacement of</u> , and maintenance to equipment, machinery, buildings, vehicles, <u>traffic signal controllers, and wooden street light poles</u> performed by commercial establishments and including the cost of service, maintenance agreements and parts used in executing such agreements.
50044	Legal Services	Outside legal services and lawyers' fees.
50046	Contract/Services Fees	Any item of a contractual nature not elsewhere classified, including waste disposal, towing, construction, vehicle GPS services, and curb and sidewalk contracts. Also professional services including consulting, auditing and engineering fees. (Non-software Maintenance Agreements are to be paid from Account 42. Software Maintenance Agreements are paid from Account 31.)
50048	Grant, Non-City Charges	Specific grants made to non-city agencies as "pass-through" grants.
50049	Grant Administrative Charges	Administrative costs designated for and charged to grants.
50050	Other Services and Charges	Advertising through any medium, all court fees, job fairs, government permits, credit card fees (not P-Card convenience fees), bank analysis, Lexis/Nexis charges, background checks, drug screenings, and all Board expenses including legal counsel as well as any other expense not else where classified.

MATERIALS AND SUPPLIES

50053	Wellness	Wellness-program expenses eligible for reimbursement.
50054	Repair & Maintenance Supplies	Construction and paving materials; equipment parts and supplies; cleaning and sanitation supplies; paint, electrical and plumbing supplies to include pipe, tubing, elbows, valves etc.; small hand tools (not to exceed \$200 per individual tool) and other repair and maintenance supplies for repairs and maintenance performed by City personnel.
50055	Property Repairs	City-owned rental property repairs.

* Changes made to standard account explanations

STANDARD ACCOUNTS

<u>A/C #</u>	<u>TITLE</u>	<u>EXPLANATION</u>
50056	Uniforms	Any item of clothing purchased by the City for city employees, including safety shoes. Items purchased for program participants should be charged to account 68.
50062	Fuels, Oils & Lubricants	Fuels (excluding electricity) used for heating; and petroleum products used in vehicular operation and maintenance.
50064	Pipe & Fittings	Items moved to account 54.
50066	Chemicals	Chlorine, salt, acid, lawn/landscaping treatment chemicals, acetylene, etc.
50068	Operating Materials & Supplies	Office supplies, food (not associated with travel) sign materials, laboratory supplies, safety equipment (safety goggles, back braces, nitrile gloves, etc.), protective gear for IT components, and other operating materials and supplies not elsewhere classified. This account also includes all equipment purchases, over \$200 per individual tool , which do not meet the capitalization criteria of Account 72.

CAPITAL OUTLAYS

50070	Pro Shop Inventory	Inventory purchased for re-sale in the Golf Course Pro Shop.
50071	Police IT Equipment	Computer hardware purchased specifically for the use of the Police Department.
50072	Equipment *	Any unit of property having a useful life in excess of one (1) year and a unit cost in excess of: (a) \$1,000 - \$4,999.99 for individual pieces of furniture and equipment; (b) All computers, computer components (including computer batteries), and computer peripheral equipment regardless of cost if the item connects to the computer whether wired or wireless/bluetooth connection.
50073	Fixed Assets = to or > \$5,000 *	Equipment, vehicles, furniture, building structures, contracted services that modify, customize, or upgrade existing equipment, buildings or structures, or site improvements with a unit cost equal to or greater than \$5,000. <u>On average these depreciable assets must have a useful life exceeding five (5) years.</u>
50074	Real Estate Acquisition	Land and/or building acquisition, surveying, and all associated purchasing costs.

* Changes made to standard account explanations

STANDARD ACCOUNTS

<u>A/C #</u>	<u>TITLE</u>	<u>EXPLANATION</u>
SUNDRY		
50076	Construction Contracts	Project construction, including site preparation costs, performed by an outside contractor.
50078	Contingency	To cover unexpected expenses.
50080	Self-Insured Losses	Workers compensation and property losses paid through the City's Risk Management program not covered by existing policies or not collectible because of deductible limits.
50081	Property Losses	City-owned property damage losses due to internal liabilities or natural disasters that are not eligible for restitution.
50082	Interest Expense	Scheduled payments of interest on all debt obligations.
50084	Capital Fund Contribution	Contribution from another fund to the Capital Project Fund to support capital improvement projects.
50085	Auto Losses	Auto losses paid for by the City's Risk Management program.
50086	General City Charges	Charges made to the General Fund by other funds for overhead services.
50087	Professional Losses	Amounts owed through legal settlements or court rulings not covered by excess liability insurance.
50088	Interfund Transfers	Amounts appropriated for transfer between budgetary funds.
50090	Refunds	Refunds of overpayments, duplicate payments, and other authorized refunds.
50098	Debt Principal	Scheduled payments of principal on all debt obligations.

* Changes made to standard account explanations

CITY OF ALLENTOWN
BUDGET EMPLOYEE POSITION TOTALS: 2022-2027

	2022	2023	2024	2025	2026	2027
<u>GENERAL FUND (000)</u>						
Elected	9.00	9.00	9.00	9.00	9.00	9.00
Municipal - S.E.I.U.	180.40	197.20	199.20	181.50	187.50	190.50
Non-Bargaining & Supervisory	145.00	163.95	164.95	164.15	172.90	180.95
Police - F.O.P.	220.00	225.00	225.00	225.00	225.00	225.00
Fire - I.A.F.F.	129.00	129.00	141.00	141.00	141.00	141.00
TOTAL GENERAL FUND	683.40	724.15	739.15	720.65	735.40	746.45
LIQUID FUELS FUND (004)	30.00	30.00	30.00	30.00	30.00	30.00
GRANT FUND (005)	-	-	-	-	3.25	3.25
TREXLER FUND (006)	12.25	11.30	10.30	10.80	10.80	11.87
RISK MANAGEMENT FUND (081)	3.00	3.00	3.00	3.00	3.00	4.00
SOLID WASTE FUND (085)	40.50	42.50	42.50	42.50	42.50	42.50
STORMWATER (086)	35.50	39.50	39.50	39.50	39.50	39.50
GOLF COURSE FUND (091)	5.25	5.70	5.70	5.90	5.90	5.88
RENTAL (105)	20.15	22.75	22.75	22.75	23.75	22.75
BUILDING CODE (115)	-	-	-	18.80	19.80	19.80
HUD (700)	7.10	7.10	7.10	7.10	7.10	-
ARPA (019)	-	12.00	12.00	12.00	-	-
TOTAL ALL POSITIONS	837	898	912	913	921	926

NON-BARGAINING UNIT CLASSIFICATIONS AND PAY GRADES

<u>PAY GRADE</u>	<u>POSITION CLASSIFICATION TITLE</u>	<u>PAY GRADE</u>	<u>POSITION CLASSIFICATION TITLE</u>
5	Clerk III Confidential Receptionist	10	Video Content Manager Benefits Coordinator Sr. IT Support Specialist
6	Assistant Planner EMS Billing Specialist IT Support Specialist	11	Communicable Disease Workflow Coordinator Community Health Nurse Environmental Compliance Specialist Environmental Health Workflow Coord. Executive Assistant to the Mayor Grants Compliance Administrator Maintenance Supervisor Maintenance Supervisor (Construction) Maintenance Supervisor (Maintenance) Paralegal (Right-to-Know-Officer) People & Culture Specialist PW Operations Supervisor Public Health Paramedicine Specialist Sustainability Coordinator Traffic Control Foreman Workflow Coordinator Constituent Services Specialist Opioid Prevention Manager
7	Administrative Assistant Executive Secretary Marketing and Special Events Coordinator Program Coordinator Rec. & Special Events Outreach Coordinator Administrative Confidential Clerk Assistant Grant Compliance Administrator	12	Associate Engineer 1 Database Analyst Deputy City Clerk Financial Analyst Flood Plain Manager HR Generalist IT Support Supervisor Nuisance Property Manager
8	Custodial Manager		
9	DCED Office Manager EMS Billing Supervisor Education Manager Graphic Designer Office Manager Survey Tech 3		
10	Claims Examiner Community Health Navigator Engineering Technician 3 Human Resources Coordinator Planner Program Manager Recreation Program Specialist Recycling Coordinator		

NON-BARGAINING UNIT CLASSIFICATIONS AND PAY GRADES

PAY GRADE POSITION CLASSIFICATION TITLE

12	Pension Financial Analyst
	Procurement Sourcing Specialist
	Public Safety Analyst
	Systems Administrator 1
	Payroll Analyst
	Special Assistant
	GIS Analyst
13	Accountant
	Chief Maintenance Supervisor
	Chief Maintenance Supervisor w/ EVT
	Construction Project Manager
	Manager of Civic Innovations
	Manager - Stormwater
	Operations Manager
	Operations Specialist
	Project Manager
	Recreation Manager
	Review Coordinator
	Senior Grants Accountant
	SWEEP & Animal Control Manager
	Traffic Control Specialist
	Zoning Supervisor
	Special Events Manager
	Stormwater Education Manager
	Benefits Specialist
	Administrative Services Manager
	Senior Planner
14	Application Developer
	Associate Engineer 2
	Assistant Chief of EMS

PAY GRADE POSITION CLASSIFICATION TITLE

14	Business Development Liaison
	Captain of EMS
	Chief Designer/Surveyor
	Codes Administrator
	Communicable Disease Program Manager
	Communications Manager
	Community Housing Manager
	Compliance Auditor
	Environmental Engineer
	Golf Course Superintendent
	Housing Supervisor
	Injury Prevention Service Manager
	Operations Manager - Police
	Public Works Project Manager
	Sr GIS Analyst
	Stormwater Monitoring Coordinator
	Systems Analyst 2
	Parks & Recreation Project Manager
15	Business Development Manager
	Chief Planner
	Clinical Services Manager
	Environmental Field Services Manager
	Grants Manager
	Internal Audit Manager
	Physical Activity Program Manager
	Public Affairs and Policy Officer
	Public Health Emergency Preparedness Mgr
	Public Health Engagement & Outreach Mgr
	Purchasing Agent
	Risk & Safety Manager
	Senior Accountant

NON-BARGAINING UNIT CLASSIFICATIONS AND PAY GRADES

<u>PAY GRADE</u>	<u>POSITION CLASSIFICATION TITLE</u>	<u>PAY GRADE</u>	<u>POSITION CLASSIFICATION TITLE</u>
15	Senior Paralegal (Office Administration) Senior Paralegal (Contracts) Senior Paralegal (Litigation) Systems Administrator 3 Technical Services Manager	18	Deputy Director - Human Resources Deputy Director - Parks Deputy Director - Public Works EMS Chief of Operations Infrastructure Manager Fleet Maintenance Technician
16	Bureau Manager Environmental Health Associate Director Facilities Manager Golf Course Manager Housing Operations Manager Manager - Recycling & Solid Waste MS4 Administrator Park Maintenance Superintendent Pers. Health Associate Director Public Works Administration Manager Streets Superintendent Systems Analyst 3 Traffic Control Superintendent GIS Manager	20	Assistant Solicitor Deputy Solicitor Police Captain
		21	Deputy Solicitor Chief Information Officer Deputy Fire Chief Police Chief Asst Health Director
17	Director — Building Standards & Safety Network Administrator Planning Director Revenue and Audit Manager Treasury & Accounting Manager	21A	City Solicitor Community Development Director Finance Director Fire Chief Human Resources Director Parks & Recreation Director Police Chief Public Works Director
18	Application Manager City Clerk City Engineer Deputy Director Community Development Deputy Director - Finance	22A	Managing Director

CITY OF ALLENTOWN
JAN 2027 - DEC 2027: WAGE SCALE FOR NON-BARGAINING UNIT EMPLOYEES
Annual Salary Calculated on 2080 Hours per Year
Based on a 3% increase

GRADE	A	B	C	D	E	F	G	H	I	J	
s05	56,384 2,168.62 27.1077	57,786 2,222.53 27.7816	59,187 2,276.43 28.4554	60,589 2,330.34 29.1293	61,990 2,384.25 29.8031	63,392 2,438.16 30.4770	64,794 2,492.06 31.1508	66,195 2,545.97 31.8247	67,597 2,599.88 32.4985	68,998 2,653.79 33.1723	Annual Biweekly Hourly
s06	58,865 2,264.03 28.3003	60,338 2,320.69 29.0086	61,811 2,377.36 29.7169	63,285 2,434.02 30.4253	64,758 2,490.69 31.1336	66,231 2,547.35 31.8419	67,704 2,604.02 32.5502	69,178 2,660.68 33.2585	70,651 2,717.35 33.9668	72,124 2,774.01 34.6751	Annual Biweekly Hourly
s07	61,527 2,366.43 29.5804	63,074 2,425.93 30.3241	64,621 2,485.43 31.0679	66,168 2,544.93 31.8116	67,715 2,604.43 32.5553	69,262 2,663.92 33.2990	70,809 2,723.42 34.0428	72,356 2,782.92 34.7865	73,903 2,842.42 35.5302	75,450 2,901.92 36.2740	Annual Biweekly Hourly
s08	64,249 2,471.11 30.8889	65,868 2,533.38 31.6672	67,487 2,595.64 32.4455	69,106 2,657.91 33.2239	70,725 2,720.17 34.0022	72,343 2,782.44 34.7805	73,962 2,844.71 35.5588	75,581 2,906.97 36.3372	77,200 2,969.24 37.1155	78,819 3,031.50 37.8938	Annual Biweekly Hourly
s09	67,104 2,580.93 32.2616	68,795 2,645.97 33.0747	70,487 2,711.02 33.8878	72,178 2,776.07 34.7009	73,869 2,841.12 35.5140	75,560 2,906.17 36.3271	77,252 2,971.22 37.1402	78,943 3,036.27 37.9533	80,634 3,101.31 38.7664	82,325 3,166.36 39.5795	Annual Biweekly Hourly
s10	70,086 2,695.60 33.6951	71,849 2,763.44 34.5429	73,613 2,831.27 35.3908	75,377 2,899.10 36.2387	77,140 2,966.93 37.0866	78,904 3,034.76 37.9345	80,667 3,102.59 38.7824	82,431 3,170.42 39.6303	84,195 3,238.26 40.4782	85,958 3,306.09 41.3261	Annual Biweekly Hourly
s11	73,188 2,814.92 35.1865	75,062 2,887.00 36.0875	76,936 2,959.09 36.9886	78,810 3,031.17 37.8896	80,685 3,103.25 38.7907	82,559 3,175.34 39.6917	84,433 3,247.42 40.5928	86,307 3,319.51 41.4938	88,181 3,391.59 42.3949	90,056 3,463.67 43.2959	Annual Biweekly Hourly
s12	76,500 2,942.32 36.7791	78,483 3,018.57 37.7322	80,465 3,094.83 38.6853	82,448 3,171.08 39.6384	84,430 3,247.33 40.5916	86,413 3,323.58 41.5447	88,395 3,399.83 42.4978	90,378 3,476.08 43.4510	92,361 3,552.33 44.4041	94,343 3,628.58 45.3572	Annual Biweekly Hourly
s13	79,932 3,074.32 38.4290	82,024 3,154.76 39.4345	84,115 3,235.19 40.4399	86,206 3,315.63 41.4454	88,298 3,396.07 42.4509	90,389 3,476.51 43.4563	92,481 3,556.94 44.4618	94,572 3,637.38 45.4673	96,663 3,717.82 46.4727	98,755 3,798.25 47.4782	Annual Biweekly Hourly

CITY OF ALLENTOWN
JAN 2027 - DEC 2027: WAGE SCALE FOR NON-BARGAINING UNIT EMPLOYEES
Annual Salary Calculated on 2080 Hours per Year
Based on a 3% increase

GRADE	A	B	C	D	E	F	G	H	I	J	
s14	83,557	85,757	87,958	90,159	92,359	94,560	96,761	98,961	101,162	103,362	Annual
	3,213.73	3,298.36	3,383.00	3,467.64	3,552.28	3,636.92	3,721.56	3,806.20	3,890.84	3,975.48	Biweekly
	40.1716	41.2296	42.2875	43.3455	44.4035	45.4615	46.5195	47.5775	48.6355	49.6935	Hourly
s15	87,314	89,623	91,931	94,240	96,549	98,858	101,167	103,475	105,784	108,093	Annual
	3,358.22	3,447.02	3,535.82	3,624.62	3,713.42	3,802.22	3,891.02	3,979.83	4,068.63	4,157.43	Biweekly
	41.9778	43.0878	44.1978	45.3078	46.4178	47.5278	48.6378	49.7478	50.8578	51.9678	Hourly
s16	91,255	93,673	96,091	98,509	100,927	103,345	105,763	108,181	110,600	113,018	Annual
	3,509.81	3,602.81	3,695.81	3,788.82	3,881.82	3,974.82	4,067.82	4,160.82	4,253.83	4,346.83	Biweekly
	43.8726	45.0351	46.1977	47.3602	48.5227	49.6853	50.8478	52.0103	53.1728	54.3354	Hourly
s17	95,408	97,934	100,460	102,987	105,513	108,039	110,565	113,092	115,618	118,144	Annual
	3,669.53	3,766.69	3,863.86	3,961.02	4,058.19	4,155.35	4,252.51	4,349.68	4,446.84	4,544.01	Biweekly
	45.8691	47.0837	48.2982	49.5128	50.7273	51.9419	53.1564	54.3710	55.5855	56.8001	Hourly
s18	99,756	102,391	105,026	107,661	110,296	112,931	115,566	118,200	120,835	123,470	Annual
	3,836.75	3,938.10	4,039.44	4,140.79	4,242.14	4,343.48	4,444.83	4,546.17	4,647.52	4,748.86	Biweekly
	47.9594	49.2262	50.4931	51.7599	53.0267	54.2935	55.5603	56.8272	58.0940	59.3608	Hourly
s19	104,354	107,097	109,840	112,584	115,327	118,070	120,813	123,556	126,299	129,043	Annual
	4,013.62	4,119.12	4,224.63	4,330.14	4,435.64	4,541.15	4,646.66	4,752.16	4,857.67	4,963.18	Biweekly
	50.1702	51.4890	52.8079	54.1267	55.4455	56.7644	58.0832	59.4020	60.7209	62.0397	Hourly
s20	109,147	111,999	114,852	117,704	120,556	123,409	126,261	129,113	131,966	134,818	Annual
	4,197.97	4,307.67	4,417.37	4,527.08	4,636.78	4,746.49	4,856.19	4,965.90	5,075.60	5,185.31	Biweekly
	52.4746	53.8459	55.2172	56.5885	57.9598	59.3311	60.7024	62.0737	63.4450	64.8163	Hourly
s21	114,777	117,781	120,785	123,790	126,794	129,798	132,802	135,806	138,810	141,814	Annual
	4,414.51	4,530.05	4,645.59	4,761.14	4,876.68	4,992.22	5,107.76	5,223.30	5,338.85	5,454.39	Biweekly
	55.1814	56.6256	58.0699	59.5142	60.9585	62.4028	63.8470	65.2913	66.7356	68.1799	Hourly
a21	124,931	130,434	135,936	141,439	146,941	152,444	157,946	163,449	168,951	174,454	Annual
	4,805.06	5,016.69	5,228.33	5,439.96	5,651.59	5,863.23	6,074.86	6,286.50	6,498.13	6,709.76	Biweekly
	60.0632	62.7086	65.3541	67.9995	70.6449	73.2903	75.9358	78.5812	81.2266	83.8721	Hourly

MUNICIPAL EMPLOYEE CLASSIFICATIONS AND PAY GRADES

<u>PAY GRADE</u>	<u>POSITION CLASSIFICATION TITLE</u>
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6	Maintenance Worker 1
	Maintenance Worker 1 - Custodial
	Maintenance Worker 1 - Parks
8	Clerk 3
	Clerk 3 - Bilingual
	Inventory Control Clerk
	Line Locator
	Maintenance Worker 2
	Maintenance Worker 2 - Stock Clerk
	Maintenance Worker 2 - Traffic
	Parts Specialist
9	Permit Technician
	Accounts Payable Specialist
	Equipment Operator 2
	Mailroom Specialist
	Maintenance Mechanic 1 - Pools
	Print Shop Specialist
	Revenue Specialist
	Para-Police
10	Equipment Operator 3
	Maintenance Worker 3
	Permit Technician 2

<u>PAY GRADE</u>	<u>POSITION CLASSIFICATION TITLE</u>
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11	Arborist 1
	Equipment Operator 3 Specialist
	Maintenance Mechanic 3
	Maintenance Worker 3 - Solid Waste
12	Community Health Specialist
	Enforcement Officer
	Medical Assistant - Bilingual
	Sweep Officer Bilingual
	Sweep Officer Multi-Lingual
14	Sweep Officer
	Construction Inspector
	Environmental Technician
	Equipment Operator 4
	Equipment Operator 4 Specialist
	Housing Inspector
	Housing Inspector - Bilingual
	Maintenance Mechanic - Specialist
	Maintenance Spray Technician
	Paving Specialist
	Stormwater Vegetation Maintenance Technician
	Telecommunications Technician
Traffic Signal Technician 2	
Zoning Officer	

MUNICIPAL EMPLOYEE CLASSIFICATIONS AND PAY GRADES

<u>PAY GRADE</u>	<u>POSITION CLASSIFICATION TITLE</u>
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15	Arborist 2 Equipment Operator 5 Environmental Health Tech Tax Examiner Waste & Recycling Operator
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16	Building Inspector Trainee Maintenance Painter/Auto-Body Maintenance Welder Senior Tax Examiner Tradesman Tradesman - Building Maint. Tradesman - Carpenter Tradesman - Electrician Tradesman - HVAC Tradesman - Plumber Tradesman - Pools Tree Inspector
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18(a)	Communicable Disease Investigator/Statistician
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18(b)	Building Inspector Dietician Environmental Health Specialist Paramedic FT
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<u>PAY GRADE</u>	<u>POSITION CLASSIFICATION TITLE</u>
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19	Fleet Maintenance Technician
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20	Diesel Technician Golf Course Equipment Tech
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21	Emergency Vehicle Technician Assistant Superintendent
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22 (a)	Building Code Professional
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22 (b)	Building Code Professional
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22 (c)	Building Code Professional
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CITY OF ALLENTOWN
JAN 2027 - JUNE 2027: WAGE SCALE FOR MUNICIPAL (S.E.I.U.) EMPLOYEES
Annual Salary Calculated on 2080 Hours per Year
Based on a 2% Increase

*GRADE	A	B	C	D	E	F	G	H	
01	40,460	41,813	43,608	50,007	50,896	51,820	52,791	53,824	Annual
	1,556.16	1,608.20	1,677.23	1,923.35	1,957.52	1,993.09	2,030.43	2,070.14	Biweekly
	19.45	20.10	20.97	24.04	24.47	24.91	25.38	25.88	Hourly
	29.18	30.15	31.45	36.06	36.70	37.37	38.07	38.82	Overtime
02	41,222	42,594	44,425	50,896	51,820	52,791	53,824	54,892	Annual
	1,585.44	1,638.22	1,708.66	1,957.52	1,993.09	2,030.43	2,070.14	2,111.24	Biweekly
	19.82	20.48	21.36	24.47	24.91	25.38	25.88	26.39	Hourly
	29.73	30.72	32.04	36.70	37.37	38.07	38.82	39.59	Overtime
03	42,021	43,428	45,290	51,820	52,791	53,824	54,892	56,027	Annual
	1,616.20	1,670.30	1,741.93	1,993.09	2,030.43	2,070.14	2,111.24	2,154.88	Biweekly
	20.20	20.88	21.77	24.91	25.38	25.88	26.39	26.94	Hourly
	30.30	31.32	32.66	37.37	38.07	38.82	39.59	40.40	Overtime
04	42,855	44,283	46,186	52,791	53,824	54,892	56,027	57,211	Annual
	1,648.27	1,703.20	1,776.38	2,030.43	2,070.14	2,111.24	2,154.88	2,200.42	Biweekly
	20.60	21.29	22.20	25.38	25.88	26.39	26.94	27.51	Hourly
	30.91	31.94	33.31	38.07	38.82	39.59	40.40	41.26	Overtime
05	43,730	45,186	47,129	53,824	54,892	56,027	57,211	58,458	Annual
	1,681.92	1,737.92	1,812.65	2,070.14	2,111.24	2,154.88	2,200.42	2,248.39	Biweekly
	21.02	21.72	22.66	25.88	26.39	26.94	27.51	28.10	Hourly
	31.54	32.59	33.99	38.82	39.59	40.40	41.26	42.16	Overtime
06	44,659	46,149	48,127	54,892	56,027	57,211	58,458	59,767	Annual
	1,717.65	1,774.97	1,851.03	2,111.24	2,154.88	2,200.42	2,248.39	2,298.71	Biweekly
	21.47	22.19	23.14	26.39	26.94	27.51	28.10	28.73	Hourly
	32.21	33.28	34.71	39.59	40.40	41.26	42.16	43.10	Overtime
07	45,618	47,140	49,172	56,027	57,211	58,458	59,767	61,137	Annual
	1,754.54	1,813.06	1,891.22	2,154.88	2,200.42	2,248.39	2,298.71	2,351.41	Biweekly
	21.93	22.66	23.64	26.94	27.51	28.10	28.73	29.39	Hourly
	32.90	33.99	35.46	40.40	41.26	42.16	43.10	44.09	Overtime

CITY OF ALLENTOWN
JAN 2027 - JUNE 2027: WAGE SCALE FOR MUNICIPAL (S.E.I.U.) EMPLOYEES
Annual Salary Calculated on 2080 Hours per Year
Based on a 2% Increase

*GRADE	A	B	C	D	E	F	G	H	
08	46,640	48,196	50,268	57,211	58,458	59,767	61,137	62,575	Annual
	1,793.85	1,853.68	1,933.39	2,200.42	2,248.39	2,298.71	2,351.41	2,406.74	Biweekly
	22.42	23.17	24.17	27.51	28.10	28.73	29.39	30.08	Hourly
	33.63	34.76	36.25	41.26	42.16	43.10	44.09	45.13	Overtime
09	47,705	49,305	51,417	58,458	59,767	61,137	62,575	64,080	Annual
	1,834.82	1,896.34	1,977.58	2,248.39	2,298.71	2,351.41	2,406.74	2,464.63	Biweekly
	22.94	23.70	24.72	28.10	28.73	29.39	30.08	30.81	Hourly
	34.40	35.56	37.08	42.16	43.10	44.09	45.13	46.21	Overtime
10	48,829	50,456	52,629	59,767	61,136	62,575	64,080	65,674	Annual
	1,878.03	1,940.62	2,024.18	2,298.71	2,351.40	2,406.74	2,464.63	2,525.90	Biweekly
	23.48	24.26	25.30	28.73	29.39	30.08	30.81	31.57	Hourly
	35.21	36.39	37.95	43.10	44.09	45.13	46.21	47.36	Overtime
11	50,005	51,671	53,895	61,137	62,575	64,080	65,674	67,338	Annual
	1,923.28	1,987.35	2,072.87	2,351.41	2,406.74	2,464.63	2,525.90	2,589.94	Biweekly
	24.04	24.84	25.91	29.39	30.08	30.81	31.57	32.37	Hourly
	36.06	37.26	38.87	44.09	45.13	46.21	47.36	48.56	Overtime
12	51,241	52,952	55,224	62,575	64,080	65,674	67,338	69,088	Annual
	1,970.79	2,036.61	2,124.00	2,406.74	2,464.63	2,525.90	2,589.94	2,657.22	Biweekly
	24.63	25.46	26.55	30.08	30.81	31.57	32.37	33.22	Hourly
	36.95	38.19	39.83	45.13	46.21	47.36	48.56	49.82	Overtime
13	52,534	54,287	56,618	64,080	65,674	67,338	69,088	70,921	Annual
	2,020.54	2,087.96	2,177.61	2,464.63	2,525.90	2,589.94	2,657.22	2,727.75	Biweekly
	25.26	26.10	27.22	30.81	31.57	32.37	33.22	34.10	Hourly
	37.89	39.15	40.83	46.21	47.36	48.56	49.82	51.15	Overtime
14	53,891	55,688	58,085	65,674	67,338	69,088	70,921	72,857	Annual
	2,072.73	2,141.83	2,234.02	2,525.90	2,589.94	2,657.22	2,727.75	2,802.17	Biweekly
	25.91	26.77	27.93	31.57	32.37	33.22	34.10	35.03	Hourly
	38.86	40.16	41.89	47.36	48.56	49.82	51.15	52.54	Overtime

CITY OF ALLENTOWN
JAN 2027 - JUNE 2027: WAGE SCALE FOR MUNICIPAL (S.E.I.U.) EMPLOYEES
Annual Salary Calculated on 2080 Hours per Year
Based on a 2% Increase

*GRADE	A	B	C	D	E	F	G	H	
15	55,264	57,087	59,549	67,338	69,088	70,921	72,857	74,790	Annual
	2,125.56	2,195.66	2,290.36	2,589.94	2,657.22	2,727.75	2,802.17	2,876.54	Biweekly
	26.57	27.45	28.63	32.37	33.22	34.10	35.03	35.96	Hourly
	39.85	41.17	42.94	48.56	49.82	51.15	52.54	53.94	Overtime
16	56,624	58,490	61,012	69,088	70,921	72,857	74,790	76,727	Annual
	2,177.85	2,249.61	2,346.63	2,657.22	2,727.75	2,802.17	2,876.54	2,951.05	Biweekly
	27.22	28.12	29.33	33.22	34.10	35.03	35.96	36.89	Hourly
	40.83	42.18	44.00	49.82	51.15	52.54	53.94	55.33	Overtime
18(a)	59,624	61,518	64,041	72,857	74,790	76,727	78,630	80,532	Annual
	2,293.25	2,366.07	2,463.11	2,802.17	2,876.54	2,951.05	3,024.25	3,097.40	Biweekly
	28.67	29.58	30.79	35.03	35.96	36.89	37.80	38.72	Hourly
	43.00	44.36	46.18	52.54	53.94	55.33	56.70	58.08	Overtime
18(b)	-	-	-	72,857	74,790	76,727	78,630	80,533	Annual
	-	-	-	2,802.17	2,876.54	2,951.05	3,024.24	3,097.41	Biweekly
	-	-	-	35.03	35.96	36.89	37.80	38.72	Hourly
	-	-	-	52.54	53.94	55.33	56.70	58.08	Overtime
19	61,976	63,886	66,546	76,499	78,529	80,564	82,562	84,559	Annual
	2,383.71	2,457.16	2,559.47	2,942.27	3,020.36	3,098.61	3,175.46	3,252.29	Biweekly
	29.80	30.71	31.99	36.78	37.75	38.73	39.69	40.65	Hourly
	44.69	46.07	47.99	55.17	56.63	58.10	59.54	60.98	Overtime
20	62,568	64,500	67,183	77,223	79,612	82,075	83,749	85,459	Annual
	2,406.45	2,480.77	2,583.96	2,970.13	3,061.99	3,156.71	3,221.11	3,286.88	Biweekly
	30.08	31.01	32.30	37.13	38.27	39.46	40.26	41.09	Hourly
	45.12	46.51	48.45	55.69	57.41	59.19	60.40	61.63	Overtime
21	65,684	67,716	70,538	81,077	83,585	86,170	87,929	89,724	Annual
	2,526.32	2,604.47	2,712.98	3,118.36	3,214.81	3,314.23	3,381.88	3,450.91	Biweekly
	31.58	32.56	33.91	38.98	40.19	41.43	42.27	43.14	Hourly
	47.37	48.83	50.87	58.47	60.28	62.14	63.41	64.70	Overtime

CITY OF ALLENTOWN
JAN 2027 - JUNE 2027: WAGE SCALE FOR MUNICIPAL (S.E.I.U.) EMPLOYEES
Annual Salary Calculated on 2080 Hours per Year
Based on a 2% Increase

*GRADE	A	B	C	D	E	F	G	H	
22 (a)	-	-	-	76,727	79,028	81,400	83,028	84,689	Annual
	-	-	-	2,951.05	3,039.54	3,130.78	3,193.39	3,257.26	Biweekly
	-	-	-	36.89	37.99	39.13	39.92	40.72	Hourly
	-	-	-	55.33	56.99	58.70	59.88	61.07	Overtime
22 (b)	-	-	-	82,190	84,656	87,196	88,940	90,719	Annual
	-	-	-	3,161.17	3,256.01	3,353.69	3,420.76	3,489.18	Biweekly
	-	-	-	39.51	40.70	41.92	42.76	43.61	Hourly
	-	-	-	59.27	61.05	62.88	64.14	65.42	Overtime
22 (c)	-	-	-	88,042	90,684	93,404	95,272	97,178	Annual
	-	-	-	3,386.24	3,487.84	3,592.47	3,664.31	3,737.60	Biweekly
	-	-	-	42.33	43.60	44.91	45.80	46.72	Hourly
	-	-	-	63.49	65.40	67.36	68.71	70.08	Overtime

* These are the steps in the Eden Payroll tables

CITY OF ALLENTOWN
JULY 2027 - DEC 2027: WAGE SCALE FOR MUNICIPAL (S.E.I.U.) EMPLOYEES
Annual Salary Calculated on 2080 Hours per Year
Based on a 2% Increase

*GRADE	A	B	C	D	E	F	G	H	
01	41,269	42,649	44,480	51,007	51,913	52,857	53,847	54,900	Annual
	1,587.28	1,640.36	1,710.77	1,961.82	1,996.67	2,032.95	2,071.04	2,111.54	Biweekly
	19.84	20.50	21.38	24.52	24.96	25.41	25.89	26.39	Hourly
	29.76	30.76	32.08	36.78	37.44	38.12	38.83	39.59	Overtime
02	42,046	43,446	45,314	51,913	52,857	53,847	54,900	55,990	Annual
	1,617.15	1,670.99	1,742.84	1,996.67	2,032.95	2,071.04	2,111.54	2,153.46	Biweekly
	20.21	20.89	21.79	24.96	25.41	25.89	26.39	26.92	Hourly
	30.32	31.33	32.68	37.44	38.12	38.83	39.59	40.38	Overtime
03	42,862	44,296	46,196	52,857	53,847	54,900	55,990	57,147	Annual
	1,648.53	1,703.70	1,776.76	2,032.95	2,071.04	2,111.54	2,153.46	2,197.98	Biweekly
	20.61	21.30	22.21	25.41	25.89	26.39	26.92	27.47	Hourly
	30.91	31.94	33.31	38.12	38.83	39.59	40.38	41.21	Overtime
04	43,712	45,169	47,110	53,847	54,900	55,990	57,147	58,355	Annual
	1,681.23	1,737.27	1,811.90	2,071.04	2,111.54	2,153.46	2,197.98	2,244.43	Biweekly
	21.02	21.72	22.65	25.89	26.39	26.92	27.47	28.06	Hourly
	31.52	32.57	33.97	38.83	39.59	40.38	41.21	42.08	Overtime
05	44,605	46,090	48,072	54,900	55,990	57,147	58,355	59,627	Annual
	1,715.56	1,772.68	1,848.91	2,111.54	2,153.46	2,197.98	2,244.43	2,293.36	Biweekly
	21.44	22.16	23.11	26.39	26.92	27.47	28.06	28.67	Hourly
	32.17	33.24	34.67	39.59	40.38	41.21	42.08	43.00	Overtime
06	45,552	47,072	49,089	55,990	57,147	58,355	59,627	60,962	Annual
	1,752.01	1,810.47	1,888.05	2,153.46	2,197.98	2,244.43	2,293.36	2,344.69	Biweekly
	21.90	22.63	23.60	26.92	27.47	28.06	28.67	29.31	Hourly
	32.85	33.95	35.40	40.38	41.21	42.08	43.00	43.96	Overtime
07	46,530	48,082	50,155	57,147	58,355	59,627	60,962	62,359	Annual
	1,789.63	1,849.32	1,929.04	2,197.98	2,244.43	2,293.36	2,344.69	2,398.44	Biweekly
	22.37	23.12	24.11	27.47	28.06	28.67	29.31	29.98	Hourly
	33.56	34.67	36.17	41.21	42.08	43.00	43.96	44.97	Overtime

CITY OF ALLENTOWN
JULY 2027 - DEC 2027: WAGE SCALE FOR MUNICIPAL (S.E.I.U.) EMPLOYEES
Annual Salary Calculated on 2080 Hours per Year
Based on a 2% Increase

*GRADE	A	B	C	D	E	F	G	H	
08	47,573	49,160	51,274	58,355	59,627	60,962	62,359	63,827	Annual
	1,829.73	1,890.76	1,972.06	2,244.43	2,293.36	2,344.69	2,398.44	2,454.88	Biweekly
	22.87	23.63	24.65	28.06	28.67	29.31	29.98	30.69	Hourly
	34.31	35.45	36.98	42.08	43.00	43.96	44.97	46.03	Overtime
09	48,659	50,291	52,445	59,627	60,962	62,359	63,827	65,362	Annual
	1,871.52	1,934.26	2,017.13	2,293.36	2,344.69	2,398.44	2,454.88	2,513.93	Biweekly
	23.39	24.18	25.21	28.67	29.31	29.98	30.69	31.42	Hourly
	35.09	36.27	37.82	43.00	43.96	44.97	46.03	47.14	Overtime
10	49,805	51,465	53,681	60,962	62,359	63,827	65,362	66,987	Annual
	1,915.59	1,979.43	2,064.67	2,344.69	2,398.43	2,454.88	2,513.93	2,576.42	Biweekly
	23.94	24.74	25.81	29.31	29.98	30.69	31.42	32.21	Hourly
	35.92	37.11	38.71	43.96	44.97	46.03	47.14	48.31	Overtime
11	51,005	52,705	54,973	62,359	63,827	65,362	66,987	68,685	Annual
	1,961.75	2,027.10	2,114.33	2,398.44	2,454.88	2,513.93	2,576.42	2,641.74	Biweekly
	24.52	25.34	26.43	29.98	30.69	31.42	32.21	33.02	Hourly
	36.78	38.01	39.64	44.97	46.03	47.14	48.31	49.53	Overtime
12	52,265	54,011	56,329	63,827	65,362	66,987	68,685	70,470	Annual
	2,010.21	2,077.34	2,166.48	2,454.88	2,513.93	2,576.42	2,641.74	2,710.37	Biweekly
	25.13	25.97	27.08	30.69	31.42	32.21	33.02	33.88	Hourly
	37.69	38.95	40.62	46.03	47.14	48.31	49.53	50.82	Overtime
13	53,585	55,373	57,750	65,362	66,987	68,685	70,470	72,340	Annual
	2,060.95	2,129.72	2,221.16	2,513.93	2,576.42	2,641.74	2,710.37	2,782.30	Biweekly
	25.76	26.62	27.76	31.42	32.21	33.02	33.88	34.78	Hourly
	38.64	39.93	41.65	47.14	48.31	49.53	50.82	52.17	Overtime
14	54,969	56,801	59,246	66,987	68,685	70,470	72,340	74,314	Annual
	2,114.19	2,184.67	2,278.70	2,576.42	2,641.74	2,710.37	2,782.30	2,858.22	Biweekly
	26.43	27.31	28.48	32.21	33.02	33.88	34.78	35.73	Hourly
	39.64	40.96	42.73	48.31	49.53	50.82	52.17	53.59	Overtime

CITY OF ALLENTOWN
JULY 2027 - DEC 2027: WAGE SCALE FOR MUNICIPAL (S.E.I.U.) EMPLOYEES
Annual Salary Calculated on 2080 Hours per Year
Based on a 2% Increase

*GRADE	A	B	C	D	E	F	G	H	
15	56,370	58,229	60,740	68,685	70,470	72,340	74,314	76,286	Annual
	2,168.07	2,239.57	2,336.17	2,641.74	2,710.37	2,782.30	2,858.22	2,934.07	Biweekly
	27.10	27.99	29.20	33.02	33.88	34.78	35.73	36.68	Hourly
	40.65	41.99	43.80	49.53	50.82	52.17	53.59	55.01	Overtime
16	57,756	59,660	62,233	70,470	72,340	74,314	76,286	78,262	Annual
	2,221.40	2,294.60	2,393.56	2,710.37	2,782.30	2,858.22	2,934.07	3,010.07	Biweekly
	27.77	28.68	29.92	33.88	34.78	35.73	36.68	37.63	Hourly
	41.65	43.02	44.88	50.82	52.17	53.59	55.01	56.44	Overtime
18(a)	60,817	62,748	65,322	74,314	76,286	78,262	80,203	82,143	Annual
	2,339.11	2,413.39	2,512.37	2,858.22	2,934.07	3,010.07	3,084.73	3,159.35	Biweekly
	29.24	30.17	31.40	35.73	36.68	37.63	38.56	39.49	Hourly
	43.86	45.25	47.11	53.59	55.01	56.44	57.84	59.24	Overtime
18(b)	-	-	-	74,314	76,286	78,262	80,203	82,143	Annual
	-	-	-	2,858.22	2,934.07	3,010.07	3,084.72	3,159.36	Biweekly
	-	-	-	35.73	36.68	37.63	38.56	39.49	Hourly
	-	-	-	53.59	55.01	56.44	57.84	59.24	Overtime
19	63,216	65,164	67,877	78,029	80,100	82,175	84,213	86,251	Annual
	2,431.39	2,506.31	2,610.66	3,001.12	3,080.77	3,160.58	3,238.97	3,317.33	Biweekly
	30.39	31.33	32.63	37.51	38.51	39.51	40.49	41.47	Hourly
	45.59	46.99	48.95	56.27	57.76	59.26	60.73	62.20	Overtime
20	63,819	65,790	68,527	78,768	81,204	83,716	85,424	87,168	Annual
	2,454.58	2,530.39	2,635.64	3,029.54	3,123.23	3,219.85	3,285.54	3,352.61	Biweekly
	30.68	31.63	32.95	37.87	39.04	40.25	41.07	41.91	Hourly
	46.02	47.44	49.42	56.80	58.56	60.37	61.60	62.86	Overtime
21	66,998	69,070	71,948	82,699	85,257	87,893	89,688	91,518	Annual
	2,576.85	2,656.56	2,767.24	3,180.73	3,279.10	3,380.51	3,449.52	3,519.93	Biweekly
	32.21	33.21	34.59	39.76	40.99	42.26	43.12	44.00	Hourly
	48.32	49.81	51.89	59.64	61.48	63.38	64.68	66.00	Overtime

CITY OF ALLENTOWN
JULY 2027 - DEC 2027: WAGE SCALE FOR MUNICIPAL (S.E.I.U.) EMPLOYEES
Annual Salary Calculated on 2080 Hours per Year
Based on a 2% Increase

*GRADE	A	B	C	D	E	F	G	H	
22 (a)	-	-	-	78,262	80,609	83,028	84,689	86,382	Annual
	-	-	-	3,010.07	3,100.33	3,193.40	3,257.25	3,322.40	Biweekly
	-	-	-	37.63	38.75	39.92	40.72	41.53	Hourly
	-	-	-	56.44	58.13	59.88	61.07	62.30	Overtime
22 (b)	-	-	-	83,834	86,349	88,940	90,719	92,533	Annual
	-	-	-	3,224.39	3,321.13	3,420.77	3,489.18	3,558.96	Biweekly
	-	-	-	40.30	41.51	42.76	43.61	44.49	Hourly
	-	-	-	60.46	62.27	64.14	65.42	66.73	Overtime
22 (c)	-	-	-	89,803	92,497	95,272	97,177	99,121	Annual
	-	-	-	3,453.96	3,557.59	3,664.32	3,737.59	3,812.35	Biweekly
	-	-	-	43.17	44.47	45.80	46.72	47.65	Hourly
	-	-	-	64.76	66.70	68.71	70.08	71.48	Overtime

* These are the steps in the Eden Payroll tables

CITY OF ALLENTOWN
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS - LOCAL 302
EFFECTIVE JANUARY THROUGH DECEMBER 2027
FIRE FIGHTERS

** Based on a 3% wage increase*

<u>Years</u> <u>Service</u>	<u>* Base</u>	<u>Longevity</u>	<u>Gross</u>	<u>Bi-Weekly</u>	<u>Daily</u>	<u>Hourly</u>	<u>Holiday</u>
1	61,590.50	-	61,591	2,368.87	338.41	28.2008	5,076.14
2	64,672.18	-	64,672	2,487.39	355.34	29.6118	5,330.12
3	67,751.33	-	67,751	2,605.82	372.26	31.0215	5,583.90
4	84,312.82	-	84,313	3,242.80	463.26	38.6049	6,948.86
5	84,312.82	1,175	85,488	3,287.99	469.71	39.1428	7,045.70
6	84,312.82	1,275	85,588	3,291.84	470.26	39.1886	7,053.94
7	84,312.82	1,325	85,638	3,293.76	470.54	39.2115	7,058.06
8	84,312.82	1,375	85,688	3,295.69	470.81	39.2343	7,062.18
9	84,312.82	1,475	85,788	3,299.53	471.36	39.2801	7,070.42
10	84,312.82	1,525	85,838	3,301.45	471.64	39.3030	7,074.55
11	84,312.82	1,575	85,888	3,303.38	471.91	39.3259	7,078.67
12	84,312.82	1,675	85,988	3,307.22	472.46	39.3717	7,086.91
13	84,312.82	1,725	86,038	3,309.15	472.74	39.3946	7,091.03
14	84,312.82	1,775	86,088	3,311.07	473.01	39.4175	7,095.15
15	84,312.82	1,875	86,188	3,314.92	473.56	39.4633	7,103.39
16	84,312.82	1,925	86,238	3,316.84	473.83	39.4862	7,107.51
17	84,312.82	1,975	86,288	3,318.76	474.11	39.5091	7,111.63
18	84,312.82	2,075	86,388	3,322.61	474.66	39.5549	7,119.88
19	84,312.82	2,125	86,438	3,324.53	474.93	39.5778	7,124.00
20	84,312.82	2,325	86,638	3,332.22	476.03	39.6693	7,140.48
25	84,312.82	2,825	87,138	3,351.45	478.78	39.8983	7,181.69

CITY OF ALLENTOWN
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS - LOCAL 302
EFFECTIVE JANUARY THROUGH DECEMBER 2027
LIEUTENANT / INSPECTOR

** Based on a 3% wage increase*

Years Service	* Base	<u>Longevity</u>	<u>Gross</u>	<u>Bi-Weekly</u>	<u>Daily</u>	<u>Hourly</u>	<u>Holiday</u>
1	91,484	-	91,484	3,518.60	502.66	41.8881	7,539.85
5	91,484	1,175	92,659	3,563.79	509.12	42.4261	7,636.84
6	91,484	1,275	92,759	3,567.64	509.66	42.4719	7,644.94
7	91,484	1,325	92,809	3,569.56	509.94	42.4948	7,649.06
8	91,484	1,375	92,859	3,571.48	510.21	42.5177	7,653.18
9	91,484	1,475	92,959	3,575.33	510.76	42.5634	7,661.42
10	91,484	1,525	93,009	3,577.25	511.04	42.5863	7,665.54
11	91,484	1,575	93,059	3,579.18	511.31	42.6092	7,669.66
12	91,484	1,675	93,159	3,583.02	511.86	42.6550	7,677.90
13	91,484	1,725	93,209	3,584.94	512.13	42.6779	7,682.02
14	91,484	1,775	93,259	3,586.87	512.41	42.7008	7,686.14
15	91,484	1,875	93,359	3,590.71	512.96	42.7466	7,694.39
16	91,484	1,925	93,409	3,592.64	513.23	42.7695	7,698.51
17	91,484	1,975	93,459	3,594.56	513.51	42.7924	7,702.63
18	91,484	2,075	93,559	3,598.41	514.06	42.8382	7,710.87
19	91,484	2,125	93,609	3,600.33	514.33	42.8611	7,714.99
20	91,484	2,325	93,809	3,608.02	515.43	42.9526	7,731.47
25	91,484	2,825	94,309	3,627.25	518.18	43.1816	7,772.68

CITY OF ALLENTOWN
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS - LOCAL 302
EFFECTIVE JANUARY THROUGH DECEMBER 2027
CAPTAIN

** Based on a 3% wage increase*

<u>Years Service</u>	<u>* Base</u>	<u>Longevity</u>	<u>Gross</u>	<u>Bi-Weekly</u>	<u>Daily</u>	<u>Hourly</u>	<u>Holiday</u>
1	94,848	-	94,848	3,647.99	521.14	43.4285	7,817.13
5	94,848	1,175	96,023	3,693.18	527.60	43.9665	7,913.97
6	94,848	1,275	96,123	3,697.03	528.15	44.0123	7,922.21
7	94,848	1,325	96,173	3,698.95	528.42	44.0352	7,926.33
8	94,848	1,375	96,223	3,700.88	528.70	44.0581	7,930.45
9	94,848	1,475	96,323	3,704.72	529.25	44.1038	7,938.69
10	94,848	1,525	96,373	3,706.65	529.52	44.1267	7,942.81
11	94,848	1,575	96,423	3,708.57	529.80	44.1496	7,946.93
12	94,848	1,675	96,523	3,712.42	530.35	44.1954	7,955.18
13	94,848	1,725	96,573	3,714.34	530.62	44.2183	7,959.30
14	94,848	1,775	96,623	3,716.26	530.89	44.2412	7,963.42
15	94,848	1,875	96,723	3,720.11	531.44	44.2870	7,971.66
16	94,848	1,925	96,773	3,722.03	531.72	44.3099	7,975.78
17	94,848	1,975	96,823	3,723.95	531.99	44.3328	7,979.90
18	94,848	2,075	96,923	3,727.80	532.54	44.3786	7,988.14
19	94,848	2,125	96,973	3,729.72	532.82	44.4015	7,992.26
20	94,848	2,325	97,173	3,737.42	533.92	44.4930	8,008.75
25	94,848	2,825	97,673	3,756.65	536.66	44.7220	8,049.96

CITY OF ALLENTOWN
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS - LOCAL 302
EFFECTIVE JANUARY THROUGH DECEMBER 2027
BATTALION CHIEF

** Based on a 3% wage increase*

<u>Years Service</u>	<u>* Base</u>	<u>Longevity</u>	<u>Gross</u>	<u>Bi-Weekly</u>	<u>Daily</u>	<u>Hourly</u>	<u>Holiday</u>
1	98,225	-	98,225	3,777.87	539.70	44.9748	8,095.44
5	98,225	1,175	99,400	3,823.07	546.15	45.5127	8,192.29
6	98,225	1,275	99,500	3,826.91	546.70	45.5585	8,200.53
7	98,225	1,325	99,550	3,828.84	546.98	45.5814	8,204.65
8	98,225	1,375	99,600	3,830.76	547.25	45.6043	8,208.77
9	98,225	1,475	99,700	3,834.60	547.80	45.6501	8,217.01
10	98,225	1,525	99,750	3,836.53	548.08	45.6730	8,221.13
11	98,225	1,575	99,800	3,838.45	548.35	45.6958	8,225.25
12	98,225	1,675	99,900	3,842.30	548.90	45.7416	8,233.49
13	98,225	1,725	99,950	3,844.22	549.17	45.7645	8,237.61
14	98,225	1,775	100,000	3,846.14	549.45	45.7874	8,241.74
15	98,225	1,875	100,100	3,849.99	550.00	45.8332	8,249.98
16	98,225	1,925	100,150	3,851.91	550.27	45.8561	8,254.10
17	98,225	1,975	100,200	3,853.84	550.55	45.8790	8,258.22
18	98,225	2,075	100,300	3,857.68	551.10	45.9248	8,266.46
19	98,225	2,125	100,350	3,859.60	551.37	45.9477	8,270.58
20	98,225	2,325	100,550	3,867.30	552.47	46.0393	8,287.07
25	98,225	2,825	101,050	3,886.53	555.22	46.2682	8,328.27

**CITY OF ALLENTOWN
FRATERNAL ORDER OF POLICE - QUEEN CITY LODGE NO. 10
JANUARY TO DECEMBER 2027 WAGE SCHEDULE**

Under negotiations

ARTICLE VIII
FINANCIAL PROCEDURES

SECTION 801 FISCAL YEAR

The fiscal year of the City shall be the calendar year. If not prohibited by law, the Council may, by ordinance, adopt a different fiscal year, specifying an orderly procedure for financial and budgetary controls in making such transition.

SECTION 802 SUBMISSION OF BALANCED BUDGET AND CAPITAL PROGRAM

On or before ninety (90) days prior to the ensuing fiscal year, the Department Heads will submit Proposed Budget and Capital Program to the Mayor. On or before seventy-five (75) days prior to the ensuing fiscal year, the Mayor will submit to the City Council a balanced budget, Capital Program and an accompanying message. The Proposed Balanced Budget and Capital Program shall be in such form as the Mayor deems desirable, unless otherwise required by Council.(15543 6/20/2019)

SECTION 803 BUDGET MESSAGE

The Budget shall be accompanied by a message which shall include:

- A. An explanation of the expenditures and revenues in the proposed budget, indicating and explaining major changes from the current year and the prior year.
- B. An outline of proposed programs and an explanation of new, expanded or abolished programs or functions.
- C. A summary of the City's debt position.
- D. Such other material, as required by Council that will inform the Council and the public of municipal goals.

SECTION 804 BUDGET

The budget shall provide a complete financial plan of all City funds and activities for the ensuing fiscal year in accordance with all Generally Accepted Accounting Principles and, except as required by this Charter, shall be in such form as the Mayor deems desirable or the Council may require. In organizing the budget, the Mayor shall utilize the most feasible combination of expenditure classification by fund, organization unit, program, purpose or activity, and object. The Budget shall contain, among other things, the following:

- A. It shall begin with a general summary of its contents.
- B. It shall show, in detail, all estimated income, indicating the existing and proposed tax levies, as well as other assessments, fees and charges.
- C. It shall show all proposed expenditures, including debt service, for the ensuing fiscal year.
- D. It shall show the number of proposed employees in every job classification.
- E. It shall be so arranged as to show comparative figures for actual and estimated income and expenditures for the current fiscal year and actual income and expenditures of the preceding four (4) fiscal years.
- F. It shall indicate proposed expenditures during the ensuing fiscal year, detailed by offices, departments and agencies, in terms of their respective work programs and the methods of financing such expenditures.
- G. It shall indicate proposed capital expenditures during the ensuing fiscal year, detailed by office, departments and agencies when practicable, and the proposed method of financing each such capital expenditure. The Mayor will include this separate Capital Program section in the annual Budget and submit to Council with appropriate supporting information as to the necessity for such programs.
- H. It shall indicate anticipated net surplus or deficit for the ensuing fiscal year of each utility, i.e., water, sewer and enterprise funds, owned or operated by the City and the proposed method of its disposition; subsidiary budgets for each such utility giving detailed income and expenditure information shall be attached as appendices to the budget.

The total of proposed expenditures shall not exceed the total of estimated income.

SECTION 805 CITY COUNCIL ACTION ON BUDGET

A. Public Access to Budget: The proposed budget shall be available for public inspection at City Hall and at the Allentown Public Library and the Lehigh County Law Library, and copies shall be available for the public at a reasonable fee to be set by the Council. (11/6/01)

B. Amendment Before Adoption. After the public hearing, the City Council may adopt the budget with or without amendments. In amending the budget, it may add or increase programs or amounts and may delete or decrease any programs or amounts, except expenditures required by law or for debt service or for an estimated cash deficit, provided that no amendment to the budget shall increase the authorized expenditures to an amount greater than total estimated income and thereby allowing for line item changes by the City Council.

If the amended Budget increases, decreases or readjusts funding requirements by more than five (5%) percent, or adds or deletes a program, the Budget shall be returned to the Mayor immediately for comment and resubmission to the Council within three (3) normal City work days.

Council shall provide for another public hearing to be held within five (5) days after the Mayor has resubmitted the Budget.

C. Adoption. Council and the Administration must adopt an annual budget by no later than December 31st of the fiscal year currently ending. See this Charter, Sections 219 and 221 for discussion of effective dates. (15544 6/20/2019)

SECTION 806 REVISED BUDGET (Deleted per ballot question 11/6/01)

SECTION 807 REVENUE

A. Council shall establish no new tax except for the Emergency and Municipal Service Tax. (14356 §1 2/2/06)

B. Council shall not raise the rates of the earned income, business privilege, the Emergency and Municipal Services Tax beyond \$52, amusement devices, and resident taxes above their respective 1996 levels. **(Amended 5-16-2026; 11-19-2025 by Ord. No. 16176)**

C. Property Development Incentive Taxation System

1. Beginning in 1997, the City of Allentown will adopt a property taxation system designed to encourage development of new properties and improvements to existing properties. The system will accomplish this by gradually reducing the tax rate applied to all buildings relative to the tax rate applied to all land (whether developed or undeveloped).

2. The following shall be the minimum ratios of the land tax rate to the building rate for the respective years:

1997	1.49
1998	2.06
1999	2.76
2000	3.62
2001 and beyond	4.70

3. Council may establish a ratio of the land tax rate to the building tax rate higher than 4.70 after 2001.

D. Council may reduce any tax rate or fee (provided it maintains the minimum ratios for property taxes as in Section 807(C)(2) by a majority vote. Council may increase property tax rates or fees (provided it maintains the minimum ratios for property taxes as in Section 807(C)(2) by four (4) votes. (15544 June 20,2019)

E. The citizens of Allentown may increase or decrease property tax rates through the referendum process defined in Sections 1002-1009 (provided that, as long as the Property Development Incentive Taxation System is in effect, the resulting ratio meets or exceeds the minimum ratio set by this Charter or by Council).

F. After the year 2001, the citizens of Allentown may amend or terminate the Property Development Incentive Taxation System by reducing the ratio of the land tax rate to the building tax rate or by reverting to a single tax rate for land and buildings through the referendum process defined in Sections 1002-1009.