

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 fourteen digits, formatted as follows, used to define the accounts of the City:

FFF-DD-BBBB-PPPP-AA

Digits 1-3	Fund
Digits 4-5	Department
Digits 6-9	Bureau
Digits 10-13	Program
Digits 14-15	Standard account

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 the liability is incurred, except for un-matured 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. 2019 real estate taxes to support the 2019 budget will be based on an assessed valuation of 23.5376 mills on land and 4.4528 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.

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 the second year of a five-year program and deals with large expenditures for capital items and/or projects which are financed by borrowing over a twenty-year period.

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.

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 generates 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.

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.

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 (02-16); Services and Charges (20-50); Materials and Supplies (54-68); Capital Outlays (71-74); and Sundry (76-99). 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		
02	Permanent Wages	Base wages including increment for all permanent employees.
03	Holiday Pay	Payments for holidays made to police officers and firefighters as a result of contract commitments.
04	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 Acct. 46)
05	Education Pay	Education incentive payments made to police officers per contract commitments.
06	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.
07	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.
08	Longevity	Payments for longevity to qualifying employees based on years of service to the City of Allentown.
09	Uniform Allowance	Payments for uniform maintenance made to police officers as a result of contract commitments.
11	Shift Differential	Incremental supplemental wages earned for non-standard hours worked during night shift.

* Changes to standard account explanations are underlined

STANDARD ACCOUNTS

<u>A/C #</u>	<u>TITLE</u>	<u>EXPLANATION</u>
12	FICA/Medicare	Employer contributions to the Social Security Fund.
14	Pension	Employer contributions to the PMRS, Fire and Police Pension Funds.
15	Employee-Health Insurance Opt Out	Payment to qualifying employees when they opt-out of the city's health insurance.
16	Insurance - Employee Group	Health and workers compensation insurance costs for all eligible employees and retirees.

SERVICES AND CHARGES

20	Electric Power	Electric power, including that used for street lighting.
22	Telephone	Installation, line charge, toll charges, internet charges, VOIP for land lines and cellular devices.
24	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).
26	Printing	All copier-related charges, including leases, maintenance, and usage. Printing, copying, duplicating or blue-printing provided by commercial establishments (e.g., brochures, booklets, pamphlets, park and street signs, etc.).
28	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).

STANDARD ACCOUNTS

<u>A/C #</u>	<u>TITLE</u>	<u>EXPLANATION</u>
30	Rentals	Rents or lease purchases for machinery, equipment, buildings, vehicles, land, and land easements, etc.
32	Publications & Memberships	Subscriptions, books, association membership fees, professional and trade licenses (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.
34	Training & Professional Development	Registration, traveling expenses, lodging, meals, testing and related materials.
36	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.
37	Insurance - Health/Life	Health, dental, vision, life insurance, long-term disability, stop loss premium and reimbursements, Teledoc, and prescription drug coverage.
38	Insurance - Other Employee	Payments mandated to the state for self-insurance program, including the state Supersedeas fund.
40	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.)
41	Arts Expenses	Contributions to local arts organizations.

* Changes to standard account explanations are underlined

STANDARD ACCOUNTS

<u>A/C #</u>	<u>TITLE</u>	<u>EXPLANATION</u>
42	Repairs & Maintenance	Repairs (parts and labor) and maintenance to equipment, machinery, buildings and vehicles performed by commercial establishments and including the cost of service, maintenance agreements and parts used in executing such agreements. Software license agreements which include support.
44	Legal Services	Outside legal services and lawyers' fees.
46	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. <u>Samsara charges.</u> (Maintenance Agreements are to be paid from Account 42.)
48	Grant, Non-City Charges	Specific grants made to non-city agencies as "pass-through" grants.
49	Grant Administrative Charges	Aministrative costs designated for and charged to grants.
50	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.

STANDARD ACCOUNTS

<u>A/C #</u>	<u>TITLE</u>	<u>EXPLANATION</u>
MATERIALS AND SUPPLIES		
53	Wellness	Wellness-program expenses eligible for reimbursement.
54	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.
55	Property Repairs	City-owned rental property repairs.
56	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.
62	Fuels, Oils & Lubricants	Fuels (excluding electricity) used for heating; and petroleum products used in vehicular operation and maintenance.
64	Pipe & Fittings	Items moved to account 54.
66	Chemicals	Chlorine, salt, acid, lawn/landscaping treatment chemicals, acetylene, etc.
68	Operating Materials & Supplies	Office supplies, food (not associated with travel) sign materials, laboratory supplies, brochures and pamphlets intended for public use, safety equipment (safety goggles, back braces, <u>nitrile gloves</u> , etc), <u>protective gear for IT components</u> , software and software licensing with no support, 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.

* Changes to standard account explanations are underlined

STANDARD ACCOUNTS

<u>A/C #</u>	<u>TITLE</u>	<u>EXPLANATION</u>
CAPITAL OUTLAYS		
70	Pro Shop Inventory	Inventory purchased for re-sale in the Golf Course Pro Shop.
71	Police IT Equipment	Computer hardware purchased specifically for the use of the Police Department.
72	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 for individual pieces of furniture and equipment; or grouped assets of a like kind with a unit cost of less than \$1,000; (b) All computers, computer components, and computer peripheral equipment regardless of cost <u>if the item connects to the computer.</u>
74	Real Estate Acquisition	Land and/or building acquisition, surveying, and all associated purchasing costs.
SUNDRY		
76	Construction Contracts	Project construction, including site preparation costs, performed by an outside contractor.
78	Contingency	To cover unexpected expenses.
80	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.
81	Property Losses	City-owned property damage losses due to internal liabilities or natural disasters that are not eligible for restitution.

* Changes to standard account explanations are underlined

STANDARD ACCOUNTS

<u>A/C #</u>	<u>TITLE</u>	<u>EXPLANATION</u>
82	Interest Expense	Scheduled payments of interest on all debt obligations.
84	Capital Fund Contribution	Contribution from another fund to the Capital Project Fund to support capital improvement projects.
85	Auto Losses	Auto losses paid for by the City's Risk Management program.
86	General City Charges	Charges made to the General Fund by other funds for overhead services.
87	Professional Losses	Amounts owed through legal settlements or court rulings not covered by excess liability insurance.
88	Interfund Transfers	Amounts appropriated for transfer between budgetary funds.
90	Refunds	Refunds of overpayments, duplicate payments, and other authorized refunds.
98	Debt Principal	Scheduled payments of principal on all debt obligations.

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CITY OF ALLENTOWN
BUDGET EMPLOYEE POSITION TOTALS: 2019-2024

	2019	2020	2021	2022	2023	2024
<u>GENERAL FUND (000)</u>						
Elected	9.00	9.00	9.00	9.00	9.00	9.00
Municipal - S.E.I.U.	190.00	174.90	178.40	180.40	197.20	199.20
Non-Bargaining & Supervisory	133.00	130.45	134.00	137.00	163.95	164.95
Police - F.O.P.	222.00	222.00	222.00	228.00	225.00	225.00
Fire - I.A.F.F.	125.00	129.00	129.00	129.00	129.00	141.00
TOTAL GENERAL FUND	679.00	665.35	672.40	683.40	724.15	739.15
LIQUID FUELS FUND (004)	30.00	30.00	30.00	30.00	30.00	30.00
TREXLER FUND (006)	11.25	11.25	12.25	12.25	11.30	10.30
RISK MANAGEMENT FUND (081)	4.00	3.50	3.50	3.00	3.00	3.00
SOLID WASTE FUND (085)	42.00	41.00	41.00	40.50	42.50	42.50
STORMWATER (086)	26.00	33.40	34.90	35.50	39.50	39.50
GOLF COURSE FUND (091)	4.25	5.25	5.25	5.25	5.70	5.70
RENTAL (105)	-	20.15	20.15	20.15	22.75	22.75
HUD (700)	-	5.00	7.10	7.10	7.10	7.10
ARPA (019)	-	-	-	-	12.00	12.00
E 9-1-1 Fund (911)	-	0.25	-	-	-	-
TOTAL ALL POSITIONS	797	815	827	837	898	912

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NON-BARGAINING UNIT CLASSIFICATIONS AND PAY GRADES

PAY GRADE POSITION CLASSIFICATION TITLE

5	Clerk III Confidential Receptionist
6	Assistant Planner EMS Billing Specialist Help Desk Analyst Treasury & Accounting Coordinator
7	Administrative Assistant Executive Secretary Marketing and Special Events Coordinator Program Coordinator Purchasing Coordinator Rec. & Special Events Outreach Coordinator
8	Maintenance Foreperson
9	DCED Office Manager EMS Billing Supervisor Education Manager Graphic Designer Office Manager Opioid Prevention Manager Right-to-Know Officer Survey Tech 3
10	Benefits Coordinator Buyer Claims Examiner

PAY GRADE POSITION CLASSIFICATION TITLE

10	Community Health Navigator Emergency Management Coordinator Engineering Technician 3 Human Resources Coordinator Planner Program Manager Project Coordinator Purchasing Contracts Administrator Recreation Program Specialist Recycling Coordinator Sr. Help Desk Analyst Video Content Manager
11	Communicable Disease Workflow Coordinator Community Health Nurse Contract Paralegal Environmental Compliance Specialist Environmental Health Workflow Coord. Executive Assistant to the Mayor Equity & Inclusion Coordinator Grants Compliance Administrator Legal Office Administrator Maintenance Supervisor Maintenance Supervisor (Construction) Maintenance Supervisor (Maintenance) Payroll Administrator Public Health Paramedicine Specialist Special Assistant to the Mayor Sustainability Coordinator Traffic Control Foreman Workflow Coordinator

NON-BARGAINING UNIT CLASSIFICATIONS AND PAY GRADES

PAY **GRADE** **POSITION CLASSIFICATION TITLE**

12 Database Analyst
Deputy City Clerk
Financial Analyst
Flood Plain Manager
GIS Analyst
HR Generalist
IT Service Coordinator
Nuisance Property Manager
Pension Financial Analyst
Public Safety Analyst
Systems Administrator 1
Systems Analyst 1

13 Accountant
Chief Maintenance Supervisor
Chief Maintenance Supervisor w/ EVT
Construction Project Manager
Manager of Civic Innovations
Manager - Stormwater
Operations Manager
Project Manager
Recreation Manager
Review Coordinator
Senior Grants Accountant
Senior Planner
Special Events Manager
Stormwater Education Manager

PAY **GRADE** **POSITION CLASSIFICATION TITLE**

13 SWEEP & Animal Control Manager
Traffic Control Specialist
Zoning Supervisor

14 Application Developer
Associate Utility Engineer
Assistant Chief of EMS
Business Development Liaison
Captain of EMS
Chief Designer/Surveyor
Communicable Disease Program Manager
Communications Manager
Community Housing Manager
Compliance Auditor
Environmental Engineer
Golf Course Superintendent
Housing Enforcement & Compliance Manager
Housing Supervisor
Injury Prevention Service Manager
Litigation Paralegal
Operations Manager - Police
Public Works Administration Manager
Public Works Project Manager
Senior HR Generalist
Sr GIS Coordinator
Stormwater Monitoring Coordinator
Systems Analyst 2

NON-BARGAINING UNIT CLASSIFICATIONS AND PAY GRADES

PAY GRADE POSITION CLASSIFICATION TITLE

15	Business Development Manager Chief Planner Clinical Services Manager Environmental Field Services Manager Grants Manager Internal Audit Manager Nutrition & Physical Activity Program Manager Public Health Emergency Preparedness Mgr Public Health Engagement & Outreach Mgr Purchasing Agent Risk & Safety Manager Systems Administrator 3 Technical Services Manager
16	Building & Construction Superintendent Bureau Manager Environmental Health Associate Director Facilities Manager Golf Course Manager Manager - Recycling & Solid Waste MS4 Administrator Park Maintenance Superintendent Pers. Health Associate Director Streets Superintendent Systems Analyst 3 Traffic Control Superintendent
17	Director — Building Standards & Safety Network Manager Planning Director Revenue and Audit Manager Treasury & Accounting Manager

PAY GRADE POSITION CLASSIFICATION TITLE

18	Application Manager Assistant City Solicitor City Clerk City Engineer Deputy Director Community Development Deputy Director - Finance Deputy Director - Parks Deputy Director - Public Works EMS Chief of Operations Health Director Infrastructure Manager
20	Deputy Solicitor Police Captain
21	Chief Information Officer Deputy Fire Chief Police Chief Asst
21A	City Solicitor Community Development Director Finance Director Fire Chief Human Resources Director Parks & Recreation Director Police Chief Public Works Director
22A	Managing Director

CITY OF ALLENTOWN
JAN 2024 - DEC 2024: 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	51,599	52,882	54,165	55,447	56,730	58,013	59,295	60,578	61,861	63,143	Annual
	1,984.59	2,033.93	2,083.26	2,132.59	2,181.93	2,231.26	2,280.59	2,329.93	2,379.26	2,428.59	Biweekly
	24.8074	25.4241	26.0408	26.6574	27.2741	27.8907	28.5074	29.1241	29.7407	30.3574	Hourly
s06	53,870	55,218	56,566	57,914	59,263	60,611	61,959	63,307	64,656	66,004	Annual
	2,071.90	2,123.76	2,175.62	2,227.47	2,279.33	2,331.19	2,383.04	2,434.90	2,486.76	2,538.61	Biweekly
	25.8988	26.5470	27.1952	27.8434	28.4916	29.1398	29.7880	30.4363	31.0845	31.7327	Hourly
s07	56,306	57,722	59,138	60,553	61,969	63,385	64,800	66,216	67,632	69,047	Annual
	2,165.62	2,220.07	2,274.52	2,328.97	2,383.42	2,437.87	2,492.32	2,546.77	2,601.22	2,655.66	Biweekly
	27.0703	27.7509	28.4315	29.1121	29.7927	30.4733	31.1540	31.8346	32.5152	33.1958	Hourly
s08	58,797	60,278	61,760	63,241	64,723	66,205	67,686	69,168	70,649	72,131	Annual
	2,261.42	2,318.40	2,375.38	2,432.36	2,489.34	2,546.33	2,603.31	2,660.29	2,717.27	2,774.26	Biweekly
	28.2677	28.9800	29.6923	30.4045	31.1168	31.8291	32.5414	33.2536	33.9659	34.6782	Hourly
s09	61,410	62,957	64,505	66,053	67,601	69,148	70,696	72,244	73,792	75,339	Annual
	2,361.91	2,421.44	2,480.97	2,540.50	2,600.03	2,659.56	2,719.09	2,778.61	2,838.14	2,897.67	Biweekly
	29.5239	30.2680	31.0121	31.7562	32.5003	33.2445	33.9886	34.7327	35.4768	36.2209	Hourly
s10	64,138	65,752	67,366	68,980	70,594	72,208	73,822	75,436	77,050	78,664	Annual
	2,466.86	2,528.94	2,591.01	2,653.09	2,715.16	2,777.24	2,839.31	2,901.39	2,963.46	3,025.54	Biweekly
	30.8357	31.6117	32.3876	33.1636	33.9395	34.7155	35.4914	36.2673	37.0433	37.8192	Hourly
s11	66,977	68,692	70,408	72,123	73,838	75,553	77,268	78,983	80,698	82,414	Annual
	2,576.05	2,642.02	2,707.98	2,773.95	2,839.92	2,905.88	2,971.85	3,037.82	3,103.78	3,169.75	Biweekly
	32.2006	33.0252	33.8498	34.6744	35.4990	36.3236	37.1481	37.9727	38.7973	39.6219	Hourly
s12	70,009	71,823	73,637	75,452	77,266	79,080	80,894	82,709	84,523	86,337	Annual
	2,692.64	2,762.42	2,832.20	2,901.98	2,971.76	3,041.54	3,111.32	3,181.10	3,250.88	3,320.66	Biweekly
	33.6580	34.5303	35.4025	36.2748	37.1470	38.0193	38.8915	39.7638	40.6360	41.5083	Hourly
s13	73,149	75,063	76,977	78,891	80,805	82,719	84,633	86,547	88,461	90,374	Annual
	2,813.44	2,887.05	2,960.66	3,034.27	3,107.88	3,181.50	3,255.11	3,328.72	3,402.33	3,475.94	Biweekly
	35.1680	36.0881	37.0083	37.9284	38.8486	39.7687	40.6888	41.6090	42.5291	43.4493	Hourly

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GRADE	A	B	C	D	E	F	G	H	I	J	
s14	76,466	78,480	80,494	82,508	84,522	86,536	88,550	90,563	92,577	94,591	Annual
	2,941.01	3,018.47	3,095.93	3,173.38	3,250.84	3,328.30	3,405.75	3,483.21	3,560.67	3,638.12	Biweekly
	36.7627	37.7309	38.6991	39.6673	40.6355	41.6037	42.5719	43.5401	44.5083	45.4766	Hourly
s15	79,904	82,017	84,130	86,243	88,356	90,469	92,582	94,695	96,808	98,920	Annual
	3,073.25	3,154.51	3,235.78	3,317.04	3,398.31	3,479.57	3,560.84	3,642.10	3,723.37	3,804.63	Biweekly
	38.4156	39.4314	40.4472	41.4630	42.4789	43.4947	44.5105	45.5263	46.5421	47.5579	Hourly
s16	83,511	85,724	87,937	90,150	92,363	94,576	96,788	99,001	101,214	103,427	Annual
	3,211.97	3,297.08	3,382.19	3,467.30	3,552.41	3,637.52	3,722.63	3,807.74	3,892.85	3,977.96	Biweekly
	40.1496	41.2135	42.2774	43.3413	44.4052	45.4690	46.5329	47.5968	48.6607	49.7246	Hourly
s17	87,312	89,624	91,935	94,247	96,559	98,871	101,183	103,495	105,807	108,119	Annual
	3,358.14	3,447.06	3,535.98	3,624.90	3,713.82	3,802.73	3,891.65	3,980.57	4,069.49	4,158.41	Biweekly
	41.9768	43.0882	44.1997	45.3112	46.4227	47.5342	48.6457	49.7571	50.8686	51.9801	Hourly
s18	91,290	93,702	96,113	98,525	100,936	103,347	105,759	108,170	110,582	112,993	Annual
	3,511.17	3,603.92	3,696.66	3,789.41	3,882.16	3,974.90	4,067.65	4,160.39	4,253.14	4,345.88	Biweekly
	43.8897	45.0490	46.2083	47.3676	48.5269	49.6863	50.8456	52.0049	53.1642	54.3235	Hourly
s19	95,499	98,009	100,520	103,030	105,540	108,051	110,561	113,071	115,582	118,092	Annual
	3,673.03	3,769.58	3,866.14	3,962.69	4,059.24	4,155.80	4,252.35	4,348.90	4,445.46	4,542.01	Biweekly
	45.9129	47.1198	48.3267	49.5336	50.7405	51.9474	53.1544	54.3613	55.5682	56.7751	Hourly
s20	99,885	102,495	105,106	107,716	110,326	112,936	115,547	118,157	120,767	123,378	Annual
	3,841.73	3,942.13	4,042.52	4,142.92	4,243.31	4,343.71	4,444.10	4,544.50	4,644.89	4,745.29	Biweekly
	48.0217	49.2766	50.5315	51.7865	53.0414	54.2964	55.5513	56.8062	58.0612	59.3161	Hourly
s21	105,037	107,787	110,536	113,285	116,034	118,783	121,532	124,282	127,031	129,780	Annual
	4,039.90	4,145.64	4,251.38	4,357.11	4,462.85	4,568.59	4,674.33	4,780.06	4,885.80	4,991.54	Biweekly
	50.4988	51.8205	53.1422	54.4639	55.7856	57.1074	58.4291	59.7508	61.0725	62.3942	Hourly
a21	114,330	119,366	124,401	129,437	134,472	139,508	144,543	149,579	154,614	159,650	Annual
	4,397.31	4,590.98	4,784.66	4,978.33	5,172.01	5,365.68	5,559.36	5,753.03	5,946.71	6,140.38	Biweekly
	54.9663	57.3873	59.8082	62.2292	64.6501	67.0710	69.4920	71.9129	74.3339	76.7548	Hourly

MUNICIPAL EMPLOYEE CLASSIFICATIONS AND PAY GRADES

PAY
GRADE **POSITION CLASSIFICATION TITLE**

6	Maintenance Worker 1 Maintenance Worker 1 - Custodial Maintenance Worker 1 - Parks
7	Para-Police
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 Permit Technician
9	Accounts Payable Specialist Equipment Operator 2 Mailroom Specialist Maintenance Mechanic 1 - Pools Print Shop Specialist Revenue Specialist

PAY
GRADE **POSITION CLASSIFICATION TITLE**

10	Equipment Operator 3 Maintenance Worker 3 Permit Technician 2
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 Sweep Officer
13	Engineering Aide 3

MUNICIPAL EMPLOYEE CLASSIFICATIONS AND PAY GRADES

<u>PAY</u> <u>GRADE</u>	<u>POSITION CLASSIFICATION TITLE</u>	<u>PAY</u> <u>GRADE</u>	<u>POSITION CLASSIFICATION TITLE</u>
14	Construction Inspector Environmental Technician Equipment Operator 4 Equipment Operator 4 Specialist Housing Inspector Housing Inspector - Bilingual Maintenance Mechanic - Golf Maintenance Mechanic - Specialist Maintenance Spray Technician Paving Specialist Stormwater Vegetation Maintenance Technician Telecommunications Technician Traffic Signal Technician 2 Zoning Officer	16	Tradesman Tradesman - Building Maint. Tradesman - Carpenter Tradesman - Electrician Tradesman - HVAC Tradesman - Plumber Tradesman - Pools Tree Inspector
		18(a)	Communicable Disease Investigator/Statistician
		18(b)	Building Inspector Dietician Environmental Health Specialist Paramedic FT
15	Arborist 2 Equipment Operator 5 Environmental Health Tech Tax Examiner Waste & Recycling Operator	20	Diesel Technician
		21	Emergency Vehicle Technician
16	Building Inspector Trainee Maintenance Painter/Auto-Body Maintenance Welder Senior Tax Examiner	22 (a)	Building Code Professional
		22 (b)	Building Code Professional
		22 (c)	Building Code Professional

CITY OF ALLENTOWN
JAN 2024 - DEC 2024: WAGE SCALE FOR MUNICIPAL (S.E.I.U.) EMPLOYEES
Annual Salary Calculated on 2080 Hours per Year
Based on a 3% Increase

*GRADE	A	B	C	D	E	F	G	H	
01	37,016	38,254	39,896	45,750	46,563	47,409	48,297	49,242	Annual
	1,423.68	1,471.30	1,534.47	1,759.63	1,790.89	1,823.44	1,857.59	1,893.92	Biweekly
	17.80	18.39	19.18	22.00	22.39	22.79	23.22	23.67	Hourly
	26.69	27.59	28.77	32.99	33.58	34.19	34.83	35.51	Overtime
02	37,713	38,968	40,644	46,563	47,409	48,297	49,242	50,220	Annual
	1,450.50	1,498.78	1,563.23	1,790.89	1,823.44	1,857.59	1,893.92	1,931.53	Biweekly
	18.13	18.73	19.54	22.39	22.79	23.22	23.67	24.14	Hourly
	27.20	28.10	29.31	33.58	34.19	34.83	35.51	36.22	Overtime
03	38,444	39,731	41,435	47,409	48,297	49,242	50,220	51,258	Annual
	1,478.62	1,528.11	1,593.64	1,823.44	1,857.59	1,893.92	1,931.53	1,971.45	Biweekly
	18.48	19.10	19.92	22.79	23.22	23.67	24.14	24.64	Hourly
	27.72	28.65	29.88	34.19	34.83	35.51	36.22	36.96	Overtime
04	39,207	40,514	42,254	48,297	49,242	50,220	51,258	52,341	Annual
	1,507.95	1,558.22	1,625.16	1,857.59	1,893.92	1,931.53	1,971.45	2,013.11	Biweekly
	18.85	19.48	20.31	23.22	23.67	24.14	24.64	25.16	Hourly
	28.27	29.22	30.47	34.83	35.51	36.22	36.96	37.75	Overtime
05	40,008	41,340	43,117	49,242	50,220	51,258	52,341	53,482	Annual
	1,538.77	1,589.98	1,658.35	1,893.92	1,931.53	1,971.45	2,013.11	2,057.01	Biweekly
	19.23	19.87	20.73	23.67	24.14	24.64	25.16	25.71	Hourly
	28.85	29.81	31.09	35.51	36.22	36.96	37.75	38.57	Overtime
06	40,857	42,221	44,030	50,220	51,258	52,341	53,482	54,679	Annual
	1,571.44	1,623.88	1,693.45	1,931.53	1,971.45	2,013.11	2,057.01	2,103.03	Biweekly
	19.64	20.30	21.17	24.14	24.64	25.16	25.71	26.29	Hourly
	29.46	30.45	31.75	36.22	36.96	37.75	38.57	39.43	Overtime
07	41,735	43,127	44,986	51,258	52,341	53,482	54,679	55,932	Annual
	1,605.20	1,658.73	1,730.23	1,971.45	2,013.11	2,057.01	2,103.03	2,151.24	Biweekly
	20.07	20.73	21.63	24.64	25.16	25.71	26.29	26.89	Hourly
	30.10	31.10	32.44	36.96	37.75	38.57	39.43	40.34	Overtime

CITY OF ALLENTOWN
JAN 2024 - DEC 2024: WAGE SCALE FOR MUNICIPAL (S.E.I.U.) EMPLOYEES
Annual Salary Calculated on 2080 Hours per Year
Based on a 3% Increase

*GRADE	A	B	C	D	E	F	G	H	
08	42,670	44,093	45,989	52,341	53,482	54,679	55,932	57,249	Annual
	1,641.14	1,695.89	1,768.82	2,013.11	2,057.01	2,103.03	2,151.24	2,201.88	Biweekly
	20.51	21.20	22.11	25.16	25.71	26.29	26.89	27.52	Hourly
	30.77	31.80	33.17	37.75	38.57	39.43	40.34	41.29	Overtime
09	43,644	45,108	47,040	53,482	54,679	55,932	57,249	58,626	Annual
	1,678.63	1,734.92	1,809.24	2,057.01	2,103.03	2,151.24	2,201.88	2,254.83	Biweekly
	20.98	21.69	22.62	25.71	26.29	26.89	27.52	28.19	Hourly
	31.47	32.53	33.92	38.57	39.43	40.34	41.29	42.28	Overtime
10	44,672	46,161	48,149	54,679	55,932	57,249	58,626	60,083	Annual
	1,718.16	1,775.43	1,851.87	2,103.03	2,151.24	2,201.88	2,254.83	2,310.88	Biweekly
	21.48	22.19	23.15	26.29	26.89	27.52	28.19	28.89	Hourly
	32.22	33.29	34.72	39.43	40.34	41.29	42.28	43.33	Overtime
11	45,749	47,273	49,307	55,932	57,249	58,626	60,083	61,606	Annual
	1,759.57	1,818.18	1,896.41	2,151.24	2,201.88	2,254.83	2,310.88	2,369.48	Biweekly
	21.99	22.73	23.71	26.89	27.52	28.19	28.89	29.62	Hourly
	32.99	34.09	35.56	40.34	41.29	42.28	43.33	44.43	Overtime
12	46,879	48,444	50,523	57,249	58,626	60,083	61,606	63,207	Annual
	1,803.02	1,863.24	1,943.21	2,201.88	2,254.83	2,310.88	2,369.48	2,431.04	Biweekly
	22.54	23.29	24.29	27.52	28.19	28.89	29.62	30.39	Hourly
	33.81	34.94	36.44	41.29	42.28	43.33	44.43	45.58	Overtime
13	48,062	49,666	51,798	58,626	60,083	61,606	63,207	64,884	Annual
	1,848.54	1,910.22	1,992.25	2,254.83	2,310.88	2,369.48	2,431.04	2,495.54	Biweekly
	23.11	23.88	24.90	28.19	28.89	29.62	30.39	31.19	Hourly
	34.66	35.82	37.35	42.28	43.33	44.43	45.58	46.79	Overtime
14	49,304	50,947	53,140	60,083	61,606	63,207	64,884	66,655	Annual
	1,896.29	1,959.51	2,043.86	2,310.88	2,369.48	2,431.04	2,495.54	2,563.64	Biweekly
	23.70	24.49	25.55	28.89	29.62	30.39	31.19	32.05	Hourly
	35.56	36.74	38.32	43.33	44.43	45.58	46.79	48.07	Overtime

CITY OF ALLENTOWN
JAN 2024 - DEC 2024: WAGE SCALE FOR MUNICIPAL (S.E.I.U.) EMPLOYEES
Annual Salary Calculated on 2080 Hours per Year
Based on a 3% Increase

*GRADE	A	B	C	D	E	F	G	H	
15	50,560	52,227	54,480	61,606	63,207	64,884	66,655	68,424	Annual
	1,944.62	2,008.75	2,095.40	2,369.48	2,431.04	2,495.54	2,563.64	2,631.68	Biweekly
	24.31	25.11	26.19	29.62	30.39	31.19	32.05	32.90	Hourly
	36.46	37.66	39.29	44.43	45.58	46.79	48.07	49.34	Overtime
16	51,804	53,511	55,819	63,207	64,884	66,655	68,424	70,196	Annual
	1,992.45	2,058.11	2,146.88	2,431.04	2,495.54	2,563.64	2,631.68	2,699.85	Biweekly
	24.91	25.73	26.84	30.39	31.19	32.05	32.90	33.75	Hourly
	37.36	38.59	40.25	45.58	46.79	48.07	49.34	50.62	Overtime
18(a)	54,549	56,281	58,589	66,655	68,424	70,196	71,937	73,677	Annual
	2,098.03	2,164.66	2,253.43	2,563.64	2,631.68	2,699.85	2,766.80	2,833.74	Biweekly
	26.23	27.06	28.17	32.05	32.90	33.75	34.59	35.42	Hourly
	39.34	40.59	42.25	48.07	49.34	50.62	51.88	53.13	Overtime
18(b)	-	-	-	66,655	68,424	70,196	71,937	73,677	Annual
	-	-	-	2,563.64	2,631.68	2,699.85	2,766.80	2,833.74	Biweekly
	-	-	-	32.05	32.90	33.75	34.59	35.42	Hourly
	-	-	-	48.07	49.34	50.62	51.88	53.13	Overtime
19	56,700	58,453	60,889	69,987	71,845	73,706	75,534	77,361	Annual
	2,180.76	2,248.21	2,341.88	2,691.82	2,763.26	2,834.84	2,905.15	2,975.44	Biweekly
	27.26	28.10	29.27	33.65	34.54	35.44	36.31	37.19	Hourly
	40.89	42.15	43.91	50.47	51.81	53.15	54.47	55.79	Overtime
20	57,237	59,007	61,466	70,650	72,835	75,088	76,620	78,184	Annual
	2,201.42	2,269.51	2,364.07	2,717.32	2,801.36	2,888.00	2,946.94	3,007.08	Biweekly
	27.52	28.37	29.55	33.97	35.02	36.10	36.84	37.59	Hourly
	41.28	42.55	44.33	50.95	52.53	54.15	55.26	56.38	Overtime
21	60,093	61,952	64,533	74,176	76,470	78,835	80,444	82,086	Annual
	2,311.28	2,382.76	2,482.05	2,852.93	2,941.16	3,032.13	3,094.01	3,157.15	Biweekly
	28.89	29.78	31.03	35.66	36.76	37.90	38.68	39.46	Hourly
	43.34	44.68	46.54	53.49	55.15	56.85	58.01	59.20	Overtime

CITY OF ALLENTOWN
JAN 2024 - DEC 2024: WAGE SCALE FOR MUNICIPAL (S.E.I.U.) EMPLOYEES
Annual Salary Calculated on 2080 Hours per Year
Based on a 3% Increase

*GRADE	A	B	C	D	E	F	G	H	
22 (a)	-	-	-	70,196	72,302	74,471	75,960	77,480	Annual
	-	-	-	2,699.85	2,780.84	2,864.27	2,921.55	2,979.99	Biweekly
	-	-	-	33.75	34.76	35.80	36.52	37.25	Hourly
	-	-	-	50.62	52.14	53.71	54.78	55.87	Overtime
22 (b)	-	-	-	75,194	77,450	79,773	81,369	82,996	Annual
	-	-	-	2,892.08	2,978.84	3,068.20	3,129.57	3,192.16	Biweekly
	-	-	-	36.15	37.24	38.35	39.12	39.90	Hourly
	-	-	-	54.23	55.85	57.53	58.68	59.85	Overtime
22 (c)	-	-	-	80,547.82	82,964.25	85,453.18	87,162.24	88,905.49	Annual
	-	-	-	3,097.99	3,190.93	3,286.66	3,352.39	3,419.44	Biweekly
	-	-	-	38.72	39.89	41.08	41.90	42.74	Hourly
	-	-	-	58.09	59.83	61.62	62.86	64.11	Overtime

CITY OF ALLENTOWN
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS - LOCAL 302
EFFECTIVE JANUARY THROUGH DECEMBER 2024
FIRE FIGHTERS

** 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	56,364.03	-	56,364	2,167.85	309.69	25.8077	4,335.69
2	59,184.21	-	59,184	2,276.32	325.19	27.0990	4,552.63
3	62,002.06	-	62,002	2,384.69	340.67	28.3890	4,769.39
4	77,158.17	-	77,158	2,967.62	423.95	35.3289	5,935.24
5	77,158.17	1,175	78,333	3,012.81	430.40	35.8668	6,025.63
6	77,158.17	1,275	78,433	3,016.66	430.95	35.9126	6,033.32
7	77,158.17	1,325	78,483	3,018.58	431.23	35.9355	6,037.17
8	77,158.17	1,375	78,533	3,020.51	431.50	35.9584	6,041.01
9	77,158.17	1,475	78,633	3,024.35	432.05	36.0042	6,048.71
10	77,158.17	1,525	78,683	3,026.28	432.33	36.0271	6,052.55
11	77,158.17	1,575	78,733	3,028.20	432.60	36.0500	6,056.40
12	77,158.17	1,675	78,833	3,032.05	433.15	36.0958	6,064.09
13	77,158.17	1,725	78,883	3,033.97	433.42	36.1187	6,067.94
14	77,158.17	1,775	78,933	3,035.89	433.70	36.1416	6,071.78
15	77,158.17	1,875	79,033	3,039.74	434.25	36.1873	6,079.47
16	77,158.17	1,925	79,083	3,041.66	434.52	36.2102	6,083.32
17	77,158.17	1,975	79,133	3,043.58	434.80	36.2331	6,087.17
18	77,158.17	2,075	79,233	3,047.43	435.35	36.2789	6,094.86
19	77,158.17	2,125	79,283	3,049.35	435.62	36.3018	6,098.71
20	77,158.17	2,325	79,483	3,057.05	436.72	36.3934	6,114.09
25	77,158.17	2,825	79,983	3,076.28	439.47	36.6223	6,152.55

CITY OF ALLENTOWN
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS - LOCAL 302
EFFECTIVE JANUARY THROUGH DECEMBER 2024
LIEUTENANT / INSPECTOR

** 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	83,720	-	83,720	3,220.02	460.00	38.3335	6,440.03
5	83,720	1,175	84,895	3,265.21	466.47	38.8716	6,530.56
6	83,720	1,275	84,995	3,269.05	467.01	38.9173	6,538.11
7	83,720	1,325	85,045	3,270.98	467.28	38.9402	6,541.95
8	83,720	1,375	85,095	3,272.90	467.56	38.9631	6,545.80
9	83,720	1,475	85,195	3,276.75	468.11	39.0089	6,553.49
10	83,720	1,525	85,245	3,278.67	468.38	39.0318	6,557.34
11	83,720	1,575	85,295	3,280.59	468.66	39.0547	6,561.19
12	83,720	1,675	85,395	3,284.44	469.21	39.1005	6,568.88
13	83,720	1,725	85,445	3,286.36	469.48	39.1234	6,572.72
14	83,720	1,775	85,495	3,288.28	469.75	39.1462	6,576.57
15	83,720	1,875	85,595	3,292.13	470.30	39.1920	6,584.26
16	83,720	1,925	85,645	3,294.05	470.58	39.2149	6,588.11
17	83,720	1,975	85,695	3,295.98	470.85	39.2378	6,591.95
18	83,720	2,075	85,795	3,299.82	471.40	39.2836	6,599.65
19	83,720	2,125	85,845	3,301.75	471.68	39.3065	6,603.49
20	83,720	2,325	86,045	3,309.44	472.78	39.3981	6,618.88
25	83,720	2,825	86,545	3,328.67	475.52	39.6270	6,657.34

CITY OF ALLENTOWN
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS - LOCAL 302
EFFECTIVE JANUARY THROUGH DECEMBER 2024
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	86,799	-	86,799	3,338.43	476.92	39.7432	6,676.86
5	86,799	1,175	87,974	3,383.62	483.37	40.2812	6,767.24
6	86,799	1,275	88,074	3,387.47	483.92	40.3270	6,774.94
7	86,799	1,325	88,124	3,389.39	484.20	40.3499	6,778.78
8	86,799	1,375	88,174	3,391.31	484.47	40.3728	6,782.63
9	86,799	1,475	88,274	3,395.16	485.02	40.4186	6,790.32
10	86,799	1,525	88,324	3,397.08	485.30	40.4415	6,794.17
11	86,799	1,575	88,374	3,399.01	485.57	40.4644	6,798.01
12	86,799	1,675	88,474	3,402.85	486.12	40.5102	6,805.71
13	86,799	1,725	88,524	3,404.78	486.40	40.5330	6,809.55
14	86,799	1,775	88,574	3,406.70	486.67	40.5559	6,813.40
15	86,799	1,875	88,674	3,410.55	487.22	40.6017	6,821.09
16	86,799	1,925	88,724	3,412.47	487.50	40.6246	6,824.94
17	86,799	1,975	88,774	3,414.39	487.77	40.6475	6,828.78
18	86,799	2,075	88,874	3,418.24	488.32	40.6933	6,836.48
19	86,799	2,125	88,924	3,420.16	488.59	40.7162	6,840.32
20	86,799	2,325	89,124	3,427.85	489.69	40.8078	6,855.71
25	86,799	2,825	89,624	3,447.08	492.44	41.0367	6,894.17

CITY OF ALLENTOWN
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS - LOCAL 302
EFFECTIVE JANUARY THROUGH DECEMBER 2024
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	89,890	-	89,890	3,457.29	493.90	41.1583	6,914.58
5	89,890	1,175	91,065	3,502.48	500.35	41.6962	7,004.96
6	89,890	1,275	91,165	3,506.33	500.90	41.7420	7,012.66
7	89,890	1,325	91,215	3,508.25	501.18	41.7649	7,016.50
8	89,890	1,375	91,265	3,510.17	501.45	41.7878	7,020.35
9	89,890	1,475	91,365	3,514.02	502.00	41.8336	7,028.04
10	89,890	1,525	91,415	3,515.94	502.28	41.8565	7,031.89
11	89,890	1,575	91,465	3,517.87	502.55	41.8794	7,035.73
12	89,890	1,675	91,565	3,521.71	503.10	41.9252	7,043.43
13	89,890	1,725	91,615	3,523.64	503.38	41.9480	7,047.27
14	89,890	1,775	91,665	3,525.56	503.65	41.9709	7,051.12
15	89,890	1,875	91,765	3,529.41	504.20	42.0167	7,058.81
16	89,890	1,925	91,815	3,531.33	504.48	42.0396	7,062.66
17	89,890	1,975	91,865	3,533.25	504.75	42.0625	7,066.50
18	89,890	2,075	91,965	3,537.10	505.30	42.1083	7,074.20
19	89,890	2,125	92,015	3,539.02	505.57	42.1312	7,078.04
20	89,890	2,325	92,215	3,546.71	506.67	42.2228	7,093.43
25	89,890	2,825	92,715	3,565.94	509.42	42.4517	7,131.89

CITY OF ALLENTOWN
FRATERNAL ORDER OF POLICE - QUEEN CITY LODGE NO. 10
JANUARY TO DECEMBER 2024 WAGE SCHEDULE
PATROL OFFICER

** Based on 3.0% 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	68,439	-	68,439	2,632.28	263.23	32.9035	3,685.20
2	71,697	-	71,697	2,757.57	275.76	34.4697	3,860.60
3	74,960	-	74,960	2,883.07	288.31	36.0384	4,036.30
4	91,182	-	91,182	3,507.00	350.70	43.8375	4,909.80
5	91,523	525	92,048	3,540.31	354.03	44.2538	4,956.43
6	91,523	625	92,148	3,544.15	354.42	44.3019	4,961.81
7	91,523	725	92,248	3,548.00	354.80	44.3500	4,967.20
8	91,523	825	92,348	3,551.84	355.18	44.3980	4,972.58
9	91,523	925	92,448	3,555.69	355.57	44.4461	4,977.97
10	91,523	1,025	92,548	3,559.54	355.95	44.4942	4,983.35
11	91,523	1,125	92,648	3,563.38	356.34	44.5423	4,988.73
12	91,523	1,225	92,748	3,567.23	356.72	44.5904	4,994.12
13	91,523	1,325	92,848	3,571.07	357.11	44.6384	4,999.50
14	91,523	1,425	92,948	3,574.92	357.49	44.6865	5,004.89
15	91,523	1,525	93,048	3,578.77	357.88	44.7346	5,010.27
16	91,523	1,625	93,148	3,582.61	358.26	44.7827	5,015.66
17	91,523	1,725	93,248	3,586.46	358.65	44.8307	5,021.04
18	91,523	1,825	93,348	3,590.31	359.03	44.8788	5,026.43
19	91,523	1,925	93,448	3,594.15	359.42	44.9269	5,031.81
20	91,523	2,025	93,548	3,598.00	359.80	44.9750	5,037.20
21	91,523	2,325	93,848	3,609.54	360.95	45.1192	5,053.35
22	91,523	2,625	94,148	3,621.07	362.11	45.2634	5,069.50
23	91,523	2,925	94,448	3,632.61	363.26	45.4077	5,085.66
24	91,523	3,225	94,748	3,644.15	364.42	45.5519	5,101.81
25	91,523	3,525	95,048	3,655.69	365.57	45.6961	5,117.97

Differential:
Middle Shift \$0.50/Hour
Night Shift \$0.60/Hour

CITY OF ALLENTOWN
FRATERNAL ORDER OF POLICE - QUEEN CITY LODGE NO. 10
JANUARY TO DECEMBER 2024 WAGE SCHEDULE
"SERGEANT A"

** Based on 3.0% 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	96,865	-	96,865	3,725.59	372.56	46.5699	5,215.83
2	96,865	-	96,865	3,725.59	372.56	46.5699	5,215.83
3	96,865	-	96,865	3,725.59	372.56	46.5699	5,215.83
4	96,865	-	96,865	3,725.59	372.56	46.5699	5,215.83
5	96,865	525	97,390	3,745.78	374.58	46.8223	5,244.09
6	96,865	625	97,490	3,749.63	374.96	46.8703	5,249.48
7	96,865	725	97,590	3,753.47	375.35	46.9184	5,254.86
8	96,865	825	97,690	3,757.32	375.73	46.9665	5,260.25
9	96,865	925	97,790	3,761.17	376.12	47.0146	5,265.63
10	96,865	1,025	97,890	3,765.01	376.50	47.0627	5,271.02
11	96,865	1,125	97,990	3,768.86	376.89	47.1107	5,276.40
12	96,865	1,225	98,090	3,772.70	377.27	47.1588	5,281.79
13	96,865	1,325	98,190	3,776.55	377.66	47.2069	5,287.17
14	96,865	1,425	98,290	3,780.40	378.04	47.2550	5,292.56
15	96,865	1,525	98,390	3,784.24	378.42	47.3030	5,297.94
16	96,865	1,625	98,490	3,788.09	378.81	47.3511	5,303.33
17	96,865	1,725	98,590	3,791.94	379.19	47.3992	5,308.71
18	96,865	1,825	98,690	3,795.78	379.58	47.4473	5,314.09
19	96,865	1,925	98,790	3,799.63	379.96	47.4953	5,319.48
20	96,865	2,025	98,890	3,803.47	380.35	47.5434	5,324.86
21	96,865	2,325	99,190	3,815.01	381.50	47.6877	5,341.02
22	96,865	2,625	99,490	3,826.55	382.66	47.8319	5,357.17
23	96,865	2,925	99,790	3,838.09	383.81	47.9761	5,373.33
24	96,865	3,225	100,090	3,849.63	384.96	48.1203	5,389.48
25	96,865	3,525	100,390	3,861.17	386.12	48.2646	5,405.63

Differential:	Middle Shift	\$0.50/Hour	"Sergeants A" applies to Sergeants with less than two (2) years in grade
	Night Shift	\$0.60/Hour	

CITY OF ALLENTOWN
FRATERNAL ORDER OF POLICE - QUEEN CITY LODGE NO. 10
JANUARY TO DECEMBER 2024 WAGE SCHEDULE
"SERGEANT B"

** Based on 3.0% 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	99,134	-	99,134	3,812.86	381.29	47.6607	5,338.00
2	99,134	-	99,134	3,812.86	381.29	47.6607	5,338.00
3	99,134	-	99,134	3,812.86	381.29	47.6607	5,338.00
4	99,134	-	99,134	3,812.86	381.29	47.6607	5,338.00
5	99,134	525	99,659	3,833.05	383.30	47.9131	5,366.27
6	99,134	625	99,759	3,836.89	383.69	47.9612	5,371.65
7	99,134	725	99,859	3,840.74	384.07	48.0093	5,377.04
8	99,134	825	99,959	3,844.59	384.46	48.0573	5,382.42
9	99,134	925	100,059	3,848.43	384.84	48.1054	5,387.81
10	99,134	1,025	100,159	3,852.28	385.23	48.1535	5,393.19
11	99,134	1,125	100,259	3,856.13	385.61	48.2016	5,398.58
12	99,134	1,225	100,359	3,859.97	386.00	48.2496	5,403.96
13	99,134	1,325	100,459	3,863.82	386.38	48.2977	5,409.34
14	99,134	1,425	100,559	3,867.66	386.77	48.3458	5,414.73
15	99,134	1,525	100,659	3,871.51	387.15	48.3939	5,420.11
16	99,134	1,625	100,759	3,875.36	387.54	48.4420	5,425.50
17	99,134	1,725	100,859	3,879.20	387.92	48.4900	5,430.88
18	99,134	1,825	100,959	3,883.05	388.30	48.5381	5,436.27
19	99,134	1,925	101,059	3,886.89	388.69	48.5862	5,441.65
20	99,134	2,025	101,159	3,890.74	389.07	48.6343	5,447.04
21	99,134	2,325	101,459	3,902.28	390.23	48.7785	5,463.19
22	99,134	2,625	101,759	3,913.82	391.38	48.9227	5,479.34
23	99,134	2,925	102,059	3,925.36	392.54	49.0670	5,495.50
24	99,134	3,225	102,359	3,936.89	393.69	49.2112	5,511.65
25	99,134	3,525	102,659	3,948.43	394.84	49.3554	5,527.81

Differential:

Middle Shift \$0.50/Hour
Night Shift \$0.60/Hour

"Sergeants B" applies to Sergeants with two (2) or more years in grade
(on second (2nd) anniversary date of promotion)

CITY OF ALLENTOWN
FRATERNAL ORDER OF POLICE - QUEEN CITY LODGE NO. 10
JANUARY TO DECEMBER 2024 WAGE SCHEDULE
"LIEUTENANT"

** Based on 3.0% 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	104,092	-	104,092	4,003.54	400.35	50.0443	5,604.96
2	104,092	-	104,092	4,003.54	400.35	50.0443	5,604.96
3	104,092	-	104,092	4,003.54	400.35	50.0443	5,604.96
4	104,092	-	104,092	4,003.54	400.35	50.0443	5,604.96
5	104,092	525	104,617	4,023.74	402.37	50.2967	5,633.23
6	104,092	625	104,717	4,027.58	402.76	50.3448	5,638.62
7	104,092	725	104,817	4,031.43	403.14	50.3929	5,644.00
8	104,092	825	104,917	4,035.27	403.53	50.4409	5,649.38
9	104,092	925	105,017	4,039.12	403.91	50.4890	5,654.77
10	104,092	1,025	105,117	4,042.97	404.30	50.5371	5,660.15
11	104,092	1,125	105,217	4,046.81	404.68	50.5852	5,665.54
12	104,092	1,225	105,317	4,050.66	405.07	50.6332	5,670.92
13	104,092	1,325	105,417	4,054.51	405.45	50.6813	5,676.31
14	104,092	1,425	105,517	4,058.35	405.84	50.7294	5,681.69
15	104,092	1,525	105,617	4,062.20	406.22	50.7775	5,687.08
16	104,092	1,625	105,717	4,066.04	406.60	50.8256	5,692.46
17	104,092	1,725	105,817	4,069.89	406.99	50.8736	5,697.85
18	104,092	1,825	105,917	4,073.74	407.37	50.9217	5,703.23
19	104,092	1,925	106,017	4,077.58	407.76	50.9698	5,708.62
20	104,092	2,025	106,117	4,081.43	408.14	51.0179	5,714.00
21	104,092	2,325	106,417	4,092.97	409.30	51.1621	5,730.15
22	104,092	2,625	106,717	4,104.51	410.45	51.3063	5,746.31
23	104,092	2,925	107,017	4,116.04	411.60	51.4506	5,762.46
24	104,092	3,225	107,317	4,127.58	412.76	51.5948	5,778.62
25	104,092	3,525	107,617	4,139.12	413.91	51.7390	5,794.77

Differential:
Middle Shift \$0.50/Hour
Night Shift \$0.60/Hour

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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 deed transfer, earned income, business privilege, the Emergency and Municipal Services Tax beyond \$52, amusement devices, and resident taxes above their respective 1996 levels. (5/16/06)

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.