

Ordinance 2025 _____

Ordinance Approving 2026 Salary, Wages and Fringe Benefits for Employees Not Covered by Collective Bargaining Agreements

WHEREAS, the City of Latrobe (City”) employs personnel not covered by collective bargaining agreements; and

WHEREAS, the City desires to approve for calendar year 2026 the salary, wages and fringe benefits paid to employees not covered by collective bargaining agreements but could be covered by separate employment agreements; and

WHEREAS, the City Charter Article 2 section 3-12 requires that salaries, wages and fringe benefits paid by the city be approved annually via ordinance; and

NOW, THEREFORE, BE IT RESOLVED by Council of the City of Latrobe, the following salaries, wages and fringe benefits are approved for positions for employees not covered by collective bargaining for the City for calendar year 2026:

1. City Manager – salary range \$120,000 - \$124,800 with salary and fringe benefits set by contract
2. Finance Director – salary range \$89,000 - \$94,000 with salary and fringe benefits set by contract
3. Assistant Manager - salary range \$75,000 - \$82,000 with salary and fringe benefits set by contract
4. Chief of Police - salary range \$112,500 - \$117,000 with salary and fringe benefits set by contract
5. Captain of Police - salary range \$99,840 -103,834 with salary and fringe benefits set by contract
6. Deputy Director of Community Affairs and Police Services – salary is \$70,040 and fringe benefits are set by contract
7. Director of Public Works – salary range \$97,990.20 - \$102,339.77- with salary and fringe benefits set by contract
8. Assistant Director of Public Works - salary range \$65,000 - \$67,500 with salary and fringe benefits set by contract

9. Code Enforcement and Zoning Officer– salary range \$52,000 - 65,000- with salary and fringe benefits set by contract

10. Code Enforcement Officer – salary range \$31,200 - \$60,000 with salary and fringe benefits set by contract

11. Fire Chief – salary \$7,500 and life insurance of \$7,500 and no other fringe benefits

12. Duty Driver hourly wage range \$21 - \$23 per hour and health care, vision, dental and life insurance benefits the same as the AFSCME union agreement with copays for health care premiums for UPMC coverage at \$30 per pay for single coverage and \$40 per pay for family coverage and \$55 per pay for single coverage and \$65 per pay for family coverage for Highmark coverage. The Duty Drivers would utilize the same holidays as the AFSCME union agreement. They also get 8 personal days, 5-10 vacation days depending upon longevity, 10 sick days, and 3 bereavement days as necessary. Unused sick, personal, vacation and bereavement days do not carry over at year end.

13. Fire Relief Driver - hourly wage \$17 per hour and no other fringe benefits

RESOLVED, ORDAINED and APPROVED by Latrobe City Council this _____ day of _____ 2026.

ATTEST:

Council of the City of Latrobe

BY:

Janina Hall, Secretary

Eric Bartels, Mayor