

Resolution
of the
Municipal Authority of the Borough of Portage

Made this 6th day of July, 2000, at a duly advertised and publicly convened meeting of the Municipal Authority of the Borough of Portage, but effective at the beginning of the pay period starting July 16th, 2000,.

WHEREAS, the Municipal Authority of the Borough of Portage (hereinafter sometimes referred to as "Authority"), has had sporadic amounts of overtime during the past five years, reach a maximum in calendar year 1999 at an amount roughly equal to 25% of the gross payroll; and

WHEREAS, the employees of the Authority are regularly required to work more than forty hours in a week, including emergency repairs, work that must or conveniently is scheduled after normal work hours and covering weekends on a rotation; and

WHEREAS, the Authority attempted to build salary increases into a pay scale adopted in the Spring of 2000 to solve budgeting problems for employees and the Authority, but a complaint was filed with the US Dept of Labor, resulting in the Authority paying the increased pay scale plus overtime; and,

Whereas, the Authority has determined to reduce salaries back to those set in January of 2000, and provide for overtime pay for the portion of time worked over 40 hours in any week as follows:

NOW THEREFORE, be it Resolved, as of July 16th, 2000, that all employees of the Municipal Authority of the Borough of Portage continue on a salary basis, receiving the compensation set forth below for all work performed, under the following conditions and terms;

- 1) Salaries for the remainder of calendar year 2000 and all of calendar year 2001 are hereby set as follows:

a)	Joseph Stancovich, Manager	\$35,000.00
b)	Thomas Kunko, Assistant Manager	\$25,376.00
c)	Ronald Cadwallader Jr., Operator	\$20,488.00
d)	John Bilchak, Laborer	\$23,920.00
e)	Brian Cadwallader, Laborer	\$22,880.00
f)	William Ondesko, Laborer	\$18,096.00
g)	John Morgan, Laborer	\$18,096.00
h)	Margaret Vrobel, Clerical	\$23,000.00
i)	Joy Powers, Clerical	\$22,000.00

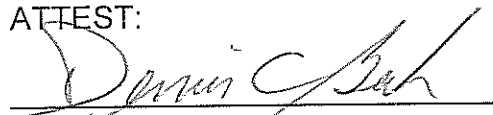
- 2) Salaries paid shall be deemed to include basic compensation for extra hours above

forty in any weekly period including but not limited to, weekend rotation, emergency repairs, specially scheduled work, similar to painting or the SCADA system and additional preparation by office staff in connection with monthly billing or records checks and upgrades.

- 3) An overtime premium of 50% of the base pay for any weekly period shall be paid, in addition to the base pay, to employees working over 40 hours in a week, and shall be calculated by taking the base pay for the week, dividing it by the number of hours worked, multiplying that number by 50%, and again multiplying by the number of hours worked in excess of 40. In performing the calculations, the payroll clerk shall utilize US Department of Labor Form WH-135 revised January 1995, attached hereto.
- 4) In no event shall employees be paid less than the mandatory minimum wage for all hours worked in a week.

Adopted by the Board on the date set forth above.

ATTEST:


Secretary

(Seal)

THE MUNICIPAL AUTHORITY
OF THE BOROUGH OF PORTAGE

By: 
Chairman