

**Resolution
of the
Municipal Authority of the Borough of Portage**

Made this 8th day of June, 2000, but effective with the first pay period of the month of May, 2000, at a duly advertised and publicly convened meeting of the Municipal Authority of the Borough of Portage.

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, receipt of this regular overtime has created an expectation on the part of employees to maintain levels of income earned, so as to plan for their personal lives, while creating budgeting difficulties for the Authority Board; and

WHEREAS, following several meetings between the Authority Board and employees of the Authority, a consensus was achieved, whereby the Authority would convert employees to a salary basis, which would include overtime at near the 1999 calendar year levels; and

WHEREAS, it is the Authority's intention to continue to have necessary overtime work performed and to compensate employees with a fixed salary which provides fair, legal and reasonable compensation for all their work, including that in excess of forty hours a week.

NOW THEREFORE, be it Resolved, on the date set forth above, and effective as also set forth previously, that all employees of the Municipal Authority of the Borough of Portage are hereby converted from an hourly wage basis to a salary basis, 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	\$34,500.00
c)	Ronald Cadwallader Jr., Operator	\$33,500.00
d)	John Bilchak, Laborer	\$30,500.00
e)	Brian Cadwallader, Laborer	\$29,500.00
f)	William Ondesko, Laborer	\$25,000.00

g)	John Morgan, Laborer	\$25,000.00
h)	Margaret Vrobel, Clerical	\$23,000.00
i)	Joy Powers, Clerical	\$22,000.00

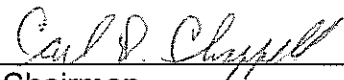
- 2) Salaries paid shall be deemed to include compensation for extra hours above forty in any weekly period including but not limited to, weekend rotation, emergency repairs, specially scheduled work, similar to painting or the SCADA system and additional preparation by office staff in connection with monthly billing or records checks and upgrades. In the event that extraordinary, (based on overall calendar year 1999 overtime), demands for overtime occur, the Authority Board shall meet and discuss causes of overtime and other matters with the employees.

Adopted by the Board on the date set forth above.

THE MUNICIPAL AUTHORITY
OF THE BOROUGH OF PORTAGE

ATTEST:


Secretary

By: 
Chairman

(Seal)