

## 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.

## **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 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>
<b>PERSONNEL AND FRINGE BENEFITS</b>		
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.
<b>SERVICES AND CHARGES</b>		
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. 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.).
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).

\* Changes to standard account explanations are underlined

## 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, <u>event space rental</u> , etc.
31	<u>Software</u>	<u>Computer hardware and 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.</u>
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 <u>including mileage reimbursement for training events</u> , 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 <b>performed by commercial establishments</b> and including the cost of service, maintenance agreements and parts used in executing such agreements.
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, and curb and sidewalk contracts. Also professional services including consulting, auditing and engineering fees. <u>(Non-software Maintenance Agreements are to be paid from Account 42. Software Maintenance Agreements are paid from Account 31.)</u>
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.

\* Changes to standard account explanations are underlined

## STANDARD ACCOUNTS

<u>A/C #</u>	<u>TITLE</u>	<u>EXPLANATION</u>
<b>MATERIALS AND SUPPLIES</b>		
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 ( <b>not to exceed \$200 per individual tool</b> ) and other repair and maintenance supplies <b>for repairs and maintenance performed by City personnel.</b>
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, safety equipment (safety goggles, back braces, <u>nitrile gloves</u> , etc), <u>protective gear for IT components</u> , and other operating materials and supplies not elsewhere classified. This account also includes all equipment purchases, <b>over \$200 per individual tool</b> , 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>
<b>CAPITAL OUTLAYS</b>		
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 if the item connects to the computer <u>whether wired or wireless/bluetooth connection.</u>
74	Real Estate Acquisition	Land and/or building acquisition, surveying, and all associated purchasing costs.
<b>SUNDRY</b>		
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.

\* Changes to standard account explanations are underlined

**CITY OF ALLENTOWN**  
**BUDGET EMPLOYEE POSITION TOTALS: 2020-2025**

	2020	2021	2022	2023	2024	2025
<b><u>GENERAL FUND (000)</u></b>						
Elected	9.00	9.00	9.00	9.00	9.00	9.00
Municipal - S.E.I.U.	174.90	178.40	180.40	197.20	199.20	181.50
Non-Bargaining & Supervisory	130.45	134.00	137.00	163.95	164.95	164.15
Police - F.O.P.	222.00	222.00	228.00	225.00	225.00	225.00
Fire - I.A.F.F.	129.00	129.00	129.00	129.00	141.00	141.00
<b>TOTAL GENERAL FUND</b>	665.35	672.40	683.40	724.15	739.15	720.65
<b>LIQUID FUELS FUND (004)</b>	30.00	30.00	30.00	30.00	30.00	30.00
<b>TREXLER FUND (006)</b>	11.25	12.25	12.25	11.30	10.30	10.80
<b>RISK MANAGEMENT FUND (081)</b>	3.50	3.50	3.00	3.00	3.00	3.00
<b>SOLID WASTE FUND (085)</b>	41.00	41.00	40.50	42.50	42.50	42.50
<b>STORMWATER (086)</b>	33.40	34.90	35.50	39.50	39.50	39.50
<b>GOLF COURSE FUND (091)</b>	5.25	5.25	5.25	5.70	5.70	5.90
<b>RENTAL (105)</b>	20.15	20.15	20.15	22.75	22.75	22.75
<b>BUILDING CODE (115)</b>	-	-	-	-	-	18.80
<b>HUD (700)</b>	5.00	7.10	7.10	7.10	7.10	7.10
<b>ARPA (019)</b>	-	-	-	12.00	12.00	12.00
<b>E 9-1-1 Fund (911)</b>	0.25	-	-	-	-	-
<b>TOTAL ALL POSITIONS</b>	<b>815</b>	<b>827</b>	<b>837</b>	<b>898</b>	<b>912</b>	<b>913</b>

**NON-BARGAINING UNIT 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>
5	Clerk III Confidential Receptionist	10	Community Health Navigator Engineering Technician 3 Human Resources Coordinator Planner
6	Assistant Planner EMS Billing Specialist Help Desk Analyst Treasury & Accounting Coordinator		Program Manager Project Coordinator Purchasing Contracts Administrator Recreation Program Specialist Recycling Coordinator Sr. Help Desk Analyst Video Content Manager
7	Administrative Assistant Executive Secretary Marketing and Special Events Coordinator Program Coordinator Purchasing Coordinator Rec. & Special Events Outreach Coordinator	11	Communicable Disease Workflow Coordinator Community Health Nurse Contract Paralegal Environmental Compliance Specialist Environmental Health Workflow Coord. Executive Assistant to the Mayor Grants Compliance Administrator Legal Office Administrator Maintenance Supervisor Maintenance Supervisor (Construction) Maintenance Supervisor (Maintenance) Payroll Administrator People & Culture Specialist Public Health Paramedicine Specialist Special Assistant to the Mayor Sustainability Coordinator Traffic Control Foreman Workflow 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		

**NON-BARGAINING UNIT CLASSIFICATIONS AND PAY GRADES**

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

12    Associate Engineer 1  
       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 Engineer 2  
       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 Project Manager  
       Senior HR Generalist  
       Sr GIS Coordinator  
       Stormwater Monitoring Coordinator  
       Systems Analyst 2

**NON-BARGAINING UNIT CLASSIFICATIONS AND PAY GRADES**

<u>PAY</u>	<u>POSITION CLASSIFICATION TITLE</u>	<u>PAY</u>	<u>POSITION CLASSIFICATION TITLE</u>
<u>GRADE</u>		<u>GRADE</u>	
15	Business Development Manager Chief Planner Clinical Services Manager Environmental Field Services Manager Grants Manager Internal Audit Manger 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	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
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 Public Works Administration Manager Streets Superintendent Systems Analyst 3 Traffic Control Superintendent	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
17	Director — Building Standards & Safety Network Manager Planning Director Revenue and Audit Manager Treasury & Accounting Manager	22A	Managing Director

**CITY OF ALLENTOWN**  
**JAN 2025 - DEC 2025: 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	53,147	54,469	55,790	57,111	58,432	59,753	61,074	62,395	63,717	65,038	Annual
	2,044.13	2,094.94	2,145.76	2,196.57	2,247.38	2,298.20	2,349.01	2,399.82	2,450.64	2,501.45	Biweekly
	25.5516	26.1868	26.8220	27.4571	28.0923	28.7275	29.3626	29.9978	30.6330	31.2681	Hourly
s06	55,486	56,874	58,263	59,652	61,040	62,429	63,818	65,207	66,595	67,984	Annual
	2,134.06	2,187.47	2,240.89	2,294.30	2,347.71	2,401.12	2,454.53	2,507.95	2,561.36	2,614.77	Biweekly
	26.6758	27.3434	28.0111	28.6787	29.3464	30.0140	30.6817	31.3493	32.0170	32.6846	Hourly
s07	57,995	59,453	60,912	62,370	63,828	65,286	66,744	68,202	69,661	71,119	Annual
	2,230.59	2,286.67	2,342.75	2,398.84	2,454.92	2,511.00	2,567.09	2,623.17	2,679.25	2,735.33	Biweekly
	27.8824	28.5834	29.2844	29.9855	30.6865	31.3875	32.0886	32.7896	33.4906	34.1917	Hourly
s08	60,561	62,087	63,613	65,139	66,665	68,191	69,717	71,243	72,769	74,295	Annual
	2,329.26	2,387.95	2,446.64	2,505.33	2,564.03	2,622.72	2,681.41	2,740.10	2,798.79	2,857.48	Biweekly
	29.1157	29.8494	30.5830	31.3167	32.0503	32.7840	33.5176	34.2513	34.9849	35.7185	Hourly
s09	63,252	64,846	66,440	68,035	69,629	71,223	72,817	74,411	76,005	77,600	Annual
	2,432.77	2,494.08	2,555.40	2,616.71	2,678.03	2,739.34	2,800.66	2,861.97	2,923.29	2,984.60	Biweekly
	30.4096	31.1761	31.9425	32.7089	33.4754	34.2418	35.0082	35.7747	36.5411	37.3075	Hourly
s10	66,063	67,725	69,387	71,050	72,712	74,374	76,037	77,699	79,362	81,024	Annual
	2,540.87	2,604.80	2,668.74	2,732.68	2,796.62	2,860.55	2,924.49	2,988.43	3,052.37	3,116.30	Biweekly
	31.7608	32.5600	33.3593	34.1585	34.9577	35.7569	36.5561	37.3554	38.1546	38.9538	Hourly
s11	68,987	70,753	72,520	74,286	76,053	77,820	79,586	81,353	83,119	84,886	Annual
	2,653.33	2,721.28	2,789.22	2,857.17	2,925.11	2,993.06	3,061.01	3,128.95	3,196.90	3,264.84	Biweekly
	33.1666	34.0160	34.8653	35.7146	36.5639	37.4133	38.2626	39.1119	39.9612	40.8106	Hourly
s12	72,109	73,978	75,846	77,715	79,584	81,453	83,321	85,190	87,059	88,927	Annual
	2,773.42	2,845.30	2,917.17	2,989.04	3,060.92	3,132.79	3,204.66	3,276.54	3,348.41	3,420.28	Biweekly
	34.6678	35.5662	36.4646	37.3630	38.2615	39.1599	40.0583	40.9567	41.8551	42.7535	Hourly
s13	75,344	77,315	79,287	81,258	83,229	85,200	87,172	89,143	91,114	93,086	Annual
	2,897.84	2,973.66	3,049.48	3,125.30	3,201.12	3,276.94	3,352.76	3,428.58	3,504.40	3,580.22	Biweekly
	36.2230	37.1708	38.1185	39.0663	40.0140	40.9618	41.9095	42.8572	43.8050	44.7527	Hourly

**CITY OF ALLENTOWN**  
**JAN 2025 - DEC 2025: 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	78,760	80,835	82,909	84,983	87,058	89,132	91,206	93,280	95,355	97,429	Annual
	3,029.24	3,109.03	3,188.81	3,268.59	3,348.37	3,428.15	3,507.93	3,587.71	3,667.49	3,747.27	Biweekly
	37.8656	38.8628	39.8601	40.8573	41.8546	42.8518	43.8491	44.8463	45.8436	46.8409	Hourly
s15	82,302	84,478	86,654	88,830	91,007	93,183	95,359	97,536	99,712	101,888	Annual
	3,165.45	3,249.15	3,332.85	3,416.56	3,500.26	3,583.96	3,667.66	3,751.37	3,835.07	3,918.77	Biweekly
	39.5681	40.6144	41.6607	42.7069	43.7532	44.7995	45.8458	46.8921	47.9384	48.9847	Hourly
s16	86,017	88,296	90,575	92,854	95,134	97,413	99,692	101,971	104,251	106,530	Annual
	3,308.33	3,395.99	3,483.66	3,571.32	3,658.99	3,746.65	3,834.31	3,921.98	4,009.64	4,097.30	Biweekly
	41.3541	42.4499	43.5457	44.6415	45.7373	46.8331	47.9289	49.0247	50.1205	51.2163	Hourly
s17	89,931	92,312	94,693	97,075	99,456	101,837	104,218	106,600	108,981	111,362	Annual
	3,458.88	3,550.47	3,642.06	3,733.64	3,825.23	3,916.82	4,008.40	4,099.99	4,191.58	4,283.16	Biweekly
	43.2361	44.3809	45.5257	46.6705	47.8154	48.9602	50.1050	51.2499	52.3947	53.5395	Hourly
s18	94,029	96,513	98,997	101,480	103,964	106,448	108,932	111,415	113,899	116,383	Annual
	3,616.51	3,712.04	3,807.56	3,903.09	3,998.62	4,094.15	4,189.68	4,285.20	4,380.73	4,476.26	Biweekly
	45.2064	46.4005	47.5945	48.7886	49.9827	51.1768	52.3709	53.5650	54.7591	55.9532	Hourly
s19	98,364	100,949	103,535	106,121	108,706	111,292	113,878	116,464	119,049	121,635	Annual
	3,783.22	3,882.67	3,982.12	4,081.57	4,181.02	4,280.47	4,379.92	4,479.37	4,578.82	4,678.27	Biweekly
	47.2902	48.5334	49.7765	51.0196	52.2627	53.5059	54.7490	55.9921	57.2352	58.4784	Hourly
s20	102,882	105,570	108,259	110,947	113,636	116,325	119,013	121,702	124,390	127,079	Annual
	3,956.99	4,060.39	4,163.80	4,267.21	4,370.61	4,474.02	4,577.43	4,680.83	4,784.24	4,887.65	Biweekly
	49.4623	50.7549	52.0475	53.3401	54.6327	55.9252	57.2178	58.5104	59.8030	61.0956	Hourly
s21	108,189	111,020	113,852	116,684	119,515	122,347	125,178	128,010	130,842	133,673	Annual
	4,161.10	4,270.01	4,378.92	4,487.83	4,596.74	4,705.65	4,814.56	4,923.47	5,032.38	5,141.28	Biweekly
	52.0137	53.3751	54.7365	56.0978	57.4592	58.8206	60.1819	61.5433	62.9047	64.2661	Hourly
a21	117,760	122,947	128,133	133,320	138,506	143,693	148,880	154,066	159,253	164,440	Annual
	4,529.23	4,728.71	4,928.20	5,127.68	5,327.17	5,526.65	5,726.14	5,925.63	6,125.11	6,324.60	Biweekly
	56.6153	59.1089	61.6025	64.0960	66.5896	69.0832	71.5767	74.0703	76.5639	79.0575	Hourly

**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>
6	Maintenance Worker 1 Maintenance Worker 1 - Custodial Maintenance Worker 1 - Parks	10	Equipment Operator 3 Maintenance Worker 3 Permit Technician 2
7	Para-Police	11	Arborist 1 Equipment Operator 3 Specialist Maintenance Mechanic 3 Maintenance Worker 3 - Solid Waste
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	12	Community Health Specialist Enforcement Officer Medical Assistant - Bilingual Sweep Officer Bilingual Sweep Officer Multi-Lingual Sweep Officer
9	Accounts Payable Specialist Equipment Operator 2 Mailroom Specialist Maintenance Mechanic 1 - Pools Print Shop Specialist Revenue Specialist	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	16	Tradesman
	Environmental Technician		Tradesman - Building Maint.
	Equipment Operator 4		Tradesman - Carpenter
	Equipment Operator 4 Specialist		Tradesman - Electrician
	Housing Inspector		Tradesman - HVAC
	Housing Inspector - Bilingual		Tradesman - Plumber
	Maintenance Mechanic - Golf		Tradesman - Pools
	Maintenance Mechanic - Specialist		Tree Inspector
	Maintenance Spray Technician		
	Paving Specialist	18(a)	Communicable Disease Investigator/Statistician
	Stormwater Vegetation Maintenance Technician		
	Telecommunications Technician	18(b)	Building Inspector
	Traffic Signal Technician 2		Dietician
	Zoning Officer		Environmental Health Specialist
15	Arborist 2		Paramedic FT
	Equipment Operator 5		
	Environmental Health Tech	20	Diesel Technician
	Tax Examiner		
	Waste & Recycling Operator	21	Emergency Vehicle Technician
16	Building Inspector Trainee	22 (a)	Building Code Professional
	Maintenance Painter/Auto-Body	22 (b)	Building Code Professional
	Maintenance Welder	22 (c)	Building Code Professional
	Senior Tax Examiner		

**CITY OF ALLENTOWN**  
**JAN 2025 - DEC 2025: WAGE SCALE FOR MUNICIPAL (S.E.I.U.) EMPLOYEES**  
**Annual Salary Calculated on 2080 Hours per Year**

*GRADE	A	B	C	D	E	F	G	H	
01	38,126	39,402	41,093	47,123	47,960	48,832	49,746	50,719	Annual
	1,466.39	1,515.44	1,580.50	1,812.42	1,844.61	1,878.14	1,913.32	1,950.73	Biweekly
	18.33	18.94	19.76	22.66	23.06	23.48	23.92	24.38	Hourly
	27.49	28.41	29.63	33.98	34.59	35.22	35.87	36.58	Overtime
02	38,844	40,137	41,863	47,960	48,832	49,746	50,719	51,726	Annual
	1,494.02	1,543.74	1,610.12	1,844.61	1,878.14	1,913.32	1,950.73	1,989.47	Biweekly
	18.68	19.30	20.13	23.06	23.48	23.92	24.38	24.87	Hourly
	28.01	28.95	30.19	34.59	35.22	35.87	36.58	37.30	Overtime
03	39,597	40,923	42,678	48,832	49,746	50,719	51,726	52,795	Annual
	1,522.98	1,573.96	1,641.45	1,878.14	1,913.32	1,950.73	1,989.47	2,030.59	Biweekly
	19.04	19.67	20.52	23.48	23.92	24.38	24.87	25.38	Hourly
	28.56	29.51	30.78	35.22	35.87	36.58	37.30	38.07	Overtime
04	40,383	41,729	43,522	49,746	50,719	51,726	52,795	53,911	Annual
	1,553.19	1,604.97	1,673.92	1,913.32	1,950.73	1,989.47	2,030.59	2,073.51	Biweekly
	19.41	20.06	20.92	23.92	24.38	24.87	25.38	25.92	Hourly
	29.12	30.09	31.39	35.87	36.58	37.30	38.07	38.88	Overtime
05	41,208	42,580	44,411	50,719	51,726	52,795	53,911	55,087	Annual
	1,584.93	1,637.68	1,708.10	1,950.73	1,989.47	2,030.59	2,073.51	2,118.72	Biweekly
	19.81	20.47	21.35	24.38	24.87	25.38	25.92	26.48	Hourly
	29.72	30.71	32.03	36.58	37.30	38.07	38.88	39.73	Overtime
06	42,083	43,487	45,351	51,726	52,795	53,911	55,087	56,319	Annual
	1,618.58	1,672.60	1,744.25	1,989.47	2,030.59	2,073.51	2,118.72	2,166.12	Biweekly
	20.23	20.91	21.80	24.87	25.38	25.92	26.48	27.08	Hourly
	30.35	31.36	32.70	37.30	38.07	38.88	39.73	40.61	Overtime
07	42,987	44,421	46,336	52,795	53,911	55,087	56,319	57,610	Annual
	1,653.36	1,708.49	1,782.14	2,030.59	2,073.51	2,118.72	2,166.12	2,215.78	Biweekly
	20.67	21.36	22.28	25.38	25.92	26.48	27.08	27.70	Hourly
	31.00	32.03	33.42	38.07	38.88	39.73	40.61	41.55	Overtime

**CITY OF ALLENTOWN**  
**JAN 2025 - DEC 2025: WAGE SCALE FOR MUNICIPAL (S.E.I.U.) EMPLOYEES**  
**Annual Salary Calculated on 2080 Hours per Year**

*GRADE	A	B	C	D	E	F	G	H	
08	43,950	45,416	47,369	53,911	55,087	56,319	57,610	58,966	Annual
	1,690.38	1,746.77	1,821.88	2,073.51	2,118.72	2,166.12	2,215.78	2,267.94	Biweekly
	21.13	21.83	22.77	25.92	26.48	27.08	27.70	28.35	Hourly
	31.69	32.75	34.16	38.88	39.73	40.61	41.55	42.52	Overtime
09	44,954	46,461	48,452	55,087	56,319	57,610	58,966	60,384	Annual
	1,728.99	1,786.97	1,863.52	2,118.72	2,166.12	2,215.78	2,267.94	2,322.48	Biweekly
	21.61	22.34	23.29	26.48	27.08	27.70	28.35	29.03	Hourly
	32.42	33.51	34.94	39.73	40.61	41.55	42.52	43.55	Overtime
10	46,012	47,546	49,593	56,319	57,610	58,966	60,384	61,885	Annual
	1,769.71	1,828.69	1,907.43	2,166.12	2,215.78	2,267.94	2,322.48	2,380.21	Biweekly
	22.12	22.86	23.84	27.08	27.70	28.35	29.03	29.75	Hourly
	33.18	34.29	35.76	40.61	41.55	42.52	43.55	44.63	Overtime
11	47,121	48,691	50,786	57,610	58,966	60,384	61,885	63,455	Annual
	1,812.35	1,872.72	1,953.31	2,215.78	2,267.94	2,322.48	2,380.21	2,440.56	Biweekly
	22.65	23.41	24.42	27.70	28.35	29.03	29.75	30.51	Hourly
	33.98	35.11	36.62	41.55	42.52	43.55	44.63	45.76	Overtime
12	48,285	49,897	52,039	58,966	60,384	61,885	63,455	65,103	Annual
	1,857.11	1,919.13	2,001.50	2,267.94	2,322.48	2,380.21	2,440.56	2,503.97	Biweekly
	23.21	23.99	25.02	28.35	29.03	29.75	30.51	31.30	Hourly
	34.82	35.98	37.53	42.52	43.55	44.63	45.76	46.95	Overtime
13	49,504	51,156	53,352	60,384	61,885	63,455	65,103	66,831	Annual
	1,903.99	1,967.52	2,052.01	2,322.48	2,380.21	2,440.56	2,503.97	2,570.40	Biweekly
	23.80	24.59	25.65	29.03	29.75	30.51	31.30	32.13	Hourly
	35.70	36.89	38.48	43.55	44.63	45.76	46.95	48.20	Overtime
14	50,783	52,476	54,735	61,885	63,455	65,103	66,831	68,654	Annual
	1,953.18	2,018.29	2,105.18	2,380.21	2,440.56	2,503.97	2,570.40	2,640.55	Biweekly
	24.41	25.23	26.31	29.75	30.51	31.30	32.13	33.01	Hourly
	36.62	37.84	39.47	44.63	45.76	46.95	48.20	49.51	Overtime

**CITY OF ALLENTOWN**  
**JAN 2025 - DEC 2025: WAGE SCALE FOR MUNICIPAL (S.E.I.U.) EMPLOYEES**  
**Annual Salary Calculated on 2080 Hours per Year**

*GRADE	A	B	C	D	E	F	G	H	
15	52,077	53,794	56,115	63,455	65,103	66,831	68,654	70,476	Annual
	2,002.96	2,069.01	2,158.26	2,440.56	2,503.97	2,570.40	2,640.55	2,710.63	Biweekly
	25.04	25.86	26.98	30.51	31.30	32.13	33.01	33.88	Hourly
	37.56	38.79	40.47	45.76	46.95	48.20	49.51	50.82	Overtime
16	53,358	55,116	57,493	65,103	66,831	68,654	70,476	72,302	Annual
	2,052.22	2,119.85	2,211.28	2,503.97	2,570.40	2,640.55	2,710.63	2,780.84	Biweekly
	25.65	26.50	27.64	31.30	32.13	33.01	33.88	34.76	Hourly
	38.48	39.75	41.46	46.95	48.20	49.51	50.82	52.14	Overtime
18(a)	56,185	57,970	60,347	68,654	70,476	72,302	74,095	75,888	Annual
	2,160.97	2,229.60	2,321.03	2,640.55	2,710.63	2,780.84	2,849.81	2,918.76	Biweekly
	27.01	27.87	29.01	33.01	33.88	34.76	35.62	36.48	Hourly
	40.52	41.81	43.52	49.51	50.82	52.14	53.43	54.73	Overtime
18(b)	-	-	-	68,654	70,476	72,302	74,095	75,888	Annual
	-	-	-	2,640.55	2,710.63	2,780.84	2,849.81	2,918.76	Biweekly
	-	-	-	33.01	33.88	34.76	35.62	36.48	Hourly
	-	-	-	49.51	50.82	52.14	53.43	54.73	Overtime
19	58,402	60,201	62,708	72,087	74,000	75,917	77,800	79,682	Annual
	2,246.22	2,315.44	2,411.85	2,772.58	2,846.16	2,919.88	2,992.31	3,064.70	Biweekly
	28.08	28.94	30.15	34.66	35.58	36.50	37.40	38.31	Hourly
	42.12	43.41	45.22	51.99	53.37	54.75	56.11	57.46	Overtime
20	58,959	60,780	63,308	72,777	75,027	77,341	78,926	80,530	Annual
	2,267.65	2,337.69	2,434.92	2,799.13	2,885.65	2,974.64	3,035.62	3,097.29	Biweekly
	28.35	29.22	30.44	34.99	36.07	37.18	37.95	38.72	Hourly
	42.52	43.83	45.65	52.48	54.11	55.77	56.92	58.07	Overtime
21	61,894	63,801	66,479	76,398	78,755	81,197	82,868	84,548	Annual
	2,380.54	2,453.87	2,556.87	2,938.38	3,029.02	3,122.96	3,187.23	3,251.86	Biweekly
	29.76	30.67	31.96	36.73	37.86	39.04	39.84	40.65	Hourly
	44.64	46.01	47.94	55.09	56.79	58.56	59.76	60.97	Overtime

**CITY OF ALLENTOWN**  
**JAN 2025 - DEC 2025: WAGE SCALE FOR MUNICIPAL (S.E.I.U.) EMPLOYEES**  
**Annual Salary Calculated on 2080 Hours per Year**

*GRADE	A	B	C	D	E	F	G	H	
22 (a)	-	-	-	72,306	74,470	76,698	78,240	79,804	Annual
	-	-	-	2,781.00	2,864.22	2,949.92	3,009.25	3,069.38	Biweekly
	-	-	-	34.76	35.80	36.87	37.62	38.37	Hourly
	-	-	-	52.14	53.70	55.31	56.42	57.55	Overtime
22 (b)	-	-	-	77,448	79,783	82,161	83,811	85,486	Annual
	-	-	-	2,978.76	3,068.58	3,160.04	3,223.49	3,287.92	Biweekly
	-	-	-	37.23	38.36	39.50	40.29	41.10	Hourly
	-	-	-	55.85	57.54	59.25	60.44	61.65	Overtime
22 (c)	-	-	-	82,954	85,460	88,010	89,767	91,573	Annual
	-	-	-	3,190.53	3,286.94	3,384.99	3,452.56	3,522.03	Biweekly
	-	-	-	39.88	41.09	42.31	43.16	44.03	Hourly
	-	-	-	59.82	61.63	63.47	64.74	66.04	Overtime

\* These are the steps in the Eden Payroll tables

**CITY OF ALLENTOWN  
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS - LOCAL 302  
EFFECTIVE JANUARY THROUGH DECEMBER 2025  
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	58,054.96	-	58,055	2,232.88	318.98	26.5819	4,465.77
2	60,959.73	-	60,960	2,344.61	334.94	27.9120	4,689.21
3	63,862.12	-	63,862	2,456.24	350.89	29.2407	4,912.47
4	79,472.92	-	79,473	3,056.65	436.66	36.3888	6,113.30
5	79,472.92	1,175	80,648	3,101.84	443.12	36.9267	6,203.69
6	79,472.92	1,275	80,748	3,105.69	443.67	36.9725	6,211.38
7	79,472.92	1,325	80,798	3,107.61	443.94	36.9954	6,215.22
8	79,472.92	1,375	80,848	3,109.54	444.22	37.0183	6,219.07
9	79,472.92	1,475	80,948	3,113.38	444.77	37.0641	6,226.76
10	79,472.92	1,525	80,998	3,115.30	445.04	37.0870	6,230.61
11	79,472.92	1,575	81,048	3,117.23	445.32	37.1099	6,234.46
12	79,472.92	1,675	81,148	3,121.07	445.87	37.1556	6,242.15
13	79,472.92	1,725	81,198	3,123.00	446.14	37.1785	6,245.99
14	79,472.92	1,775	81,248	3,124.92	446.42	37.2014	6,249.84
15	79,472.92	1,875	81,348	3,128.77	446.97	37.2472	6,257.53
16	79,472.92	1,925	81,398	3,130.69	447.24	37.2701	6,261.38
17	79,472.92	1,975	81,448	3,132.61	447.52	37.2930	6,265.22
18	79,472.92	2,075	81,548	3,136.46	448.07	37.3388	6,272.92
19	79,472.92	2,125	81,598	3,138.38	448.34	37.3617	6,276.76
20	79,472.92	2,325	81,798	3,146.07	449.44	37.4533	6,292.15
25	79,472.92	2,825	82,298	3,165.30	452.19	37.6822	6,330.61

**CITY OF ALLENTOWN  
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS - LOCAL 302  
EFFECTIVE JANUARY THROUGH DECEMBER 2025  
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	86,232	-	86,232	3,316.62	473.80	39.4835	6,633.23
5	86,232	1,175	87,407	3,361.81	480.27	40.0216	6,723.76
6	86,232	1,275	87,507	3,365.65	480.81	40.0673	6,731.31
7	86,232	1,325	87,557	3,367.58	481.08	40.0902	6,735.16
8	86,232	1,375	87,607	3,369.50	481.36	40.1131	6,739.00
9	86,232	1,475	87,707	3,373.35	481.91	40.1589	6,746.69
10	86,232	1,525	87,757	3,375.27	482.18	40.1818	6,750.54
11	86,232	1,575	87,807	3,377.19	482.46	40.2047	6,754.39
12	86,232	1,675	87,907	3,381.04	483.01	40.2505	6,762.08
13	86,232	1,725	87,957	3,382.96	483.28	40.2734	6,765.92
14	86,232	1,775	88,007	3,384.89	483.56	40.2963	6,769.77
15	86,232	1,875	88,107	3,388.73	484.10	40.3420	6,777.46
16	86,232	1,925	88,157	3,390.65	484.38	40.3649	6,781.31
17	86,232	1,975	88,207	3,392.58	484.65	40.3878	6,785.16
18	86,232	2,075	88,307	3,396.42	485.20	40.4336	6,792.85
19	86,232	2,125	88,357	3,398.35	485.48	40.4565	6,796.69
20	86,232	2,325	88,557	3,406.04	486.58	40.5481	6,812.08
25	86,232	2,825	89,057	3,425.27	489.32	40.7770	6,850.54

**CITY OF ALLENTOWN  
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS - LOCAL 302  
EFFECTIVE JANUARY THROUGH DECEMBER 2025  
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	89,403	-	89,403	3,438.58	491.23	40.9355	6,877.17
5	89,403	1,175	90,578	3,483.78	497.68	41.4735	6,967.55
6	89,403	1,275	90,678	3,487.62	498.23	41.5193	6,975.24
7	89,403	1,325	90,728	3,489.54	498.51	41.5422	6,979.09
8	89,403	1,375	90,778	3,491.47	498.78	41.5651	6,982.93
9	89,403	1,475	90,878	3,495.31	499.33	41.6109	6,990.63
10	89,403	1,525	90,928	3,497.24	499.61	41.6338	6,994.47
11	89,403	1,575	90,978	3,499.16	499.88	41.6567	6,998.32
12	89,403	1,675	91,078	3,503.01	500.43	41.7024	7,006.01
13	89,403	1,725	91,128	3,504.93	500.70	41.7253	7,009.86
14	89,403	1,775	91,178	3,506.85	500.98	41.7482	7,013.70
15	89,403	1,875	91,278	3,510.70	501.53	41.7940	7,021.40
16	89,403	1,925	91,328	3,512.62	501.80	41.8169	7,025.24
17	89,403	1,975	91,378	3,514.54	502.08	41.8398	7,029.09
18	89,403	2,075	91,478	3,518.39	502.63	41.8856	7,036.78
19	89,403	2,125	91,528	3,520.31	502.90	41.9085	7,040.63
20	89,403	2,325	91,728	3,528.01	504.00	42.0001	7,056.01
25	89,403	2,825	92,228	3,547.24	506.75	42.2290	7,094.47

**CITY OF ALLENTOWN  
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS - LOCAL 302  
EFFECTIVE JANUARY THROUGH DECEMBER 2025  
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	92,586	-	92,586	3,561.01	508.72	42.3931	7,122.02
5	92,586	1,175	93,761	3,606.20	515.17	42.9310	7,212.40
6	92,586	1,275	93,861	3,610.05	515.72	42.9768	7,220.09
7	92,586	1,325	93,911	3,611.97	516.00	42.9996	7,223.94
8	92,586	1,375	93,961	3,613.89	516.27	43.0225	7,227.79
9	92,586	1,475	94,061	3,617.74	516.82	43.0683	7,235.48
10	92,586	1,525	94,111	3,619.66	517.09	43.0912	7,239.32
11	92,586	1,575	94,161	3,621.59	517.37	43.1141	7,243.17
12	92,586	1,675	94,261	3,625.43	517.92	43.1599	7,250.86
13	92,586	1,725	94,311	3,627.35	518.19	43.1828	7,254.71
14	92,586	1,775	94,361	3,629.28	518.47	43.2057	7,258.56
15	92,586	1,875	94,461	3,633.12	519.02	43.2515	7,266.25
16	92,586	1,925	94,511	3,635.05	519.29	43.2744	7,270.09
17	92,586	1,975	94,561	3,636.97	519.57	43.2973	7,273.94
18	92,586	2,075	94,661	3,640.82	520.12	43.3431	7,281.63
19	92,586	2,125	94,711	3,642.74	520.39	43.3659	7,285.48
20	92,586	2,325	94,911	3,650.43	521.49	43.4575	7,300.86
25	92,586	2,825	95,411	3,669.66	524.24	43.6865	7,339.32

**CITY OF ALLENTOWN**  
**FRATERNAL ORDER OF POLICE - QUEEN CITY LODGE NO. 10**  
**JANUARY TO DECEMBER 2025 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	70,493	-	70,493	2,711.25	271.13	33.8906	3,795.75
2	73,848	-	73,848	2,840.30	284.03	35.5037	3,976.42
3	77,209	-	77,209	2,969.56	296.96	37.1195	4,157.39
4	93,918	-	93,918	3,612.21	361.22	45.1526	5,057.10
5	94,269	525	94,794	3,645.91	364.59	45.5739	5,104.27
6	94,269	625	94,894	3,649.75	364.98	45.6219	5,109.66
7	94,269	725	94,994	3,653.60	365.36	45.6700	5,115.04
8	94,269	825	95,094	3,657.45	365.74	45.7181	5,120.43
9	94,269	925	95,194	3,661.29	366.13	45.7662	5,125.81
10	94,269	1,025	95,294	3,665.14	366.51	45.8142	5,131.19
11	94,269	1,125	95,394	3,668.99	366.90	45.8623	5,136.58
12	94,269	1,225	95,494	3,672.83	367.28	45.9104	5,141.96
13	94,269	1,325	95,594	3,676.68	367.67	45.9585	5,147.35
14	94,269	1,425	95,694	3,680.52	368.05	46.0065	5,152.73
15	94,269	1,525	95,794	3,684.37	368.44	46.0546	5,158.12
16	94,269	1,625	95,894	3,688.22	368.82	46.1027	5,163.50
17	94,269	1,725	95,994	3,692.06	369.21	46.1508	5,168.89
18	94,269	1,825	96,094	3,695.91	369.59	46.1989	5,174.27
19	94,269	1,925	96,194	3,699.75	369.98	46.2469	5,179.66
20	94,269	2,025	96,294	3,703.60	370.36	46.2950	5,185.04
21	94,269	2,325	96,594	3,715.14	371.51	46.4392	5,201.19
22	94,269	2,625	96,894	3,726.68	372.67	46.5835	5,217.35
23	94,269	2,925	97,194	3,738.22	373.82	46.7277	5,233.50
24	94,269	3,225	97,494	3,749.75	374.98	46.8719	5,249.66
25	94,269	3,525	97,794	3,761.29	376.13	47.0162	5,265.81

**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 2025 WAGE SCHEDULE**  
**"SERGEANT A"**

\* Based on 3.0% 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	99,771	-	99,771	3,837.36	383.74	47.9670	5,372.31
2	99,771	-	99,771	3,837.36	383.74	47.9670	5,372.31
3	99,771	-	99,771	3,837.36	383.74	47.9670	5,372.31
4	99,771	-	99,771	3,837.36	383.74	47.9670	5,372.31
5	99,771	525	100,296	3,857.55	385.75	48.2194	5,400.57
6	99,771	625	100,396	3,861.40	386.14	48.2674	5,405.95
7	99,771	725	100,496	3,865.24	386.52	48.3155	5,411.34
8	99,771	825	100,596	3,869.09	386.91	48.3636	5,416.72
9	99,771	925	100,696	3,872.93	387.29	48.4117	5,422.11
10	99,771	1,025	100,796	3,876.78	387.68	48.4598	5,427.49
11	99,771	1,125	100,896	3,880.63	388.06	48.5078	5,432.88
12	99,771	1,225	100,996	3,884.47	388.45	48.5559	5,438.26
13	99,771	1,325	101,096	3,888.32	388.83	48.6040	5,443.65
14	99,771	1,425	101,196	3,892.16	389.22	48.6521	5,449.03
15	99,771	1,525	101,296	3,896.01	389.60	48.7001	5,454.42
16	99,771	1,625	101,396	3,899.86	389.99	48.7482	5,459.80
17	99,771	1,725	101,496	3,903.70	390.37	48.7963	5,465.18
18	99,771	1,825	101,596	3,907.55	390.75	48.8444	5,470.57
19	99,771	1,925	101,696	3,911.40	391.14	48.8924	5,475.95
20	99,771	2,025	101,796	3,915.24	391.52	48.9405	5,481.34
21	99,771	2,325	102,096	3,926.78	392.68	49.0848	5,497.49
22	99,771	2,625	102,396	3,938.32	393.83	49.2290	5,513.65
23	99,771	2,925	102,696	3,949.86	394.99	49.3732	5,529.80
24	99,771	3,225	102,996	3,961.40	396.14	49.5174	5,545.95
25	99,771	3,525	103,296	3,972.93	397.29	49.6617	5,562.11

**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 2025 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	102,108	-	102,108	3,927.24	392.72	49.0905	5,498.14
2	102,108	-	102,108	3,927.24	392.72	49.0905	5,498.14
3	102,108	-	102,108	3,927.24	392.72	49.0905	5,498.14
4	102,108	-	102,108	3,927.24	392.72	49.0905	5,498.14
5	102,108	525	102,633	3,947.43	394.74	49.3429	5,526.41
6	102,108	625	102,733	3,951.28	395.13	49.3910	5,531.79
7	102,108	725	102,833	3,955.13	395.51	49.4391	5,537.18
8	102,108	825	102,933	3,958.97	395.90	49.4872	5,542.56
9	102,108	925	103,033	3,962.82	396.28	49.5352	5,547.95
10	102,108	1,025	103,133	3,966.67	396.67	49.5833	5,553.33
11	102,108	1,125	103,233	3,970.51	397.05	49.6314	5,558.72
12	102,108	1,225	103,333	3,974.36	397.44	49.6795	5,564.10
13	102,108	1,325	103,433	3,978.20	397.82	49.7275	5,569.48
14	102,108	1,425	103,533	3,982.05	398.20	49.7756	5,574.87
15	102,108	1,525	103,633	3,985.90	398.59	49.8237	5,580.25
16	102,108	1,625	103,733	3,989.74	398.97	49.8718	5,585.64
17	102,108	1,725	103,833	3,993.59	399.36	49.9199	5,591.02
18	102,108	1,825	103,933	3,997.43	399.74	49.9679	5,596.41
19	102,108	1,925	104,033	4,001.28	400.13	50.0160	5,601.79
20	102,108	2,025	104,133	4,005.13	400.51	50.0641	5,607.18
21	102,108	2,325	104,433	4,016.67	401.67	50.2083	5,623.33
22	102,108	2,625	104,733	4,028.20	402.82	50.3525	5,639.48
23	102,108	2,925	105,033	4,039.74	403.97	50.4968	5,655.64
24	102,108	3,225	105,333	4,051.28	405.13	50.6410	5,671.79
25	102,108	3,525	105,633	4,062.82	406.28	50.7852	5,687.95

**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 2025 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	107,215	-	107,215	4,123.65	412.37	51.5456	5,773.11
2	107,215	-	107,215	4,123.65	412.37	51.5456	5,773.11
3	107,215	-	107,215	4,123.65	412.37	51.5456	5,773.11
4	107,215	-	107,215	4,123.65	412.37	51.5456	5,773.11
5	107,215	525	107,740	4,143.84	414.38	51.7980	5,801.38
6	107,215	625	107,840	4,147.69	414.77	51.8461	5,806.76
7	107,215	725	107,940	4,151.54	415.15	51.8942	5,812.15
8	107,215	825	108,040	4,155.38	415.54	51.9423	5,817.53
9	107,215	925	108,140	4,159.23	415.92	51.9903	5,822.92
10	107,215	1,025	108,240	4,163.07	416.31	52.0384	5,828.30
11	107,215	1,125	108,340	4,166.92	416.69	52.0865	5,833.69
12	107,215	1,225	108,440	4,170.77	417.08	52.1346	5,839.07
13	107,215	1,325	108,540	4,174.61	417.46	52.1827	5,844.46
14	107,215	1,425	108,640	4,178.46	417.85	52.2307	5,849.84
15	107,215	1,525	108,740	4,182.30	418.23	52.2788	5,855.23
16	107,215	1,625	108,840	4,186.15	418.62	52.3269	5,860.61
17	107,215	1,725	108,940	4,190.00	419.00	52.3750	5,866.00
18	107,215	1,825	109,040	4,193.84	419.38	52.4230	5,871.38
19	107,215	1,925	109,140	4,197.69	419.77	52.4711	5,876.76
20	107,215	2,025	109,240	4,201.54	420.15	52.5192	5,882.15
21	107,215	2,325	109,540	4,213.07	421.31	52.6634	5,898.30
22	107,215	2,625	109,840	4,224.61	422.46	52.8077	5,914.46
23	107,215	2,925	110,140	4,236.15	423.62	52.9519	5,930.61
24	107,215	3,225	110,440	4,247.69	424.77	53.0961	5,946.76
25	107,215	3,525	110,740	4,259.23	425.92	53.2403	5,962.92

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

**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. (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.