



Pennsylvania
Office of Open Records

Standard Right-to-Know Law Request Form

Please read carefully. Complete this form and retain a copy of **both** pages; this copy may be required if an appeal is filed. You have 15 business days to appeal after a request is denied or deemed denied. More information about the RTKL is available at <https://www.openrecords.pa.gov>. In most cases, a completed RTKL request form is a public record.

SUBMITTED TO AGENCY NAME: CITY OF DUBOIS, PENNSYLVANIA (Attn: AORO)

Date Request Submitted: 10/25/24 Submitted via: Email U.S. Mail Fax In Person

PERSON MAKING REQUEST:

Full Name: Judith Suplizio

Company (if applicable): _____

Please send response via: Email U.S. Mail

If you wish to obtain records that only exist in hard copy, or must be provided on an electronic storage device, you may be required to provide a mailing address to the agency. See Section 703.

Email: [REDACTED]

Mailing Address: 314 Hamor Street

City: DuBois State: Pa Zip: 15801 Telephone: [REDACTED]

How do you prefer to be contacted if the agency has questions? Telephone Email U.S. Mail

By checking this box, I affirm that my full name and contact information is true and correct, and that I am a legal resident of the United States. I understand that failure to check this box may result in the denial of my request and the dismissal of any appeal filed with the Office of Open Records.

RECORDS REQUESTED: Provide as much detail as possible, including subject matter, time frame, and type of record sought. RTKL requests must seek records, not ask questions. Use additional pages if necessary.

As a new City Manager is about to be employed by the current city council, please provide the records listing of all City Manager Base yearly wages fort each year and for each City Manager from 2008 thru the newest proposed city manager, or Time Now. Include and show the years of part time Managers and the relevant yearly salaries.

Form continues on page 2. Retain a copy of **both** pages.

RECORDS REQUESTED (continued):

DO YOU WANT COPIES? Yes, printed Yes, electronic No, in-person inspection

Records shall be provided in the medium requested if they exist in that medium; otherwise, they shall be provided in the medium in which they exist. See Section 701. Your request may require payment or prepayment of fees. View the Official RTKL Fee Schedule for more details.

I understand that my request may incur fees. Notify me before further processing if fees will be more than \$100 (or) \$_____.

Do you want certified copies? Yes (may be subject to additional costs) No

ITEMS BELOW THIS LINE FOR AGENCY USE ONLY

Tracking: _____ Date Received: _____ Response Due (5 bus. days): _____

30-Day Ext.? Yes No (If Yes, Final Due Date: _____) Actual Response Date: _____

Request was: Granted Partially Granted & Denied Denied Cost to Requester: \$ _____

Appropriate third parties notified and given an opportunity to object to the release of requested records.

Retain a copy of both pages of this Form.

KORBI SLOCUM

From: Shawn Arbaugh <sarbaugh@sandytownship.net>
Sent: Wednesday, October 30, 2024 1:54 PM
To: KORBI SLOCUM
Subject: Right To Know Requests
Attachments: RTK.pdf; RIGHT TO KNOW, City Manager Salary , 10-25-24.pdf

Good Afternoon Korbi,

Could you please log these requests? Please note that the manager salary request email was sent to us on October 26, not the 25th as indicated.

Thanks,
Shawn

Shawn Arbaugh | Sandy Township / DuBois City Manager
Sandy Township and City of DuBois, Clearfield County
16 W. Scribner Ave. | DuBois, PA 15801
Phone: 814.371.2000 X 109 | Fax: 814.375.7837
sarbaugh@sandytownship.net | www.sandytownship.net / www.duboispa.gov



CITY OF DuBOIS, PENNSYLVANIA

P.O. BOX 408

16 W. SCRIBNER AVE.

DuBOIS, PENNSYLVANIA 15801

TELEPHONE: (814)371-2000

FAX: (814)371-1290

November 1, 2024

Ms. Judy Suplizio
314 Hamor Street
DuBois, PA 15801

Dear Ms. Suplizio,

Thank you for writing the City of DuBois with your request for information pursuant to the Pennsylvania Right- To-Know law.

On October 26, 2024, you requested records listing of all City Manager Base yearly wages for each year and for each City Manager from 2008 thru the newest proposed city manager, or Time Now. Include and show the years of part time Managers and the relevant yearly salaries.

Pursuant to Section 902(a) of the Right to Know Law, the City of DuBois requires an additional 30 days to respond to the request:

- A timely response to the request cannot be accomplished due to bona fide and specified staffing limitations.
- A legal review is necessary to determine whether the record is a record subject to access under this act

The City of DuBois expects to respond to your request on or before November 29, 2024.

Respectfully,

Shawn Arbaugh
City Manager
City of DuBois, Clearfield County



CITY OF DuBOIS, PENNSYLVANIA

P.O. BOX 408

16 W. SCRIBNER AVE.

DuBOIS, PENNSYLVANIA 15801

TELEPHONE: (814) 371-2000

FAX: (814) 371-1290

November 15, 2024

Ms. Judy Suplizio
314 Hamor Street
DuBois, PA 15801

Dear Ms. Suplizio,

Thank you for writing the City of DuBois with your request for information pursuant to the Pennsylvania Right- To-Know law.

On October 26, 2024, you requested records listing of all City Manager Base yearly wages for each year and for each City Manager from 2008 thru the newest proposed city manager, or Time Now. Include and show the years of part time Managers and the relevant yearly salaries.

Your request is granted and the applicable records are attached.

Respectfully,

Shawn Arbaugh
City Manager
City of DuBois, Clearfield County

Enclosures

"Gateway To Big Game Country"

NAME	LOCAL	2008 WAGES
AUGHENBAUCH, JAMES	DUBOIS	\$1,200.00
BERNARDO, DIANE L.	DUBOIS	\$1,200.00
BOJALAD, JAMES J.	DUBOIS	\$39,561.98
BOYLE, WILLIAM R.	DUBOIS	\$900.00
BROWN, KRISTEN	DUBOIS	\$2,017.33
CARUSO, JANET A.	DUBOIS	\$27,788.80
CARUSO, JOHN M.	DUBOIS	\$40,725.25
CLARK, TYLER	DUBOIS	\$5,434.00
CLOAK, RONALD L.	DUBOIS	\$44,660.43
COOLEY, DARIN	DUBOIS	\$1,303.09
DAVIS, STEVEN C.	DUBOIS	\$72,350.22
DILULLO, MICHAEL	DUBOIS	\$61,884.83
EDWARDS, TIMOTHY E.	DUBOIS	\$43,420.19
EMERICK, JOHN E	DUBOIS	\$42,341.90
FARRELL, SCOTT T.	DUBOIS	\$65,241.49
GILBERT, GARY D.	DUBOIS	\$300.00
HAAG, DENNIS J.	DUBOIS	\$42,862.12
HEATH, ALYSSA M	DUBOIS	\$1,704.60
HENRY, DONNA	DUBOIS	\$3,660.00
HINDERLITER, GERVASE I.	DUBOIS	\$33,567.95
HINDERLITER, ROBERT W.	DUBOIS	\$44,957.72
HOFFMAN, BONNIE L.	DUBOIS	\$5,210.00
IDDINGS, ROBERT A.	DUBOIS	\$49,769.32
INDRE, JAMES O.	DUBOIS	\$43,004.84
KERR, EDWARD S.	DUBOIS	\$61,070.24
KLEBACHA, PATRICIA L.	DUBOIS	\$23,208.70
KOSKO, MATTHEW	DUBOIS	\$2,277.00
KUNISKY, WILLIAM F.	DUBOIS	\$7,785.61
KUNKLE, ANDREW	DUBOIS	\$2,609.75
LEPEONKA, ROBERT	DUBOIS	\$43,122.89
LIAS, FRANCES L.	DUBOIS	\$35,065.78
LIDDLE, RYAN D	DUBOIS	\$2,919.00
LINGLE, MORGAN A	DUBOIS	\$1,989.51
LYONS, MICHAEL	DUBOIS	\$39,877.49
MARCHIONI, ROBERT	DUBOIS	\$44,155.54
MARKIEVICHIII, J. MICHAEL	DUBOIS	\$40,627.26
MCCOY, ERIC R	DUBOIS	\$39,899.30
MCGRANOR, MICHAEL H.	DUBOIS	\$43,664.12
MIKNIS, RONALD M.	DUBOIS	\$41,916.54
MILES, CHARLES	DUBOIS	\$49,055.02
MINNS, ALLEN M.	DUBOIS	\$1,029.60
NOWAK, THOMAS	DUBOIS	\$3,660.00
PITTSLEY, TIMOTHY A.	DUBOIS	\$29,589.75
PRUSZKO, S. J.	DUBOIS	\$47,191.77
ROY, BETH ANN	DUBOIS	\$1,200.00
RUNYON, JOHN J	DUBOIS	\$6,985.55
SCHMIDT, MARCIA	DUBOIS	\$5,791.53
SCHMIDT, RANDY E.	DUBOIS	\$1,200.00
SHRAUGER, ROBERT D.	DUBOIS	\$53,555.76
SMITH, KYLE J	DUBOIS	\$1,608.75
STANTON, JOSEPH M.	DUBOIS	\$61,964.52
STETZ, ALEXIS J.	DUBOIS	\$32,556.68

NAME	LOCAL	2008 WAGES
STRISHOCK, STEPHANIE M	DUBOIS	\$3,617.90
SUPLIZIO, JOHN F.	DUBOIS	\$2,400.00
SWOPE, STEVEN G.	DUBOIS	\$55,698.16
VIDA, GREGORY T.	DUBOIS	\$42,303.64
WELLS, EDWARD L.	DUBOIS	\$43,479.89
BEARFIELD, SANDRA L.	SANDY TWP	\$3,660.00
BECK, ANDREW	SANDY TWP	\$1,778.07
BORRELLI, MICHAEL	SANDY TWP	\$43,228.44
DANVER, SETH	SANDY TWP	\$1,968.06
DUNWORTH, CHRISTOPHE	SANDY TWP	\$4,175.60
FORD, RONALD	SANDY TWP	\$46,148.30
GLADYSIEWSKI, CARRIE	SANDY TWP	\$21,607.14
GRESSLER, MICHAEL R.	SANDY TWP	\$3,084.38
HICKMAN, MATTHEW	SANDY TWP	\$3,666.16
JESBERGER, JANEL A	SANDY TWP	\$1,294.20
KESSLER, ALEXIS	SANDY TWP	\$1,868.40
KESSLER, ANDREA R.	SANDY TWP	\$2,302.80
KIRKWOOD, LARRY T.	SANDY TWP	\$42,455.40
KREYDT, BRENN A J	SANDY TWP	\$327.60
LAROTONDA, RONALD	SANDY TWP	\$62,638.61
LICATOVICH, JOHN F.	SANDY TWP	\$66,836.95
MCCLEARY, SHAWN A	SANDY TWP	\$56,423.16
PROSPER, ORLANDO W.	SANDY TWP	\$58,111.74
ROBERTSON, MATTHEW D.	SANDY TWP	\$58,846.73
ROY, DUSTIN R.	SANDY TWP	\$60,610.14
SAMANKA, SHANNON M.	SANDY TWP	\$2,650.50
SEIPLE, NATHAN	SANDY TWP	\$2,232.00
STRATTON, STEPHEN V.	SANDY TWP	\$42,388.94
STROSKY, THOMAS	SANDY TWP	\$41,916.65
THOMAS, RICHARD D	SANDY TWP	\$286.00
WAGNER, DELEAN	SANDY TWP	\$40,553.23
WRUBLE, NICHOLAS	SANDY TWP	\$3,017.30
PISANESCHI, ROBERT F.	BRADY TWP	\$40,392.86
BROSKY, PAUL	BROCKWAY	\$38,942.40
DAVIDSON, MICHAEL	CLEARFIELD	\$4,168.50
WARD, JAMES R.	CLEARFIELD	\$280.00
FELIX, ELIZABETH	FALLS CREEK	\$2,211.14
BELL, TROY	REYNOLDSVIL	\$29,421.00
O'SHANE, BENJAMIN	ROCKTON	\$44,740.80
PHILLIPS-WYKOFF, NICHOLAS	ROCKTON	\$3,546.40
CARR, KENNETH	SNYDER TWP	\$46,280.94
LARGEY, PETER	ST MARYS	\$714.00
YOUNG, RANDALL L.	SYKESVILLE	\$60,054.38
MAHOLTZ, STEVE	TROUTVILLE	\$64,602.24
LOCKWOOD, BRIAN	WINSLOW	\$31,041.50
		\$2,588,615.97

2009	AUGHENBAUGH	JAMES	S	DUBOIS	PA	15801	\$1,200.00
2009	BEARFIELD	SANDRA L.		DUBOIS	PA	15801	\$3,620.00
2009	BECK	ANDREW		DUBOIS	PA	15801	\$2,272.70
2009	BELL	TROY		REYNOLDSVILLE	PA	15851	\$13,870.50
2009	BERNARDO	DIANE L.		DUBOIS	PA	15801	\$1,199.90
2009	BLOOM	SHAWN	L	CURWENSVILLE	PA	16833	\$20,251.00
2009	BOJALAD	JAMES J.		DUBOIS	PA	15801	\$15,246.96
2009	BORRELLI	MICHAEL		DUBOIS	PA	15801	\$41,879.32
2009	BROSKY	PAUL		BROCKWAY	PA	15824	\$47,806.99
2009	BROWN	KRISTEN		DUBOIS	PA	15801	\$2,466.44
2009	CARR	KENNETH		BROCKWAY	PA	15824	\$43,640.99
2009	CARUSO	JANET A.		DUBOIS	PA	15801	\$28,459.08
2009	CARUSO	JOHN M.		DUBOIS	PA	15801	\$41,432.28
2009	CLOAK	RONALD L.		DUBOIS	PA	15801	\$42,508.76
2009	CRAWFORD	TAYLOR	V	DUBOIS	PA	15801	\$701.45
2009	DANVER	SETH	T	ROCKTON	PA	15801	\$1,677.15
2009	DAVIDSON	MICHAEL	P	DUBOIS	PA	15801	\$11,907.00
2009	DAVIS	STEVEN C.		DUBOIS	PA	15801	\$58,218.72
2009	DIGILARMO	ANDREW	J	DUBOIS	PA	15801	\$3,364.00
2009	DILULLO	MICHAEL		DUBOIS	PA	15801	\$66,841.32
2009	DUNWORTH	CHRISTOPHER		DUBOIS	PA	15801	\$5,110.20
2009	EDWARDS	TIMOTHY E.		DUBOIS	PA	15801	\$43,779.69
2009	EMERICK	JOHN E		DUBOIS	PA	15801	\$45,009.25
2009	FAIRMAN	SEAN	E	DUBOIS	PA	15801	\$2,552.00
2009	FARRELL	SCOTT T.		DUBOIS	PA	15801	\$67,918.31
2009	FELIX	ELIZABETH	M	FALLS CREEK	PA	15840	\$1,929.03
2009	FORD	RONALD		DUBOIS	PA	15801	\$46,852.91
2009	FORD	SHANE	D	DUBOIS	PA	15801	\$4,168.75
2009	GILBERT	GARY D.		DUBOIS	PA	15801	\$1,200.00
2009	GLADYSIEWSKI	CARRIE	L	DUBOIS	PA	15801	\$22,136.60
2009	GRALLA	MICHAEL	P	DUBOIS	PA	15801	\$3,487.25
2009	GRESSLER	MICHAEL R.		DUBOIS	PA	15801	\$3,071.25
2009	GRIEVE	EMILY	M	DUBOIS	PA	15801	\$1,187.04
2009	HAAG	DENNIS J.		DUBOIS	PA	15801	\$43,084.06
2009	HEATH	ALYSSA	M	DUBOIS	PA	15801	\$1,413.05
2009	HENRY	DONNA		DUBOIS	PA	15801	\$3,560.00
2009	HINDERLITER	GERVASE I.		DUBOIS	PA	15801	\$34,047.27
2009	HINDERLITER	ROBERT W.		DUBOIS	PA	15801	\$44,794.54
2009	HOFFMAN	BONNIE L.		DUBOIS	PA	15801	\$5,430.00
2009	IDDINGS	ROBERT A.		DUBOIS	PA	15801	\$44,137.37
2009	INDRE	JAMES O.		DUBOIS	PA	15801	\$43,438.02
2009	JESBERGER	JANEL	A	DUBOIS	PA	15801	\$937.14
2009	KERR	EDWARD S.		DUBOIS	PA	15801	\$63,105.52
2009	KESSLER	ALEXIS		DUBOIS	PA	15801	\$1,422.81
2009	KIRKWOOD	LARRY T.		DUBOIS	PA	15801	\$44,328.15
2009	KLEBACHA	PATRICIA L.		DUBOIS	PA	15801	\$24,470.34
2009	KOSKO	MATTHEW		DUBOIS	PA	15801	\$2,399.76
2009	KREYDT	BRENNA	J	DUBOIS	PA	15801	\$1,431.43
2009	KUNKLE	ANDREW	J	DUBOIS	PA	15801	\$3,400.25
2009	LAROTONDA	RONALD		DUBOIS	PA	15801	\$64,164.65
2009	LEPEONKA	ROBERT		DUBOIS	PA	15801	\$42,092.14
2009	LIAS	FRANCES L.		DUBOIS	PA	15801	\$39,181.50
2009	LICATOVICH	JOHN F.		DUBOIS	PA	15801	\$66,454.84
2009	LINGLE	MORGAN	A	DUBOIS	PA	15801	\$2,009.33
2009	LOCKWOOD	BRIAN		REYNOLDSVILLE	PA	15851	\$31,769.50
2009	LYONS	MICHAEL		DUBOIS	PA	15801	\$41,087.98
2009	MAHOLTZ	STEVE		TROUTVILLE	PA	15866	\$68,256.06
2009	MAKAY	CAMDON	D	DUBOIS	PA	15801	\$3,915.00
2009	MARCHIONI	ROBERT		DUBOIS	PA	15801	\$42,520.65
2009	MARKIEVICHIII	J. MICHAEL		DUBOIS	PA	15801	\$41,951.36
2009	MCCLEARY	SHAWN A		DUBOIS	PA	15801	\$61,777.56
2009	MCCOY	ERIC R		DUBOIS	PA	15801	\$43,882.44

2009	MCGRANOR	MICHAEL H.		DUBOIS	PA 15801	\$45,161.29
2009	MCINTOSH	GARY	A	DUBOIS	PA 15801	\$3,560.00
2009	MCMONIGLE	MICHAEL	J	DUBOIS	PA 15801	\$5,093.13
2009	MIKNIS	RONALD M.		DUBOIS	PA 15801	\$38,946.81
2009	MILES	CHARLES		DUBOIS	PA 15801	\$44,384.93
2009	MINNS	BRANDON	D	DUBOIS	PA 15801	\$2,914.50
2009	NOWAK	THOMAS		DUBOIS	PA 15801	\$17,260.15
2009	O'SHANE	BENJAMIN		ROCKTON	PA 15856	\$45,851.00
2009	PISANESCHI	ROBERT F.		DUBOIS	PA 15801	\$40,735.58
2009	PLATT	ELIZABETH	K	DUBOIS	PA 15801	\$1,415.58
2009	PROSPER	ORLANDO W.		DUBOIS	PA 15801	\$60,419.06
2009	PRUSZKO	S. J.		DUBOIS	PA 15801	\$47,380.42
2009	RHODES	MATTHEW	W	DUBOIS	PA 15801	\$3,016.00
2009	ROBERTSON	MATTHEW D.		DUBOIS	PA 15801	\$59,474.87
2009	ROY	BETH ANN		DUBOIS	PA 15801	\$1,200.00
2009	ROY	DUSTIN R.		DUBOIS	PA 15801	\$63,962.99
2009	RUNYON	JOHN	J	DUBOIS	PA 15801	\$11,507.11
2009	SAYERS	BRITTANY	R	LUTHERSBURG	PA 15848	\$3,280.63
2009	SCHMIDT	RANDY E.		DUBOIS	PA 15801	\$1,200.00
2009	SHRAUGER	ROBERT D.		DUBOIS	PA 15801	\$54,478.04
2009	STANTON	JOSEPH M.		DUBOIS	PA 15801	\$65,507.66
2009	STETZ	ALEXIS J.		DUBOIS	PA 15801	\$34,057.14
2009	STRATTON	STEPHEN V.		DUBOIS	PA 15801	\$42,046.23
2009	STRISHOCK	STEPHANIE	M	DUBOIS	PA 15801	\$4,988.90
2009	STROSKY	THOMAS		DUBOIS	PA 15801	\$41,482.15
2009	SUPLIZIO	JOHN F.		DUBOIS	PA 15801	\$2,400.00
2009	SUPLIZIO	NICKOLAS	A	DUBOIS	PA 15801	\$4,756.00
2009	SWOPE	ROBERT	S	DUBOIS	PA 15801	\$11,534.50
2009	SWOPE	STEPHANIE	A	DUBOIS	PA 15801	\$3,998.38
2009	SWOPE	STEVEN G.		DUBOIS	PA 15801	\$59,537.28
2009	VIDA	GREGORY T.		DUBOIS	PA 15801	\$41,628.08
2009	WAGNER	DELEAN		DUBOIS	PA 15801	\$45,502.72
2009	WALLOCK	LEAH	M	DUBOIS	PA 15801	\$3,237.13
2009	WEISNER	DEREK	M	BROCKWAY	PA 15801	\$1,566.02
2009	WELLS	EDWARD L.		DUBOIS	PA 15801	\$42,045.49
2009	YOUNG	RANDALL L.		SYKESVILLE	PA 15865	\$65,125.89

2010	JAYLA	M	ANDRULONIS	DUBOIS	PA	15801	39.61	1290.52	0	1
2010	JAMES	S	AUGHENBAUGH	DUBOIS	PA	15801	36.84	1200.00	0	1
2010	SANDRA	L.	BEARFIELD	DUBOIS	PA	15801	110.53	3600.00	0	1
2010	ANDREW		BECK	DUBOIS	PA	15801	75.89	2472.60	0	1
2010	TROY		BELL	REYNOLDSVILLE	PA	15851	42.38	1380.00	0	1
2010	DIANE	L.	BERNARDO	DUBOIS	PA	15801	36.92	1199.90	0	1
2010	BRADEN	M	BISH	DUBOIS	PA	15801	75.23	2450.50	0	1
2010	KYLE	D	BISH	DUBOIS	PA	15801	100.18	3262.50	0	1
2010	KEVIN	C	BLAKLEY	DUBOIS	PA	15801	58.98	1921.25	0	1
2010	NICHOLAS	D	BLAKLEY	SYKESVILLE	PA	15865	114.96	3744.64	0	1
2010	SHAWN	L	BLOOM	CURWENSVILLE	PA	16833	1195.42	38939.66	0	1
2010	MICHAEL		BORRELLI	DUBOIS	PA	15801	1348.72	43932.49	0	1
2010	PAUL		BROSKY	BROCKWAY	PA	15824	1769.17	57627.59	0	1
2010	KRISTEN		BROWN	CLEARFIELD	PA	16830	88.65	2887.95	0	1
2010	CURTIS	J	CAMPMAN	CLEARFIELD	PA	16830	1.78	58.00	0	1
2010	KENNETH		CARR	BROCKWAY	PA	15824	1357.75	44226.91	0	1
2010	JANET	A.	CARUSO	DUBOIS	PA	15801	894.66	29140.54	0	1
2010	JOHN	M.	CARUSO	DUBOIS	PA	15801	1265.64	41225.51	0	1
2010	DEREK	R	CLARK	DUBOIS	PA	15801	87.25	2842.00	0	1
2010	RONALD	L.	CLOAK	DUBOIS	PA	15801	1306.06	42543.03	0	1
2010	TAYLOR	V	CRAWFORD	PENFIELD	PA	15849	43.20	1407.08	0	1
2010	SETH	T	DANVER	PO BOX24	PA	15856	74.24	2418.15	0	1
2010	KYLE	R	DAVIDO	BROCKPORT	PA	15823	121.10	3944.00	0	1
2010	MICHAEL	P	DAVIDSON	CLEARFIELD	PA	16830	884.93	28824.48	0	1
2010	ANDREW	J	DIGILARMO	DUBOIS	PA	15801	71.04	2314.10	0	1
2010	MICHAEL		DILULLO	DUBOIS	PA	15801	2240.65	72986.60	0	1
2010	CASEY		DOHERTY	PUNXSUTAWNEY	PA	15767	230.76	7516.52	0	1
2010	TIMOTHY	E.	EDWARDS	DUBOIS	PA	15801	1297.73	42271.36	0	1
2010	JOHN	E	EMERICK	DUBOIS	PA	15801	1276.32	41574.34	0	1
2010	SCOTT	T.	FARRELL	DUBOIS	PA	15801	2048.82	66735.92	0	1
2010	ELIZABETH	M	FELIX	FALLS CREEK	PA	15840	66.10	2153.40	0	1
2010	RONALD		FORD	DUBOIS	PA	15801	868.76	28298.21	0	1
2010	GARY	D.	GILBERT	DUBOIS	PA	15801	73.68	2400.00	0	1
2010	CARRIE	L	GLADYSIEWSKI	DUBOIS	PA	15801	704.22	22936.50	0	1
2010	SETH	D	GOULD	DUBOIS	PA	15801	80.14	2610.00	0	1
2010	MICHAEL	R.	GRESSLER	DUBOIS	PA	15801	111.75	3639.88	0	1
2010	DENNIS	J.	HAAG	DUBOIS	PA	15801	1380.54	44969.01	0	1
2010	ALYSSA	M	HEATH	DUBOIS	PA	15801	47.64	1551.48	0	1
2010	DONNA		HENRY	DUBOIS	PA	15801	110.53	3600.00	0	1
2010	DANIEL	R	HINDERLITER	DUBOIS	PA	15801	76.58	2494.00	0	1
2010	GERVASE	I.	HINDERLITER	DUBOIS	PA	15801	1027.90	33481.44	0	1
2010	ROBERT	W.	HINDERLITER	DUBOIS	PA	15801	1432.57	46663.28	0	1
2010	KRISTIE	L	HOFFER	DUBOIS	PA	15801	103.63	3374.88	0	1
2010	BONNIE	L.	HOFFMAN	DUBOIS	PA	15801	165.79	5400.00	0	1
2010	GABRIELLE	A	HUMPHREY	REYNOLDSVILLE	PA	15851	37.12	1208.94	0	1
2010	ROBERT	A.	IDDINGS	DUBOIS	PA	15801	1382.69	45039.09	0	1
2010	JAMES	O.	INDRE	DUBOIS	PA	15801	1342.52	43727.62	0	1
2010	JANEL	A	JESBERGER	DUBOIS	PA	15801	46.55	1516.09	0	1
2010	EDWARD	S.	KERR	DUBOIS	PA	15801	703.55	22916.70	0	1
2010	ALEXIS		KESSLER	DUBOIS	PA	15801	70.68	2302.51	0	1
2010	THOMAS	W	KINDER	REYNOLDSVILLE	PA	15851	112.63	3668.50	0	1
2010	LARRY	T.	KIRKWOOD	DUBOIS	PA	15801	1387.61	45198.71	0	1

2010	PATRICIA	L.	KLEBACHA	DUBOIS	PA	15801 766.85	24976.50	0	1
2010	BRENNA	J	KREYDT	DUBOIS	PA	15801 70.51	2296.48	0	1
2010	PETER	E	LARGEY	ST. MARYS	PA	15857 482.85	15727.82	0	1
2010	RONALD		LAROTONDA	DUBOIS	PA	15801 2051.51	66823.60	0	1
2010	ROBERT		LEPEONKA	DUBOIS	PA	15801 1301.52	42395.63	0	1
2010	FRANCES	L.	LIAS	DUBOIS	PA	15801 553.62	18033.44	0	1
2010	JOHN	F.	LICATOVICH	DUBOIS	PA	15801 1934.41	63010.05	0	1
2010	MORGAN	A	LINGLE	DUBOIS	PA	15801 64.41	2097.90	0	1
2010	ROBERT	J	LITTLE	DUBOIS	PA	15801 264.70	8620.25	0	1
2010	BRIAN		LOCKWOOD	REYNOLDSVILLE	PA	15851 903.38	29425.50	0	1
2010	MICHAEL		LYONS	DUBOIS	PA	15801 1285.43	41870.44	0	1
2010	STEVE		MAHOLTZ	TROUTVILLE	PA	15866 2156.97	70259.96	0	1
2010	ROBERT		MARCHIONI	DUBOIS	PA	15801 1324.76	43151.96	0	1
2010	J.	MICHAEL	MARKIEVICHIII	DUBOIS	PA	15801 1305.58	42527.10	0	1
2010	SUMMER	A	MAYERS	DUBOIS	PA	15801 100.63	3277.50	0	1
2010	SHAWN	A	MCCLEARY	DUBOIS	PA	15801 1926.50	62753.04	0	1
2010	ERIC	R	MCCOY	DUBOIS	PA	15801 1395.05	45442.38	0	1
2010	MICHAEL	H.	MCGRANOR	DUBOIS	PA	15801 1408.49	45878.93	0	1
2010	GARY	A	MCINTOSH	DUBOIS	PA	15801 110.53	3600.00	0	1
2010	MICHAEL	J	MCMONIGLE	DUBOIS	PA	15801 112.63	3668.50	0	1
2010	RONALD	M.	MIKNIS	DUBOIS	PA	15801 1222.03	39805.27	0	1
2010	CHARLES		MILES	DUBOIS	PA	15801 1375.97	44819.78	0	1
2010	TYLER	T	MILES	DUBOIS	PA	15801 86.37	2813.00	0	1
2010	THOMAS	M	NOWAK, JR	DUBOIS	PA	15801 854.84	27844.18	0	1
2010	BENJAMIN		O'SHANE	ROCKTON	PA	15856 1442.74	46997.34	0	1
2010	ROBERT	F.	PISANESCHI	DUBOIS	PA	15801 1270.27	41378.09	0	1
2010	ELIZABETH	K	PLATT	DUBOIS	PA	15801 47.79	1556.73	0	1
2010	TABATHA	E	POMEROY	DUBOIS	PA	15801 110.19	3588.75	0	1
2010	ORLANDO	W.	PROSPER	DUBOIS	PA	15801 1869.19	60884.92	0	1
2010	S.	J.	PRUSZKO	DUBOIS	PA	15801 1419.26	46228.94	0	1
2010	MATTHEW	D.	ROBERTSON	DUBOIS	PA	15801 1896.62	61778.12	0	1
2010	BETH	ANN	ROY	DUBOIS	PA	15801 36.84	1200.00	0	1
2010	DUSTIN	R.	ROY	DUBOIS	PA	15801 1960.13	63847.68	0	1
2010	JOHN	J	RUNYON	DUBOIS	PA	15801 469.41	15289.73	0	1
2010	NATHANIEL	S	SABADOS	DUBOIS	PA	15801 82.82	2697.00	0	1
2010	BRITTANY	R	SAYERS	LUTHERSBURG	PA	15848 102.50	3338.63	0	1
2010	RANDY	E.	SCHMIDT	DUBOIS	PA	15801 36.84	1200.00	0	1
2010	LAUREN	E	SEDR	DUBOIS	PA	15801 115.09	3748.25	0	1
2010	ROBERTA		SHAFFER	DUBOIS	PA	15801 280.41	9134.98	0	1
2010	ROBERT	D.	SHRAUGER	DUBOIS	PA	15801 1689.22	55025.10	0	1
2010	JOSEPH	M.	STANTON	DUBOIS	PA	15801 1014.56	33047.05	0	1
2010	ALEXIS	J.	STETZ	DUBOIS	PA	15801 548.48	17868.90	0	1
2010	STEPHEN	V.	STRATTON	DUBOIS	PA	15801 1316.10	42869.45	0	1
2010	STEPHANIE	M	STRISHOCK	DUBOIS	PA	15801 122.43	3987.50	0	1
2010	THOMAS		STROSKY	DUBOIS	PA	15801 1270.70	41390.32	0	1
2010	JOHN	F.	SUPLIZIO	DUBOIS	PA	15801 2455.96	79999.92	0	1
2010	ROBERT	S	SWOPE	DUBOIS	PA	15801 1051.79	34260.46	0	1
2010	STEPHANIE	A	SWOPE	DUBOIS	PA	15801 125.19	4078.13	0	1
2010	STEVEN	G.	SWOPE	DUBOIS	PA	15801 2030.15	66129.41	0	1
2010	GREGORY	T.	VIDA	DUBOIS	PA	15801 1302.61	42431.26	0	1
2010	DELEAN		WAGNER	DUBOIS	PA	15801 1455.39	47407.26	0	1
2010	LEAH	M	WALLOCK	DUBOIS	PA	15801 87.37	2845.63	0	1

2010	EDWARD	L	WALSH	DUBOIS	PA 15801	36.84	1200.00	0	1
2010	DEREK	M	WEISNER	BROCKWAY	PA 15801	56.48	1839.62	0	1
2010	EDWARD	L.	WELLS	DUBOIS	PA 15801	1310.05	42672.99	0	1
2010	RANDALL	L.	YOUNG	SYKESVILLE	PA 15865	2130.15	69386.02	0	1

2011	ANDRULONIS	JAYLA	M	DUBOIS	PA	15801	1385.48
2011	AUGHENBAUCH	JAMES		DUBOIS	PA	15801	1200
2011	BAUER	ZACHARY		DUBOIS	PA	15801	2088
2011	BEARFIELD	SANDRA	L	DUBOIS	PA	15801	3620
2011	BECK	ANDREW		DUBOIS	PA	15801	1990.81
2011	BELL	TROY		REYNOLDSVILLE	PA	15851	32
2011	BERNARDO	DIANE	L	DUBOIS	PA	15801	1199.9
2011	BISH	BRADEN		DUBOIS	PA	15801	3400.25
2011	BISH	KYLE	D	DUBOIS	PA	15801	2726
2011	BLAKLEY	KEVIN		DUBOIS	PA	15801	2668
2011	BLOOM	SHAWN	L	CURWENSVILLE	PA	16833	51725.89
2011	BLOSE	ERIC		DUBOIS	PA	15801	3208.13
2011	BORRELLI	MICHAEL		DUBOIS	PA	15801	49634.08
2011	BROSKY	PAUL		BROCKWAY	PA	15824	61888.7
2011	BROWN	KRISTEN		DUBOIS	PA	15801	2506.29
2011	CARR	KENNETH		BROCKWAY	PA	15824	44318.12
2011	CARUSO	JANET	A	DUBOIS	PA	15801	29839.16
2011	CARUSO	JOHN	M	DUBOIS	PA	15801	42049.86
2011	CLARK	DEREK		DUBOIS	PA	15801	4118
2011	CLOAK	RONALD	L	DUBOIS	PA	15801	43302.61
2011	CRAWFORD	TAYLOR	V	PENFIELD	PA	15849	1563.25
2011	DANVER	SETH		ROCKTON	PA	15856	1583.15
2011	DAVIDSON	MICHAEL		CLEARFIELD	PA	16830	51205.69
2011	DILULLO	MICHAEL		DUBOIS	PA	15801	74093.85
2011	DOHERTY	CASEY		DUBOIS	PA	15801	47097.95
2011	EDWARDS	TIMOTHY	E	DUBOIS	PA	15801	45269.02
2011	EMERICK	JOHN	E	DUBOIS	PA	15801	43257.5
2011	FARRELL	SCOTT	T	DUBOIS	PA	15801	69566.22
2011	FELIX	ELIZABETH		FALLS CREEK	PA	15840	1948.14
2011	GALLAGHER	BRAD		DUBOIS	PA	15801	1740
2011	GILBERT	GARY	D	DUBOIS	PA	15801	2400
2011	GOODMAN	TRAVIS	A	CURWENSVILLE	PA	16833	2744
2011	GRESSLER	MICHAEL	R	DUBOIS	PA	15801	4094.51
2011	GROSS	COLLEEN		SYKESVILLE	PA	15865	706.88
2011	HAAG	DENNIS	J	DUBOIS	PA	15801	43831.47
2011	HEATH	ALYSSA	M	DUBOIS	PA	15801	1787.46
2011	HENRY	DONNA		DUBOIS	PA	15801	3620
2011	HINDERLITER	GERVASE	I	DUBOIS	PA	15801	33242.78
2011	HINDERLITER	ROBERT	W	DUBOIS	PA	15801	46801.78
2011	HOFFER	KRISTIE	L	DUBOIS	PA	15801	2744.13
2011	HOFFMAN	BONNIE	L	DUBOIS	PA	15801	5430
2011	HOOVER	REBECCA	M	PENFIELD	PA	15849	8795
2011	HUMPHREY	GABRIELLE		REYNOLDSVILLE	PA	15851	1953.28
2011	IDDINGS	ROBERT	A	DUBOIS	PA	15801	47046.45

2011	INDRE	JAMES	O	DUBOIS	PA	15801	45465.83
2011	JOHNSON	DAVID	S	DUBOIS	PA	15801	12512
2011	KERR	KYLE		DUBOIS	PA	15801	3095.75
2011	KESSLER	ALEXIS		DUBOIS	PA	15801	1892.4
2011	KINDER	THOMAS	W	REYNOLDSVILLE	PA	15851	3780.88
2011	KIRKWOOD	LARRY	T	DUBOIS	PA	15801	45358.64
2011	KLEBACHA	PATRICIA	L	DUBOIS	PA	15801	23512.59
2011	KRINER	DYLAN		DUBOIS	PA	15801	3915.01
2011	LARGEY	PETER		ST. MARYS	PA	15857	10516.6
2011	LAROTONDA	RONALD		DUBOIS	PA	15801	70113.36
2011	LAWHEAD	ZACHARY	C	HYDE	PA	16843	28668.53
2011	LEPEONKA	ROBERT		DUBOIS	PA	15801	43535
2011	LINGLE	MORGAN	A	DUBOIS	PA	15801	1091.27
2011	LITTLE	ROBERT	J	DUBOIS	PA	15801	18682.53
2011	LOCKWOOD	BRIAN		REYNOLDSVILLE	PA	15851	15852
2011	LYONS	MICHAEL		DUBOIS	PA	15801	43395.03
2011	MAHOLTZ	STEVE		TROUTVILLE	PA	15866	76236.65
2011	MARCHIONI	ROBERT		DUBOIS	PA	15801	42719.15
2011	MARKIEVICHIII	J. MICHAEL		DUBOIS	PA	15801	40969.18
2011	MAURER	JEREMY		DUBOIS	PA	15801	2552
2011	MAYERS	SUMMER		DUBOIS	PA	15801	480
2011	MCCLEARY	SHAWN	A	DUBOIS	PA	15801	65060.26
2011	MCCOY	ERIC	R	DUBOIS	PA	15801	48310.98
2011	MCGEE	WILLIAM		REYNOLDSVILLE	PA	15851	1392
2011	MCGRANOR	MICHAEL	H	DUBOIS	PA	15801	45786.83
2011	MCINTOSH	GARY	A	DUBOIS	PA	15801	3620
2011	MCMONIGLE	MICHAEL	J	DUBOIS	PA	15801	3559.75
2011	MIKNIS	RONALD	M	DUBOIS	PA	15801	39778.79
2011	MILES	CHARLES		DUBOIS	PA	15801	48425.32
2011	MILES	TYLER	T	DUBOIS	PA	15801	3944
2011	MITCHELL	JOSEPH	C	DUBOIS	PA	15801	10780.35
2011	NOWAK JR	THOMAS	M	DUBOIS	PA	15801	28461.59
2011	OBERLIN	PAMELA		DUBOIS	PA	15801	3903
2011	O'SHANE	BENJAMIN		ROCKTON	PA	15856	48172.29
2011	PETERSON	GARRET		DUBOIS	PA	15801	2606.38
2011	PFINGSTLER	ANNA		DUBOIS	PA	15801	3190.01
2011	PISANESCHI	ROBERT	F	DUBOIS	PA	15801	42673.75
2011	PITRONE	VINCENT		DUBOIS	PA	15801	4437
2011	PLATT	ELIZABETH	K	DUBOIS	PA	15801	1774.15
2011	PROSPER	ORLANDO	W	DUBOIS	PA	15801	65381.22
2011	PRUSZKO	S. J.		DUBOIS	PA	15801	47291.85
2011	REZK	CARRIE		DUBOIS	PA	15801	23470.86
2011	ROBERTSON	MATTHEW	D	DUBOIS	PA	15801	61838.38
2011	ROY	BETH ANN		DUBOIS	PA	15801	1200

2011	ROY	DUSTIN R	DUBOIS	PA	15801	66165.64
2011	RUNYON	JOHN J	DUBOIS	PA	15801	39404.36
2011	SABADOS	NATHANIEL	DUBOIS	PA	15801	3083.43
2011	SAYERS	BRITTANY R	LUTHERSBURG	PA	15848	2822.07
2011	SCHMIDT	RANDY E	DUBOIS	PA	15801	1200
2011	SEADOR	LAUREN E	DUBOIS	PA	15801	3269.75
2011	SHAFFER	ROBERTA	DUBOIS	PA	15801	12828.48
2011	SHRAUGER	ROBERT D	DUBOIS	PA	15801	56169.06
2011	SNYDER	AUNDREA	DUBOIS	PA	15801	1154.59
2011	SPICHER	EMILY	FALLS CREEK	PA	15840	686.94
2011	STANTON	JOSEPH M	DUBOIS	PA	15801	67915.85
2011	STETZ	ALEXIS J	DUBOIS	PA	15801	18899.84
2011	STRATTON	STEPHEN V	DUBOIS	PA	15801	43738.35
2011	STROSKY	THOMAS	DUBOIS	PA	15801	42250.22
2011	SUNEALITIS	JON	DUBOIS	PA	15801	3722.88
2011	SUPLIZIO	JOHN F	DUBOIS	PA	15801	82002.96
2011	SWOPE	ROBERT	DUBOIS	PA	15801	35709.38
2011	SWOPE	STEPHANIA	DUBOIS	PA	15801	4156.07
2011	SWOPE	STEVEN G	DUBOIS	PA	15801	67179.84
2011	VIDA	GREGORY T	DUBOIS	PA	15801	42844.15
2011	VOLPE	ZACHARY	DUBOIS	PA	15801	3501.75
2011	WAGNER	DELEAN	DUBOIS	PA	15801	45677.47
2011	WALLOCK	CARLY	DUBOIS	PA	15801	2842
2011	WALSH	EDWARD	DUBOIS	PA	15801	1200
2011	WEISNER	DEREK M	BROCKWAY	PA	15801	1735.3
2011	WELLS	EDWARD L	DUBOIS	PA	15801	43056.5
2011	WITHERITE	COLE	SYKESVILLE	PA	15865	1053.08
2011	YOUNG	ADAM	DUBOIS	PA	15801	2802.13
2011	YOUNG	RANDALL L	SYKESVILLE	PA	15865	71412.17
2011	ZIMMERMAN	BRET	SYKESVILLE	PA	15865	2479.5

**CITY OF DUBOIS
2012 - 4TH QUARTER EMPLOYER UC**

	Year to Date Wages
DRUM, DREW STEPHANIE	\$261.00
BECK, ANDREW	\$508.66
GROSS, COLLEEN	\$795.72
SMITH, ERICA	\$1,092.95
BLOSE, ERIC	\$1,105.63
SABADOS, NATHANIEL	\$1,221.63
NELSON, BENJAMIN	\$1,263.32
MCMAHON, DANICA	\$1,343.07
PHILIPPONE, MONICA	\$1,500.75
HEATH, MARGARET	\$1,578.70
HOFFER, KYLE, M.	\$1,740.00
BISH, BEVAN E.	\$1,885.00
SPICHER, EMILY	\$1,903.49
ANDRULONIS, JAYLA MARIE	\$1,922.28
SCHWAB, DAVID	\$2,088.00
SNYDER, AUNDREA	\$2,186.37
CRAWFORD, TAYLOR V	\$2,201.43
HUMPHREY, GABRIELLE	\$2,270.39
PLATT, ELIZABETH K	\$2,272.27
BALL, ALEXA	\$2,280.13
WITHERITE, COLE	\$2,288.57
WELCH, ALEXANDER	\$2,323.63
VOLPE, ZACHARY	\$2,370.76
HEATH, ALYSSA M	\$2,395.39
HOFFER, KRISTIE LYNN	\$2,403.38
BISH, BRADEN	\$2,468.63
DILULLO, MICHAEL, A	\$2,599.13
WALLOCK, CARLY	\$2,751.38
PITRONE, VINCENT	\$2,820.25
PFINGSTLER, ANNA	\$2,871.00
CLARK, DEREK	\$2,878.25
KRINER, DOMINIC	\$2,947.13
MAURER, JEREMY	\$2,958.00
ZIMMERMAN, BRET	\$2,958.00
KINDER, THOMAS W.	\$3,052.25
BROSKY, JACQUELINE	\$3,058.06
YOUNG, ADAM	\$3,190.00
PETERSON, GARRET	\$3,233.50
SWOPE, STEPHANIE A	\$3,277.01
SEDROR, LAUREN ELIZABETH	\$3,313.26
HENRY, DONNA	\$3,580.00
MCINTOSH, GARY A	\$3,580.00
BEARFIELD, SANDRA L.	\$3,600.00
MILES, TYLER T.	\$3,712.00
GRESSLER, MICHAEL R.	\$4,082.85
GOODMAN, TRAVIS A	\$5,216.00
HOFFMAN, BONNIE L.	\$5,370.00
LOCKWOOD, BRIAN	\$10,648.00
HOOVER, REBECCA M	\$13,257.29
OBERLIN, PAMELA	\$13,448.86
SHAFFER, ROBERTA	\$14,041.26
JOHNSON, DAVID S	\$15,188.00
RUSSO, STEPHEN M	\$18,228.00

REZK, CARRIE	\$23,895.62
KLEBACHA, PATRICIA L.	\$24,523.21
CARUSO, JANET A.	\$30,340.18
NOWAK JR, THOMAS M	\$30,353.40
LAWHEAD, ZACHARY C	\$30,944.34
HINDERLITER, GERVASE I.	\$32,840.62
HINDERLITER, ROBERT W.	\$33,359.68
NASUTI, CHRISTOPHER	\$34,615.44
MITCHELL, JOSEPH C	\$35,410.44
LITTLE, ROBERT JOHN	\$37,960.55
SWOPE, ROBERT	\$41,191.30
EMERICK, JOHN E	\$42,393.03
RUNYON, JOHN J	\$42,448.12
MIKNIS, RONALD M.	\$42,732.48
PISANESCHI, ROBERT F.	\$43,660.09
STROSKY, THOMAS	\$43,912.06
CARUSO, JOHN M.	\$43,927.59
MARKIEVICHIII, J. MICHAEL	\$44,269.72
VIDA, GREGORY T.	\$44,578.00
LYONS, MICHAEL	\$44,743.67
LEPEONKA, ROBERT	\$44,973.47
CLOAK, RONALD L.	\$45,320.19
WELLS, EDWARD L.	\$45,482.99
EDWARDS, TIMOTHY E.	\$45,526.62
MARCHIONI, ROBERT	\$45,870.86
HAAG, DENNIS J.	\$46,111.06
STRATTON, STEPHEN V.	\$46,755.37
INDRE, JAMES O.	\$47,631.26
CARR, KENNETH	\$48,244.14
IDDINGS, ROBERT A.	\$48,796.22
KIRKWOOD, LARRY T.	\$49,328.04
O'SHANE, BENJAMIN	\$49,617.36
BORRELLI, MICHAEL	\$50,242.19
MCCOY, ERIC R	\$50,832.35
PRUSZKO, S. J.	\$51,004.55
MCGRANOR, MICHAEL H.	\$51,278.06
MILES, CHARLES	\$51,969.44
WAGNER, DELEAN	\$52,355.17
DOHERTY, CASEY	\$55,858.60
SHRAUGER, ROBERT D.	\$56,472.65
FARRELL, SCOTT T.	\$56,692.28
BLOOM, SHAWN L	\$57,509.17
DAVIDSON, MICHAEL	\$58,272.36
BROSKY, PAUL	\$65,459.54
PROSPER, ORLANDO W.	\$66,858.69
ROBERTSON, MATTHEW D.	\$68,022.10
SWOPE, STEVEN G.	\$68,153.31
MCCLEARY, SHAWN A	\$68,377.50
ROY, DUSTIN R.	\$70,151.65
STANTON, JOSEPH M.	\$70,809.90
LAROTONDA, RONALD	\$71,813.28
YOUNG, RANDALL L.	\$77,319.89
MAHOLTZ, STEVE	\$77,581.69
DILULLO, MICHAEL	\$78,697.32
SUPLIZIO, JOHN F.	\$84,635.20

Report Totals:

\$2,973,654.64

2013	ALLEN	DEREK	ROCKTON	PA	15856	2320
2013	AUGHENBAUGH	JAMES	DUBOIS	PA	15801	1200
2013	BEARFIELD	SANDRA	DUBOIS	PA	15801	3720
2013	BERNARDO	DIANE	DUBOIS	PA	15801	1199.9
2013	BILUNKA	STEPHEN	HERMITAGE	PA	16148	2608
2013	BISH	BEVAN	DUBOIS	PA	15801	181.25
2013	BLOOM	SHAWN	DUBOIS	PA	15801	59987.19
2013	BONTEMPO	NICHOLAS	DUBOIS	PA	15801	2254.75
2013	BORRELLI	MICHAEL	DUBOIS	PA	15801	52824.85
2013	BROSKY	JACQUELINE	BROCKWAY	PA	15824	2686.13
2013	BROSKY	PAUL	BROCKWAY	PA	15824	72662.78
2013	CARR	KENNETH	BROCKWAY	PA	15824	46462.5
2013	CARUSO	JANET	DUBOIS	PA	15801	14272.2
2013	CARUSO	JOHN	DUBOIS	PA	15801	43119.22
2013	CLARK	DEREK	DUBOIS	PA	15801	2432.38
2013	CLOAK	RONALD	DUBOIS	PA	15801	44653.53
2013	COOK	CRISTY	SYKESVILLE	PA	15865	3240.75
2013	CRAWFORD	TAYLOR	PENFIELD	PA	15849	2392
2013	CURL, EY	BLAINE	DUBOIS	PA	15801	2367.13
2013	DAVIDSON	MICHAEL	REYNOLDSVILLE	PA	15851	62351.77
2013	DILULLO	MICHAEL	DUBOIS	PA	15801	83263.56
2013	DOHERTY	CASEY	DUBOIS	PA	15801	58019.01
2013	DRUM	DREW	DUBOIS	PA	15801	884.51
2013	DUGAN	ZACHARY	DUBOIS	PA	15801	1402.88
2013	EDWARDS	TIMOTHY	DUBOIS	PA	15801	45759.59
2013	EMERICK	JOHN	DUBOIS	PA	15801	41942.63
2013	FARRELL	SCOTT	DUBOIS	PA	15801	60679.28
2013	FELIX	ELIZABETH	FALLS CREEK	PA	15840	1570.4
2013	GILBERT	GARY	DUBOIS	PA	15801	2400
2013	GOODMAN	TRAVIS	CURWENSVILLE	PA	16833	528
2013	GREGORIO	DANTE	DUBOIS	PA	15801	2863.75
2013	GRESSLER	MICHAEL	DUBOIS	PA	15801	3332.5
2013	HAAG	DENNIS	DUBOIS	PA	15801	46089.33
2013	HART	MOLLY	DUBOIS	PA	15801	360.7
2013	HASKINS	KYLE	TROUTVILLE	PA	15866	3030.5
2013	HEATH	ALYSSA	DUBOIS	PA	15801	2535.85
2013	HEATH	MARGARET	DUBOIS	PA	15801	1375.7
2013	HENRY	DONNA	DUBOIS	PA	15801	3720
2013	HERZING	AARON	DUBOIS	PA	15801	2921.75
2013	HINDERLITER	GERVASE	DUBOIS	PA	15801	32016.17
2013	HINE	MAXWELL	DUBOIS	PA	15801	181.25
2013	HOFFMAN	BONNIE	DUBOIS	PA	15801	390
2013	HOOVER	GARRETT	PENFIELD	PA	15849	3896.88
2013	HOOVER	REBECCA	PENFIELD	PA	15849	26575.33

2013	HUMPHREY	GABRIELLE	REYNOLDSVILLE PA	15851	2429.05
2013	IDDINGS	ROBERT	DUBOIS PA	15801	48451.09
2013	INDRE	JAMES	DUBOIS PA	15801	52880.56
2013	JOHNSON	DAVID	DUBOIS PA	15801	3288
2013	KENNELLY	MICHAEL	DUBOIS PA	15801	2726
2013	KIRKWOOD	LARRY	DUBOIS PA	15801	47912.22
2013	KLEBACHA	PATRICIA	DUBOIS PA	15801	25022.4
2013	KNOWLES	JEFFREY	DUBOIS PA	15801	688
2013	KRINER	DOMINIC	DUBOIS PA	15801	2428.75
2013	LABRASCA	LISA	DUBOIS PA	15801	1200
2013	LAROTONDA	RONALD	DUBOIS PA	15801	81396.98
2013	LAWHEAD	ZACHARY	HYDE PA	16843	30526.69
2013	LEPEONKA	ROBERT	DUBOIS PA	15801	45669.56
2013	LIDDLE	NATHAN	DUBOIS PA	15801	2929
2013	LITTLE	ROBERT	DUBOIS PA	15801	44489.32
2013	LYONS	MICHAEL	DUBOIS PA	15801	44874.3
2013	MAHOLTZ	STEVE	TROUTVILLE PA	15866	41754.08
2013	MARCHIONI	ROBERT	DUBOIS PA	15801	43492.34
2013	MARKIEVICHIII	J.	DUBOIS PA	15801	25821.53
2013	MAURER	JEREMY	DUBOIS PA	15801	3385.75
2013	MCCLEARY	SHAWN	DUBOIS PA	15801	71437.22
2013	MCCOY	ERIC	DUBOIS PA	15801	49800.18
2013	MCGRANOR	MICHAEL	DUBOIS PA	15801	47271.48
2013	MCINTOSH	GARY	DUBOIS PA	15801	3720
2013	MCPMAHON	DANICA	DUBOIS PA	15801	1169.08
2013	MIKNIS	RONALD	DUBOIS PA	15801	41985.63
2013	MILES	CHARLES	DUBOIS PA	15801	48690.01
2013	MILES	GARRETT	DUBOIS PA	15801	2758.63
2013	MILES	TYLER	DUBOIS PA	15801	3280.63
2013	MITCHELL	JOSEPH	DUBOIS PA	15801	41613.3
2013	MCDERMOTT	JASON	DUBOIS PA	15801	192
2013	NASUTI	CHRISTOPHER	DUBOIS PA	15801	75885.47
2013	NOWAK, JR	THOMAS	DUBOIS PA	15801	30923.1
2013	O'SHANE	BENJAMIN	ROCKTON PA	15856	51235.45
2013	OBERLIN	PAMELA	DUBOIS PA	15801	12252.9
2013	PETERSON	GARRET	DUBOIS PA	15801	2410.63
2013	PISANESCHI	ROBERT	DUBOIS PA	15801	43543.53
2013	PITRONE	NICHOLAS	DUBOIS PA	15801	1091.13
2013	PITRONE	VINCENT	DUBOIS PA	15801	3132
2013	PROSPER	ORLANDO	DUBOIS PA	15801	68301.69
2013	PRUSZKO	S.	DUBOIS PA	15801	52384.74
2013	REZK	CARRIE	DUBOIS PA	15801	24497.36
2013	ROBERTSON	MATTHEW	DUBOIS PA	15801	71345.15
2013	ROY	DUSTIN	DUBOIS PA	15801	72196.52

2013	RUNYON	JOHN	DUBOIS	PA	15801	35973.42
2013	RUSSO	STEPHEN	DUBOIS	PA	15801	27256
2013	SCHMIDT	DANIELLE	DUBOIS	PA	15801	2312.75
2013	SCHMIDT	RANDY	DUBOIS	PA	15801	1200
2013	SEDR	LAUREN	DUBOIS	PA	15801	2298.25
2013	SHAFFER	ROBERTA	DUBOIS	PA	15801	15336.86
2013	SKRABA	PAUL	DUBOIS	PA	15801	2968.88
2013	SMITH	ERICA	DUBOIS	PA	15801	2045.84
2013	SNYDER	AUNDREA	DUBOIS	PA	15801	1447.96
2013	SPICHER	ANDREW	FALLS CREEK	PA	15840	1363.01
2013	SPICHER	EMILY	FALLS CREEK	OA	15840	1839.36
2013	STANTON	JOSEPH	DUBOIS	PA	15801	77767.06
2013	STEELE	WENDY	DUBOIS	PA	15801	5190
2013	STETZ	ALEXIS	DUBOIS	PA	15801	24000.08
2013	STRATTON	STEPHEN	DUBOIS	PA	15801	48584.61
2013	STRAUB	PATRICK	KERSEY	PA	15846	1552
2013	STROSKY	THOMAS	DUBOIS	PA	15801	43739.39
2013	SUPLIZIO	JOHN	DUBOIS	PA	15801	87597.06
2013	SWOPE	ROBERT	DUBOIS	PA	15801	44570.83
2013	SWOPE	STEPHANIE	DUBOIS	PA	15801	1004.13
2013	SWOPE	STEVEN	DUBOIS	PA	15801	70434.37
2013	VIDA	GREGORY	DUBOIS	PA	15801	43361.17
2013	WAGNER	DELEAN	DUBOIS	PA	15801	54743.82
2013	WALSH	EDWARD	DUBOIS	PA	15801	1200
2013	WELCH	ALEXANDER	DUBOIS	PA	15801	2312.75
2013	WELLS	EDWARD	CURWENSVILLE	PA	16833	44659.25
2013	WILLIAMS	JEFFREY	MORRISDALE	PA	16858	28618.75
2013	WITHERITE	COLE	SYKESVILLE	PA	15865	1617
2013	YOUNG	ADAM	DUBOIS	PA	15801	2892.75
2013	YOUNG	RANDALL	SYKESVILLE	PA	15865	88923.16
2013	ZIMMERMAN	BRET	SYKESVILLE	PA	15865	2987

2008

Name	Title	Date			Bonus Paid December
Fran Lias	Administrative Secretary	1/1/2008	\$	30,554.27	\$ 500.00
Gervase Hinderliter	Water Coordinator	1/1/2008	\$	29,359.61	\$ 500.00
Steve Swope	Public Works Director	1/1/2008	\$	46,073.10	\$ 1,000.00
Scott Farrell	Engineering Aide	1/1/2008	\$	43,668.75	\$ 1,000.00
DeLean Shepherd	Finance Officer	1/1/2008	\$	32,953.70	\$ 1,500.00
Steve Davls	Police Chief	1/1/2008	\$	57,382.17	\$ 1,000.00

2009

Name	Title	Date			Bonus Paid December
Gervase Hinderliter	Water Coordinator	1/1/2009	\$	30,093.60	\$ 500.00
Steve Swope	Public Works Director	1/1/2009	\$	47,229.93	\$ 2,500.00
Scott Farrell	Engineering Aide	1/1/2009	\$	44,760.47	\$ 2,500.00
DeLean Shepherd	Finance Officer	1/1/2009	\$	36,081.76	\$ 3,500.00
Steve Davis	Police Chief	1/1/2009	\$	73,311.32	\$ 1,000.00

2010

Name	Title	Date			Bonus Paid December
Steve Swope	Public Works Director	1/1/2010	\$	48,405.55	\$ 2,000.00
Scott Farrell	Engineering Aide	1/1/2010	\$	45,767.75	\$ 2,000.00
DeLean Shepherd	Finance Officer	1/1/2010	\$	36,974.93	\$ 3,000.00

2011

Name	Title	Date			Bonus Paid December
Steve Swope	Public Works Director	1/1/2011	\$	53,981.63	2,000.00
Scott Farrell	Engineering Aide	1/1/2011	\$	49,912.05	2,000.00
DeLean Shepherd	Finance Officer	1/1/2011	\$	39,563.18	3,000.00

2012

Name	Title	Date			Bonus Paid December
Steve Swope	Public Works Director	1/1/2012	\$	53,981.63	\$ 1,000.00
Scott Farrell	Engineering Aide	1/1/2012	\$	49,912.05	\$ 1,000.00
DeLean Shepherd	Finance Officer	1/1/2012	\$	39,563.18	\$ 1,500.00
Mike Dilullo	Police Chief	1/1/2012	\$	77,954.28	\$ 1,000.00

2013

Name	Title	Date			Bonus Paid December
Steve Swope	Public Works Director	1/1/2013	\$	69,010.00	\$ 1,000.00
Scott Farrell	Sewer Plant Superintendent	1/1/2013	\$	61,182.00	\$ 1,000.00
DeLean Shepherd	Finance Officer	1/1/2013	\$	51,500.00	\$ 1,500.00
Mike Dilullo	Police Chief	1/1/2013	\$	80,493.50	\$ 1,000.00
Ben Oshane	Water Plant Superintendent	1/1/2013	\$	51,105.96	\$ 500.00
Gervase Hinderliter	Water Coordinator	1/1/2013	\$	30,741.26	\$ 1,000.00
Chris Nasuti	Engineer	1/1/2013	\$	77,250.00	\$ 500.00
Joe Mitchell	Redevelopment Authority	1/1/2013	\$	35,632.85	\$ 200.00

2014

Name	Title	Date	Salary	Date	Salary	Bonus Paid December
DeLean Shepherd	Finance Officer	1/1/2014	54,756.16			2,242.94
Steve Swope	Public Works Director	1/1/2014	71,933.90			1,180.51
Scott Farrell	Sewer Plant Superintendent	1/1/2014	61,951.24			1,210.02
Ron LaRotonda	Police Chief	1/1/2014	85,087.20			1,110.38
Ben Oshane	Water Plant Superintendent	1/1/2014	51,748.58			625.67
Genevise Hinderliter	Water Billing Coordinator	1/1/2014	32,951.37			500.00
Chris Nasuti	Engineer	1/1/2014	78,221.26			590.25
Joe Mitchell	Redevelopment Authority Director	1/1/2014	46,300.00			236.10
John Suplizio	Manager	1/1/2014	91,045.00			8,000.00

2015

Name	Title	Date	Salary	Date	Salary	Bonus Paid December
DeLean Shepherd	Finance Officer	1/1/2015	63,942.47			2,757.79
Ron Cloak	Public Works Director	1/1/2015	61,487.28			1,180.51
Scott Farrell	Sewer Plant Superintendent	1/1/2015	65,942.37			1,210.02
Ron LoRotonda	Police Chief	1/1/2015	104,700.00			1,222.53
Ben Oshane	Water Plant Superintendent	1/1/2015	60,166.83			625.67
Chris Nasuti	Engineer	1/1/2015	89,579.34			1,180.51
Joe Mitchell	Redevelopment Authority Director	1/1/2015	49,679.43			944.38
John Suplizio	Manager	1/1/2015	108,000.00			14,867.73

2016

Name	Title	Date	Salary	Date	Salary	Bonus Paid December
DeLean Shepherd	Finance Officer	1/1/2016	64,699.98			3,030.91
Ron Cloak	Public Works Director	1/1/2016	62,422.49			1,180.51
Scott Farrell	Water & Sewer Plant Superintendent	1/1/2016	78,995.14			1,210.02
Chris Nasuti	Engineer	1/1/2016	93,033.18			1,416.60
Joe Mitchell	Redevelopment Authority Director	1/1/2016	51,158.30			1,298.56
Tom Nowak	Dputy Treasurer	1/1/2016	33,543.12			340.10
Pam Oberlin	Water Billing Coordinator	1/1/2016	13.96 hour			590.25
John Suplizio	Manager	1/1/2016	108,000.00			22,131.83

2017

Name	Title	Date	Salary	Date	Salary	Bonus Paid December
DeLean Shepherd	Finance Officer	1/1/2017	66,824.28			3,690.36
Ron Cloak	Public Works Director	1/1/2017	65,042.15			1,700.48
Scott Farrell	Water & Sewer Plant Superintendent	1/1/2017	87,624.68			1,800.28
Chris Nasuti	Engineer	1/1/2017	93,829.11			1,416.60
Joe Mitchell	Redevelopment Authority Director	1/1/2017	52,437.08			1,180.51
Pam Oberlin	Water Billing Coordinator	1/1/2017	14.31 hour			590.25
Tom Nowak	Dputy Treasurer	1/1/2017	34,482.30			340.10
Blaine Clark	Police Chief	1/1/2017	60,000.00			1,700.48
Dustin Roy	Asst. Police Chief	1/1/2017	83,189.36			1,107.66
John Suplizio	Manager	1/1/2017	108,000.00			30,442.22

2018

Name	Title	Date	Salary	Date	Salary	Bonus Paid December
Ron Cloak	Public Works Director	1/1/2018	66,709.42			1,333.48
Scott Farrell	Water & Sewer Plant Superintendent	1/1/2018	89,158.12			2,067.30
Chris Nasuti	Engineer	1/1/2018	93,357.00			3,648.83
Joe Mitchell	Redevelopment Authority Director	1/1/2018	53,242.39			2,688.88
Pam Oberlin	Water Billing Coordinator	1/1/2018	14.56 hour			606.87
Tom Nowak	Dputy Treasurer	1/1/2018	34,985.60			473.67
Blaine Clark	Police Chief	1/1/2018	61,800.00			1,982.06
John Suplizio	Manager	1/1/2018	108,000.00			40,978.40

Name	Title	Date	Salary	Date	Salary	2019			Bonus Paid December
						2019	2019	2019	
DeLean Shepherd	Finance Officer	1/1/2019	67,089.74						6,602.22
Scott Farrell	Public Works Superintendent	1/1/2019	90,941.28						4,452.35
Chris Nasuti	Public Works Director/Engineer	1/1/2019	95,234.14						4,326.37
Joe Mitchell	Redevelopment Authority Director/Assistant Public Works Superintendent	1/1/2019	54,317.44	08/2019	62,317.44				4,263.42
Pam Oberlin	Water Billing Coordinator	1/1/2019	14.85 hour						605.59
Tom Nowak	Deputy Treasurer	1/1/2019	35,860.24						472.37
Blaine Clark	Police Chief	1/1/2019	62,732.80						1,976.09
Zac Lawhead	Code Enforcement Officer	1/1/2019	17.22 hour						649.45
John Suplizio	Manager	1/1/2019	108,000.00						49,734.67
DeLean Shepherd	Finance Officer	1/1/2020	68,599.25						8,439.34
Scott Farrell	Public Works Superintendent	1/1/2020	98,941.28						4,993.75
Chris Nasuti	Public Works Director/Engineer	1/1/2020	102,250.00				1,896.31		4,205.63
Joe Mitchell	Redevelopment Authority Director/Assistant Public Works Superintendent	1/1/2020	63,719.58						4,740.30
Pam Oberlin	Water Billing Coordinator	1/1/2020	15.18 hour						605.07
Tom Nowak	Deputy Treasurer	1/1/2020	36,667.10						1,004.69
Blaine Clark	Police Chief	1/1/2020	63,336.00						7,511.68
Zac Lawhead	Code Enforcement Officer	1/1/2020	18.76 hour						1,332.88
John Suplizio	Manager	1/1/2020	108,000.00						62,681.45
DeLean Shepherd	Finance Officer	1/1/2021	70,314.23						5,059.30
Scott Farrell	Public Works Superintendent	1/1/2021	103,758.57						5,252.73
Chris Nasuti	Public Works Director/Engineer	1/1/2021	104,806.25				746.46		4,511.64
Joe Mitchell	Redevelopment Authority Director/Assistant Public Works Superintendent	1/1/2021	65,312.57						7,894.38
Pam Oberlin	Water Billing Coordinator	1/1/2021	15.56 hour	09/2021	18.00				603.54
Tom Nowak	Deputy Treasurer	1/1/2021	37,587.16	09/2021	41,600.00				1,269.60
Blaine Clark	Police Chief	1/1/2021	66,560.00	09/2021	70,000.00				7,495.47
Zac Lawhead	Code Enforcement Officer	1/1/2021	28.84 hour						1,605.30
James Tokarcik	IT Director	1/1/2021	46,125.00						601.75
John Suplizio	Manager	1/1/2021	108,000.00						64,306.78
DeLean Shepherd	Finance Officer	1/1/2022	72,072.09						12,664.54
Scott Farrell	Public Works Superintendent	1/1/2022	106,332.05						5,397.60
Chris Nasuti	Public Works Director/Engineer	1/1/2022	107,426.41				1,060.04		6,847.61
Joe Mitchell	Redevelopment Authority Director/Assistant Public Works Superintendent	1/1/2022	66,945.38						7,480.23
Pam Oberlin	Water Billing Coordinator	1/1/2022	18.45 hour						599.44
Tom Nowak	Deputy Treasurer	1/1/2022	42,640.00						1,265.48
Blaine Clark	Police Chief	1/1/2022	70,000.00						11,146.08
Zac Lawhead	Code Enforcement Officer	1/1/2022	19.23 hour						1,881.57
John Suplizio	Manager	1/1/2022	108,000.00						64,215.46
Matt Johnson	IT Director	1/1/2022	55,000.00						590.18
Dayna Bowley	Administrative Clerk	1/1/2022	17.00 hour						645.36
Becky Hoover	Administrative Clerk	1/1/2022	17.00 hour						354.09

1,342.66

1/1/2022 20.00 hour

Administrative Secretary

Bobbie Shaffer

2024



Dailey Operation Consulting LLC
Jason A. Dailey

65 Millerstown Culmerville Road
Tarentum, PA 15084
412 / 841-4077 cell
jason@DaileyOperationConsulting.com

***PROFESSIONAL MANAGEMENT
SERVICES FOR
INTERIM MANAGEMENT***

TABLE OF CONTENTS

Company Profile.....1
Resumes -
 Jason Dailey, Owner.....2
Proposed Scope of Services.....3
Estimated Cost.....3
Contact Information.....5

COMPANY PROFILE

POINT OF CONTACT

Jason A. Dailey

Owner

Phone: (412) 841-4077

Email: Jason@DaileyOperationConsulting.com

APPROACH

DAILEY OPERATION CONSULTING was established to provide specialized consulting services, municipal support services, and capital project planning for municipalities across the Commonwealth of Pennsylvania. I have been practicing in local government for over 22 years and have worked with many Boards and Commissions, as well as their staff, to make lasting changes.

DAILEY OPERATION CONSULTING is a full service municipal consulting service provider. I provide interim management and development of personnel documents and policies, capital planning, project management, feasibility studies, strategic planning, comprehensive planning, economic development plans, and grant writing services.

DAILEY OPERATION CONSULTING works with engineers, architects, certified planners, local government specialists, human resource specialists, and other professionals to provide qualified, professional support for municipal projects of any kind.

DAILEY OPERATION CONSULTING provides individualized service and attention to its municipal clients. My consulting services can expand your organization's capacity and provide value for your residents and business community. You can be sure that you will receive the highest attention and commitment to get your operation to its next level.

RESUME

JASON DAILEY, GOVERNMENT OPERATIONS SPECIALIST



Jason Dailey is the former Public Works Director and Utilities Director for Cranberry Township in Butler County. Jason was responsible for the management and oversight of a 60 person department overseeing the divisions of traffic, streets, fleet, facilities, grounds maintenance, sewer treatment plant and collection system, pretreatment and water distribution. Some of his responsibilities are administration, technical operational involvement, routine business and citizen engagement, personnel, budgeting, capital planning, asset management, and bargaining unit negotiations.

Jason has served as Township Manager for two different communities in Allegheny County, Crescent and West Deer Townships. Jason was an appointed Board member of the Municipal Employers Insurance Trust (MEIT) and held officer positions on the Association for Pennsylvania Municipal Managers (APMM) while acting as a Township Manager.

Jason earned his undergraduate degree from Waynesburg College in 1997 and his MBA from Point Park University in 2001. He is an instructor for the Local Government Academy (LGA), Pennsylvania Local Technical Assistance Program (LTAP), Pennsylvania State Association for Township Supervisors (PSATS), Pennsylvania State Association of Boroughs (PSAB), the University of Wisconsin at Madison for Operations Management and Robert Morris University for undergraduate course work. Jason has served in leadership roles with various Council of Governments in the region and on the Executive Board as an alternate for PA One Call. Jason is the current President of the Western Pennsylvania Chapter of the American Public Works Association (APWA).

As a professional consultant, Jason conducts operational assessments for numerous public works operations, code enforcement agencies, provided economic development strategies, and performed hardware and software evaluations on most operations of local government. Jason has served as Interim Director and Manager for various Authorities and Municipalities including the Richland Water Authority, Dormont Borough, Sharpsburg Borough, Town of McCandless, City of Lower Burrell, and Allegheny Township

PROPOSED SCOPE OF SERVICES

INTERIM MANAGEMENT SERVICES

Support Services for General Management

DAILEY OPERATION CONSULTING will provide management support services for general operations as required by the governing body. Support services include coordination of department activities, staff meetings, on-site management on at least 3-3.5 days per week, attendance at Council meetings and workshops, and unlimited telephone and email support during normal business hours.

Budget Oversight and Financial Analysis

DAILEY OPERATION CONSULTING will provide regular review, monitoring, and analysis of the budget and financial system, including the oversight of the following areas: purchase orders, accounts payable, payroll, cash receipt processing, bank reconciliations, detailed trial balances, and current and delinquent billing operations. If necessary, **DAILEY OPERATION CONSULTING** will assist with budget preparation, budget workshops, up to and including budget adoption.

Personnel and Human Resources

DAILEY OPERATION CONSULTING will assist and work with the City's staff and attorneys on personnel and human resource activities, including benefit administration and labor issues related to collective bargaining agreements, grievances, complaints, and other personnel management functions. **DAILEY OPERATION CONSULTING** will work with staff to maintain compliance with all personnel management laws including the recommendation for best practices where necessary.

Annual State Reporting

DAILEY OPERATION CONSULTING will assist with preparation of all required state reporting including but not limited to DCED Tax Information Forms, Liquid Fuels reports, Public Utility Realty Tax Act (PURTA) reporting and the annual state pension reporting.

Pension Administration

DAILEY OPERATION CONSULTING will provide oversight of state reporting requirements, investment activity reporting, coordination of pension advisory committees, and quarterly accounting reports, as required by the governing body.

Oversight of Capital Projects

DAILEY OPERATION CONSULTING will provide coordination and oversight for ongoing capital projects and other project activities in conjunction with the Engineer and the Interim Public Works Director including attendance at project meetings and providing progress reports.

OVERSIGHT OF PLANNING, ZONING, AND CODES ADMINISTRATION

DAILEY OPERATION CONSULTING will provide coordination and oversight of activities and projects related to planning, zoning, building codes, and community development activities, as needed.

ATTENDANCE AT MEETINGS

DAILEY OPERATION CONSULTING will assist the Council President with preparation of the agenda, development of resolutions and ordinances as needed, oversight of the preparation of minutes, and will attend two evening meetings per month.

COORDINATION OF MANAGER SEARCH

DAILEY OPERATION CONSULTING will assist the governing body with an executive search for the Manager position including advertisement, recruitment, interviews, evaluations, and pre-employment screening. **DAILEY OPERATION CONSULTING** will assist with the preparation of a conditional offer of employment, releases for employment and education information, professional services agreement, and a background check. The selection of an appropriate Manager for a community is important for the success of the community and it begins with a proper search that is structured to attract the very best candidates to the position. The Manager Search process time is included in the hours stipulated not to exceed.

ESTIMATED COSTS

INTERIM MANAGEMENT SERVICES

DAILEY OPERATION CONSULTING is pleased to provide this cost proposal for City of Dubois and Sandy Township for Interim Management Services beginning _____, 2024 and continuing on a month to month basis until notified by the Governing Bodies that *DAILEY OPERATION CONSULTING* services are no longer required. The services outlined in this Scope of Services will be provided for an amount **not to exceed \$12,500 per month.**

Services beyond this Scope of Services that are provided as directed and approved by the Governing Bodies and mutually agreed to by the Consultant will be billed at the rates shown below.

Hourly Rates:

Owner \$150 / hour

DAILEY OPERATION CONSULTING will bill the client on a monthly basis as the services are provided.

CONTACT INFORMATION

For additional information, please contact:

Jason A. Dailey

Phone: (412) 841-4077

Email: Jason@DaileyOperationConsulting.com

EMPLOYMENT AGREEMENT

EMPLOYMENT AGREEMENT, made this 9th day of March, 2015, by

and between the CITY OF DUBOIS, a Third Class City within the County of Clearfield and Commonwealth of Pennsylvania (hereinafter, "the City"), and JOHN F. SUPLIZIO, an individual residing in the City of DuBois, Clearfield County Pennsylvania (hereinafter, "Employee").

WHEREAS, the City operates under the form of government known as the Council-Manager Plan under the Optional Third Class City Charter Law, Act of 1957, July 15, P.L. 901, §101, *et seq.*, found at 53 P.S. §41501, *et seq.*;

WHEREAS, the Employee is currently employed by the City as a Manager and desires to continue in that capacity;

WHEREAS, the City desires that the Employee continue as the Manager and recognizes that the proper performance of said position involves duties and responsibilities requiring commensurate compensation; and

WHEREAS, the City and the Employee desire to enter into a written employment contract in order to establish and clarify the terms and conditions of the Employee's employment as City Manager for the City of DuBois.

NOW, THEREFORE, in consideration of the promises and mutual agreements hereinafter set forth and intending to be legally bound thereby, the City hereby employs JOHN F. SUPLIZIO and JOHN F. SUPLIZIO hereby accepts employment as City Manager under the terms and conditions set forth in this Agreement.

1. **Term of Contract:** The term of this contract shall be for ten (10) years.

2. **Pre-Existing Employment:** The parties are in agreement that the job of the City Manager is a salaried position and that the Employee is an "exempt employee" as that phrase is used in connection with the Federal Fair Labor Standards Act. The City will permit Employee to continue to work in his part-time position as Executive Director of the DuBois Area United Way and to be paid for that work. However, Employee agrees that his position with the DuBois Area United Way will be secondary in importance to his duties as City Manager and that his primary employer will be the City of DuBois. In addition, Employee will reduce the amount of time he devotes to the DuBois Area United Way to a level which the parties determine will not interfere with the performance of his duties as City Manager as those duties are outlined in 53 P.S. §41516.

3. **Compensation:** Employee will receive for calendar year 2015, subject to any appropriate deductions, the following benefit package:

- (a) A yearly salary of \$60,000.00 payable in monthly installments of \$5,000.00;
- (b) A monthly stipend of \$100.00 for the costs of maintaining a cell phone with a 3% increase per year;
- (c) A monthly stipend of \$150.00 as reimbursement for the costs of operating Employee's personal vehicle in the course of his employment with a 3% increase per year;
- (d) A term life insurance policy in the face amount of \$75,000.00;
- (e) All retirement benefits currently available to other employees of the City of DuBois;
- (f) Employee's pension shall be fully vested after twelve (12) years of service with his starting date of employment as January 3, 2000;
- (g) The City shall contribute up to an additional 8% of Employee's annual salary in equal proportionate amounts each pay period to a deferred compensation plan, 401(k) or similar type plan

acceptable to Employee, provided that the Employee pays at least 6% of his salary with the option of the Employee paying up to and including 8% also. If the Employee pays less than 6%, the City will contribute an amount equal to the amount contributed by the Employee;

(h) The City shall provide Blue Cross health care coverage on Employee at no cost. However, the cost of adding an additional person or persons will be paid by Employee at the same rate as is paid by current salaried employees of the City of DuBois. The City agrees that upon the retirement of Employee or his resignation from the position as City Manager, to continue to provide single hospitalization coverage to said Employee until he attains 65 years of age at no cost to said Employee. Such health insurance coverage shall include medical hospitalization insurance, life insurance, eye and dental benefits and all other health care benefits enjoyed by the City Manager immediately prior to his retirement;

(i) Dental and vision insurance coverage will be provided for Employee to the same extent as is provided to current salaried employees of the City of DuBois;

(j) The City Manager will be provided with 35 working days of vacation per year. It is understood and agreed between City of DuBois and Employee that vacation leave cannot be accumulated beyond the end of the calendar year, except in an amount not to exceed a total of one (1) year's vacation leave for which the Employee is eligible;

(k) Ten (10) paid holidays which are to be the same as those enjoyed by the other salaried employees of the City of DuBois;

(l) Sick leave will be earned at two (2) days per month. Maximum accumulation is one (1) year. After one (1) year accumulation, the time converts to extra vacation such that two (2) sick days will become one (1) vacation day.

4. Increases in Base Pay: In general, it is anticipated that the City Manager will receive an annual base pay increase. Whether such an increase occurs may be based on a number of factors, three of which are (1) the Manager's performance; (2) the percentage compensation increase, if any, to be received by the City's non-uniformed employees; and (3) the economic realities of the geographic area surrounding the City. The City Council will formally evaluate the performance of the City Manager on an annual basis in November of each calendar year and he will be informed of the results of that evaluation before November 30th of each calendar year and shall be afforded an opportunity to respond to such evaluation.

5. Termination of Agreement: The City of DuBois may terminate Employee's contract by delivering written notice of termination to Employee personally or by certified or registered mail, return receipt requested at any time. In the event that the City elects to terminate this Agreement, the City shall pay to Employee a lump sum cash payment equal to the balance of the salary remaining due for the remaining term of this contract, together with vacation benefits and accumulated sick days earned to the date of termination and shall make all retirement contributions earned by Employee to the date of termination.

Employee may elect to terminate this Employment Agreement with the City of DuBois by directing notice of termination to the City of DuBois by certified mail or registered mail, return receipt requested, providing thirty (30) days' notice of such termination unless the parties agree otherwise. In the event of his termination of this contract, the Employee shall be entitled to all earned vacation benefits, accrued sick days and retirement contribution benefits earned to the date of the termination notice but not to any salary for time left on the contract after the date of Employee's termination.

6. Flexible Work Schedule: It is acknowledged by both parties to this Agreement that the job of City Manager requires more than forty (40) hours per week and requires that he supervise, respond to emergencies and attend various meetings at times not occurring during the traditional work day. It is expected that the City Manager will spend as much time as is necessary to provide the supervision of employees and projects, emergency responses and attendance at various meetings required of the job for the benefit of the City. Therefore, the intent of this section is to allow the City Manager the authority to schedule his own time and not to be required to work in regularly-scheduled eight-hour blocks of time each day. However, for purposes of clarification, it is agreed that the City Manager is not expected to work on the normal holidays granted to City employees unless there are emergencies or other reasons requiring the City Manager to attend to City duties on holidays in which case no extra compensation is to be paid to the Manager. Furthermore, the City Manager is expressly allowed to schedule his time so as to be able to attend funeral services for his deceased family members.

7. Business Expense: The City shall reimburse Employee for all employment-related expenses including, but not limited to, meals, civic club memberships, professional memberships and subscriptions, subject; however, to the right of the City to give prior approval to the Employee for the incurring of such business expenses.

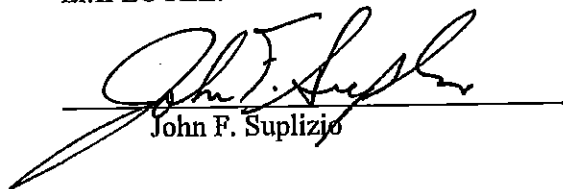
8. Conference, Training and Continuing Education: Employee shall be reimbursed for all membership dues and the cost of attending national, state and local association conferences and training and may request special leave to attend such conferences and training sessions. Membership shall include, but shall not be limited to: ICMA and P.M.M.A. The City shall have the right to approve the cost of such conferences, training sessions and continuing education sessions prior to Employee incurring such costs or enrolling in such conferences, trainings or continuing education sessions.

9. **Binding Effect:** This Agreement shall be binding on the City, its successors and assigns and upon Employee, his heirs and assigns.

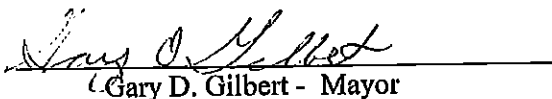
10. **Effective Date:** This Agreement shall be effective as of March 9, 2015 and supersedes all previous agreements, written or oral, relating to the above subject matter and shall not be changed orally.

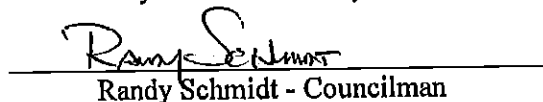
IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed for the purposes herein contained.

EMPLOYEE:


John F. Suplizio

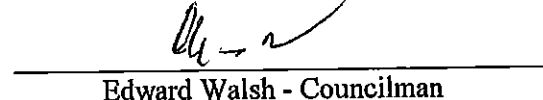
CITY OF DUBOIS:


Gary D. Gilbert - Mayor

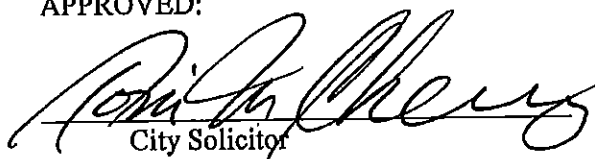

Randy Schmidt - Councilman


James Aughenbaugh - Councilman


Diane L. Bernardo - Councilwoman


Edward Walsh - Councilman

APPROVED:


City Solicitor

EMPLOYMENT AGREEMENT

EMPLOYMENT AGREEMENT, made this 9th day of March, 2015, by and between the CITY OF DUBOIS, a Third Class City within the County of Clearfield and Commonwealth of Pennsylvania (hereinafter, "the City"), and JOHN F. SUPLIZIO, an individual residing in the City of DuBois, Clearfield County Pennsylvania (hereinafter, "Employee").

WHEREAS, the City operates under the form of government known as the Council-Manager Plan under the Optional Third Class City Charter Law, Act of 1957, July 15, P.L. 901, §101, *et seq.*, found at 53 P.S. §41501, *et seq.*; and also operates a Water Department that supplies water to customers within the boundaries of the City of DuBois and also to customers outside of the corporate boundaries of the City of DuBois;

WHEREAS, the Employee is currently employed by the City as the Manager of the Water Department and desires to continue in that capacity;

WHEREAS, the City desires that the Employee continue as the Manager of the Water Department and recognizes that the proper performance of said position involves duties and responsibilities requiring commensurate compensation; and

WHEREAS, the City and the Employee desire to enter into a written employment contract in order to establish and clarify the terms and conditions of the Employee's employment as the Manager of the Water Department.

NOW, THEREFORE, in consideration of the promises and mutual agreements hereinafter set forth and intending to be legally bound thereby, the City hereby employs JOHN F. SUPLIZIO and

JOHN F. SUPLIZIO hereby accepts employment as the Manager of the Water Department under the terms and conditions set forth in this Agreement.

1. **Term of Contract:** The term of this contract shall be for ten (10) years.

2. **Pre-Existing Employment:** The parties are in agreement that the job of the Manager of the Water Department is a salaried position and that the Employee is an "exempt employee" as that phrase is used in connection with the Federal Fair Labor Standards Act. The City will permit Employee to continue to work in his part-time position as Executive Director of the DuBois Area United Way and to be paid for that work. However, Employee agrees that his position with the DuBois Area United Way will be secondary in importance to his duties as the Manager of the Water Department and that his primary employer will be the City of DuBois. In addition, Employee will reduce the amount of time he devotes to the DuBois Area United Way to a level which the parties determine will not interfere with the performance of his duties as the Manager of the Water Department as those duties are outlined by the City Council of the City of DuBois and the Pennsylvania Public Utility Commission.

3. **Compensation:** Employee will receive for calendar year 2015, subject to any appropriate deductions, the following benefit package:

(a) A yearly salary of \$24,000.00 payable in monthly installments of \$2,000.00;

(b) All retirement benefits currently available to other employees of the City of DuBois;

(c) Employee's pension shall be fully vested after twelve (12) years of service with his starting date of employment as January 3, 2000;

(d) The City shall contribute up to an additional 8% of Employee's annual salary in equal proportionate amounts each pay period to a deferred compensation plan, 401(k) or similar type plan acceptable to Employee, provided that the Employee pays at least 6% of his salary with the option of the

Employee paying up to and including 8% also. If the Employee pays less than 6%, the City will contribute an amount equal to the amount contributed by the Employee;

(e) The City shall provide Blue Cross health care coverage on Employee at no cost. However, the cost of adding an additional person or persons will be paid by Employee at the same rate as is paid by current salaried employees of the City of DuBois. The City agrees that upon the retirement of Employee or his resignation from the position as Manager of the Water Department, to continue to provide single hospitalization coverage to said Employee until he attains 65 years of age at no cost to said Employee. Such health insurance coverage shall include medical hospitalization insurance, life insurance, eye and dental benefits and all other health care benefits enjoyed by the Manager of the Water Department immediately prior to his retirement;

(f) Dental and vision insurance coverage will be provided for Employee to the same extent as is provided to current salaried employees of the City of DuBois;

(g) The Manager of the Water Department will be provided with 35 working days of vacation per year. It is understood and agreed between City of DuBois and Employee that vacation leave cannot be accumulated beyond the end of the calendar year, except in an amount not to exceed a total of one (1) year's vacation leave for which the Employee is eligible;

(h) Ten (10) paid holidays which are to be the same as those enjoyed by the other salaried employees of the City of DuBois;

(i) Sick leave will be earned at two (2) days per month. Maximum accumulation is one (1) year. After one (1) year accumulation, the time converts to extra vacation such that two (2) sick days will become one (1) vacation day.

4. Increases in Base Pay: In general, it is anticipated that the Manager of the Water Department will receive an annual base pay increase. Whether such an increase occurs may be based on a number of factors, three of which are (1) the Manager's performance; (2) the percentage compensation increase, if any, to be received by the City's non-uniformed employees; and (3) the economic realities of the geographic area surrounding the City. The City Council will formally evaluate the performance of the Manager of the Water Department on an annual basis in November of each calendar year and he will be informed of the results of that evaluation before November 30th of each calendar year and shall be afforded an opportunity to respond to such evaluation.

5. Termination of Agreement: The City of DuBois may terminate Employee's contract by delivering written notice of termination to Employee personally or by certified or registered mail, return receipt requested at any time. In the event that the City elects to terminate this Agreement, the City shall pay to Employee a lump sum cash payment equal to the balance of the salary remaining due for the remaining term of this contract, together with vacation benefits and accumulated sick days earned to the date of termination and shall make all retirement contributions earned by Employee to the date of termination.

Employee may elect to terminate this Employment Agreement with the City of DuBois by directing notice of termination to the City of DuBois by certified mail or registered mail, return receipt requested, providing thirty (30) days' notice of such termination unless the parties agree otherwise. In the event of his termination of this contract, the Employee shall be entitled to all earned vacation benefits, accrued sick days and retirement contribution benefits earned to the date of the termination notice but not to any salary for the period beyond the Employee's date of termination.

6. **Flexible Work Schedule:** It is acknowledged by both parties to this Agreement that the job of Manager of the Water Department may, at times, require more than forty (40) hours per week and requires that he supervise, respond to emergencies and attend various meetings at times not occurring during the traditional work day. It is expected that the Manager of the Water Department will spend as much time as is necessary to provide the supervision of employees and projects, emergency responses and attendance at various meetings required of the job for the benefit of the City. Therefore, the intent of this section is to allow the Manager of the Water Department the authority to schedule his own time and not to be required to work in regularly-scheduled eight-hour blocks of time each day. However, for purposes of clarification, it is agreed that the Manager of the Water Department is not expected to work on the normal holidays granted to City employees unless there are emergencies or other reasons requiring the Manager of the Water Department to attend to City duties on holidays in which case no extra compensation is to be paid to the Manager. Furthermore, the Manager of the Water Department is expressly allowed to schedule his time so as to be able to attend funeral services for his deceased family members.

7. **Business Expense:** The City shall reimburse Employee for all employment-related expenses including, but not limited to, meals, civic club memberships, professional memberships and subscriptions, subject; however, to the right of the City to give prior approval to the Employee for the incurring of such business expenses.

8. **Conference, Training and Continuing Education:** Employee shall be reimbursed for all membership dues and the cost of attending national, state and local association conferences and training and may request special leave to attend such conferences and training sessions. Membership shall include, but shall not be limited to: ICMA and P.M.M.A. The City shall have the right to approve the

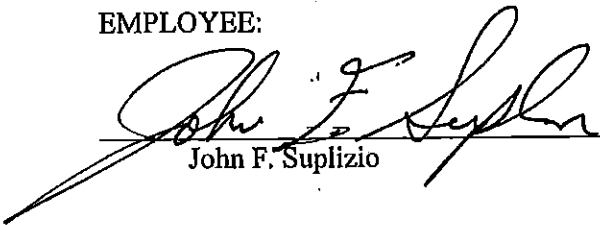
cost of such conferences, training sessions and continuing education sessions prior to Employee incurring such costs or enrolling in such conferences, trainings or continuing education sessions.

9. **Binding Effect:** This Agreement shall be binding on the City, its successors and assigns and upon Employee, his heirs and assigns.

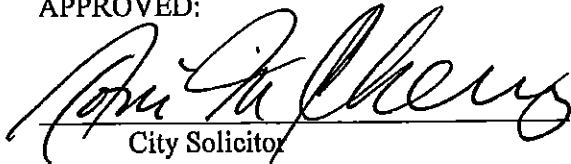
10. **Effective Date:** This Agreement shall be effective as of March 9, 2015 and supersedes all previous agreements, written or oral, relating to the above subject matter and shall not be changed orally.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed for the purposes herein contained.

EMPLOYEE:

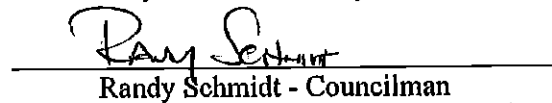

John F. Suplizio

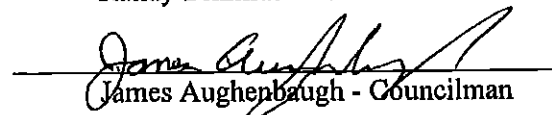
APPROVED:

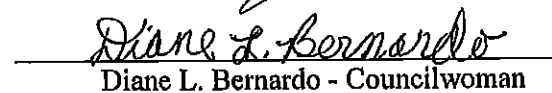

City Solicitor

CITY OF DUBOIS:


Gary D. Gilbert - Mayor


Randy Schmidt - Councilman


James Aughenbaugh - Councilman


Diane L. Bernardo - Councilwoman


Edward Walsh - Councilman

EMPLOYMENT AGREEMENT

EMPLOYMENT AGREEMENT, made this 9th day of March, 2015, by and between the CITY OF DUBOIS, a Third Class City within the County of Clearfield and Commonwealth of Pennsylvania (hereinafter, "the City"), and JOHN F. SUPLIZIO, an individual residing in the City of DuBois, Clearfield County Pennsylvania (hereinafter, "Employee").

WHEREAS, the City operates under the form of government known as the Council-Manager Plan under the Optional Third Class City Charter Law, Act of 1957, July 15, P.L. 901, §101, *et seq.*, found at 53 P.S. §41501, *et seq.*; and also operates a Sewer Department that treats the wastewater and sewage of customers within the City of DuBois as well as customers outside of the corporate boundaries of the City of DuBois;

WHEREAS, the Employee is currently employed by the City as the Manager of the Sewer Department and desires to continue in that capacity;

WHEREAS, the City desires that the Employee continue as the Manager of the Sewer Department and recognizes that the proper performance of said position involves duties and responsibilities requiring commensurate compensation; and

WHEREAS, the City and the Employee desire to enter into a written employment contract in order to establish and clarify the terms and conditions of the Employee's employment as the Manager of the Sewer Department.

NOW, THEREFORE, in consideration of the promises and mutual agreements hereinafter set forth and intending to be legally bound thereby, the City hereby employs JOHN F. SUPLIZIO and

JOHN F. SUPLIZIO hereby accepts employment as the Manager of the Sewer Department under the terms and conditions set forth in this Agreement.

1. **Term of Contract:** The term of this contract shall be for ten (10) years.

2. **Pre-Existing Employment:** The parties are in agreement that the job of the Manager of the Sewer Department is a salaried position and that the Employee is an "exempt employee" as that phrase is used in connection with the Federal Fair Labor Standards Act. The City will permit Employee to continue to work in his part-time position as Executive Director of the DuBois Area United Way and to be paid for that work. However, Employee agrees that his position with the DuBois Area United Way will be secondary in importance to his duties as the Manager of the Sewer Department and that his primary employer will be the City of DuBois. In addition, Employee will reduce the amount of time he devotes to the DuBois Area United Way to a level which the parties determine will not interfere with the performance of his duties as the Manager of the Sewer Department as those duties are outlined by the Council of the City of DuBois and the Pennsylvania Department of Environmental Protection.

Compensation: Employee will receive for calendar year 2015, subject to any appropriate deductions, the following benefit package:

(a) A yearly salary of \$24,000.00 payable in monthly installments of \$2,000.00;

(b) All retirement benefits currently available to other employees of the City of DuBois;

(c) Employee's pension shall be fully vested after twelve (12) years of service with his starting date of employment as January 3, 2000;

(d) The City shall contribute up to an additional 8% of Employee's annual salary in equal proportionate amounts each pay period to a deferred compensation plan, 401(k) or similar type plan acceptable to Employee, provided that the Employee pays at least 6% of his salary with the option of the

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(f) Dental and vision insurance coverage will be provided for Employee to the same extent as is provided to current salaried employees of the City of DuBois;

(g) The Manager of the Sewer Department will be provided with 35 working days of vacation per year. It is understood and agreed between City of DuBois and Employee that vacation leave cannot be accumulated beyond the end of the calendar year, except in an amount not to exceed a total of one (1) year's vacation leave for which the Employee is eligible;

(h) Ten (10) paid holidays which are to be the same as those enjoyed by the other salaried employees of the City of DuBois;

(i) Sick leave will be earned at two (2) days per month. Maximum accumulation is one (1) year. After one (1) year accumulation, the time converts to extra vacation such that two (2) sick days will become one (1) vacation day.

4. Increases in Base Pay: In general, it is anticipated that the Manager of the Sewer Department will receive an annual base pay increase. Whether such an increase occurs may be based on a number of factors, three of which are (1) the Manager's performance; (2) the percentage compensation increase, if any, to be received by the City's non-uniformed employees; and (3) the economic realities of the geographic area surrounding the City. The City Council will formally evaluate the performance of the Manager of the Sewer Department on an annual basis in November of each calendar year and he will be informed of the results of that evaluation before November 30th of each calendar year and shall be afforded an opportunity to respond to such evaluation.

5. Termination of Agreement: The City of DuBois may terminate Employee's contract by delivering written notice of termination to Employee personally or by certified or registered mail, return receipt requested at any time. In the event that the City elects to terminate this Agreement, the City shall pay to Employee a lump sum cash payment equal to the balance of the salary remaining due for the remaining term of this contract, together with vacation benefits and accumulated sick days earned to the date of termination and shall make all retirement contributions earned by Employee to the date of termination.

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6. Flexible Work Schedule: It is acknowledged by both parties to this Agreement that the job of Manager of the Sewer Department may, at times, require more than forty (40) hours per week and requires that he supervise, respond to emergencies and attend various meetings at times not occurring during the traditional work day. It is expected that the Manager of the Sewer Department will spend as much time as is necessary to provide the supervision of employees and projects, emergency responses and attendance at various meetings required of the job for the benefit of the City. Therefore, the intent of this section is to allow the Manager of the Sewer Department the authority to schedule his own time and not to be required to work in regularly-scheduled eight-hour blocks of time each day. However, for purposes of clarification, it is agreed that the Manager of the Sewer Department is not expected to work on the normal holidays granted to City employees unless there are emergencies or other reasons requiring the Manager of the Sewer Department to attend to City duties on holidays in which case no extra compensation is to be paid to the Manager. Furthermore, the Manager of the Sewer Department is expressly allowed to schedule his time so as to be able to attend funeral services for his deceased family members.

7. Business Expense: The City shall reimburse Employee for all employment-related expenses including, but not limited to, meals, civic club memberships, professional memberships and subscriptions, subject; however, to the right of the City to give prior approval to the Employee for the incurring of such business expenses.

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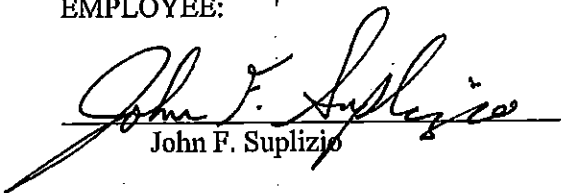
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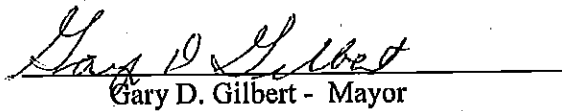
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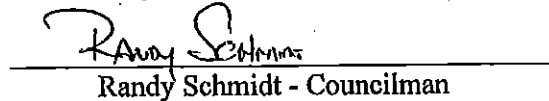
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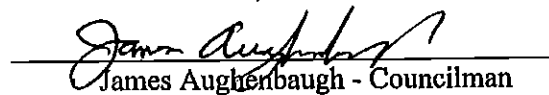
EMPLOYEE:

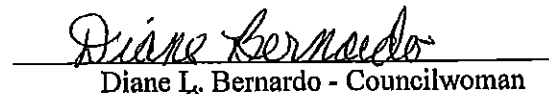

John F. Suplizio

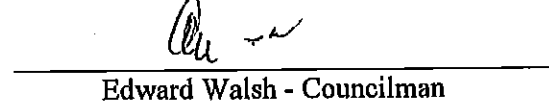
CITY OF DUBOIS:


Gary D. Gilbert - Mayor

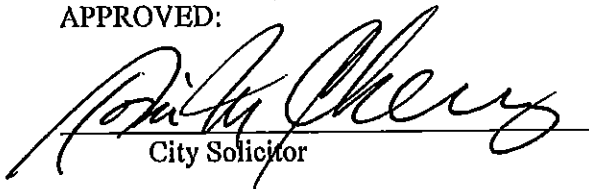

Randy Schmidt - Councilman


James Aughenbaugh - Councilman


Diane I. Bernardo - Councilwoman


Edward Walsh - Councilman

APPROVED:


City Solicitor

EMPLOYMENT AGREEMENT

EMPLOYMENT AGREEMENT, made this 9th day of March, 2015, by and between the CITY OF DUBOIS, a Third Class City within the County of Clearfield and Commonwealth of Pennsylvania (hereinafter, "the City"), and JOHN F. SUPLIZIO, an individual residing in the City of DuBois, Clearfield County Pennsylvania (hereinafter, "Employee").

WHEREAS, the City operates under the form of government known as the Council-Manager Plan under the Optional Third Class City Charter Law, Act of 1957, July 15, P.L. 901, §101, *et seq.*, found at 53 P.S. §41501, *et seq.*;

WHEREAS, the Employee is currently employed by the City as a Manager and desires to continue in that capacity;

WHEREAS, the City desires that the Employee continue as the Manager and recognizes that the proper performance of said position involves duties and responsibilities requiring commensurate compensation; and

WHEREAS, the City and the Employee desire to enter into a written employment contract in order to establish and clarify the terms and conditions of the Employee's employment as City Manager for the City of DuBois.

NOW, THEREFORE, in consideration of the promises and mutual agreements hereinafter set forth and intending to be legally bound thereby, the City hereby employs JOHN F. SUPLIZIO and JOHN F. SUPLIZIO hereby accepts employment as City Manager under the terms and conditions set forth in this Agreement.

1. **Term of Contract:** The term of this contract shall be for ten (10) years.

2. Pre-Existing Employment: The parties are in agreement that the job of the City Manager is a salaried position and that the Employee is an "exempt employee" as that phrase is used in connection with the Federal Fair Labor Standards Act. The City will permit Employee to continue to work in his part-time position as Executive Director of the DuBois Area United Way and to be paid for that work. However, Employee agrees that his position with the DuBois Area United Way will be secondary in importance to his duties as City Manager and that his primary employer will be the City of DuBois. In addition, Employee will reduce the amount of time he devotes to the DuBois Area United Way to a level which the parties determine will not interfere with the performance of his duties as City Manager as those duties are outlined in 53 P.S. §41516.

3. Compensation: Employee will receive for calendar year 2015, subject to any appropriate deductions, the following benefit package:

- (a) A yearly salary of \$60,000.00 payable in monthly installments of \$5,000.00;
- (b) A monthly stipend of \$100.00 for the costs of maintaining a cell phone with a 3% increase per year;
- (c) A monthly stipend of \$150.00 as reimbursement for the costs of operating Employee's personal vehicle in the course of his employment with a 3% increase per year;
- (d) A term life insurance policy in the face amount of \$75,000.00;
- (e) All retirement benefits currently available to other employees of the City of DuBois;
- (f) Employee's pension shall be fully vested after twelve (12) years of service with his starting date of employment as January 3, 2000;
- (g) The City shall contribute up to an additional 8% of Employee's annual salary in equal proportionate amounts each pay period to a deferred compensation plan, 401(k) or similar type plan

acceptable to Employee, provided that the Employee pays at least 6% of his salary with the option of the Employee paying up to and including 8% also. If the Employee pays less than 6%, the City will contribute an amount equal to the amount contributed by the Employee;

(h) The City shall provide Blue Cross health care coverage on Employee at no cost. However, the cost of adding an additional person or persons will be paid by Employee at the same rate as is paid by current salaried employees of the City of DuBois. The City agrees that upon the retirement of Employee or his resignation from the position as City Manager, to continue to provide single hospitalization coverage to said Employee until he attains 65 years of age at no cost to said Employee. Such health insurance coverage shall include medical hospitalization insurance, life insurance, eye and dental benefits and all other health care benefits enjoyed by the City Manager immediately prior to his retirement;

(i) Dental and vision insurance coverage will be provided for Employee to the same extent as is provided to current salaried employees of the City of DuBois;

(j) The City Manager will be provided with 35 working days of vacation per year. It is understood and agreed between City of DuBois and Employee that vacation leave cannot be accumulated beyond the end of the calendar year, except in an amount not to exceed a total of one (1) year's vacation leave for which the Employee is eligible;

(k) Ten (10) paid holidays which are to be the same as those enjoyed by the other salaried employees of the City of DuBois;

(l) Sick leave will be earned at two (2) days per month. Maximum accumulation is one (1) year. After one (1) year accumulation, the time converts to extra vacation such that two (2) sick days will become one (1) vacation day.

4. **Increases in Base Pay:** In general, it is anticipated that the City Manager will receive an annual base pay increase. Whether such an increase occurs may be based on a number of factors, three of which are (1) the Manager's performance; (2) the percentage compensation increase, if any, to be received by the City's non-uniformed employees; and (3) the economic realities of the geographic area surrounding the City. The City Council will formally evaluate the performance of the City Manager on an annual basis in November of each calendar year and he will be informed of the results of that evaluation before November 30th of each calendar year and shall be afforded an opportunity to respond to such evaluation.

5. **Termination of Agreement:** The City of DuBois may terminate Employee's contract by delivering written notice of termination to Employee personally or by certified or registered mail, return receipt requested at any time. In the event that the City elects to terminate this Agreement, the City shall pay to Employee a lump sum cash payment equal to the balance of the salary remaining due for the remaining term of this contract, together with vacation benefits and accumulated sick days earned to the date of termination and shall make all retirement contributions earned by Employee to the date of termination.

Employee may elect to terminate this Employment Agreement with the City of DuBois by directing notice of termination to the City of DuBois by certified mail or registered mail, return receipt requested, providing thirty (30) days' notice of such termination unless the parties agree otherwise. In the event of his termination of this contract, the Employee shall be entitled to all earned vacation benefits, accrued sick days and retirement contribution benefits earned to the date of the termination notice but not to any salary for time left on the contract after the date of Employee's termination.

6. **Flexible Work Schedule:** It is acknowledged by both parties to this Agreement that the job of City Manager requires more than forty (40) hours per week and requires that he supervise, respond to emergencies and attend various meetings at times not occurring during the traditional work day. It is expected that the City Manager will spend as much time as is necessary to provide the supervision of employees and projects, emergency responses and attendance at various meetings required of the job for the benefit of the City. Therefore, the intent of this section is to allow the City Manager the authority to schedule his own time and not to be required to work in regularly-scheduled eight-hour blocks of time each day. However, for purposes of clarification, it is agreed that the City Manager is not expected to work on the normal holidays granted to City employees unless there are emergencies or other reasons requiring the City Manager to attend to City duties on holidays in which case no extra compensation is to be paid to the Manager. Furthermore, the City Manager is expressly allowed to schedule his time so as to be able to attend funeral services for his deceased family members.

7. **Business Expense:** The City shall reimburse Employee for all employment-related expenses including, but not limited to, meals, civic club memberships, professional memberships and subscriptions, subject; however, to the right of the City to give prior approval to the Employee for the incurring of such business expenses.

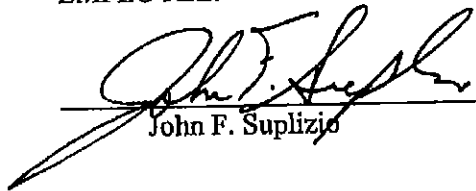
8. **Conference, Training and Continuing Education:** Employee shall be reimbursed for all membership dues and the cost of attending national, state and local association conferences and training and may request special leave to attend such conferences and training sessions. Membership shall include, but shall not be limited to: ICMA and P.M.M.A. The City shall have the right to approve the cost of such conferences, training sessions and continuing education sessions prior to Employee incurring such costs or enrolling in such conferences, trainings or continuing education sessions.

9. **Binding Effect:** This Agreement shall be binding on the City, its successors and assigns and upon Employee, his heirs and assigns.


10. **Effective Date:** This Agreement shall be effective as of March 9, 2015 and supersedes all previous agreements, written or oral, relating to the above subject matter and shall not be changed orally.

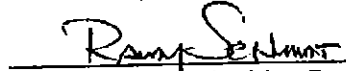
IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed for the purposes herein contained.

EMPLOYEE:


John F. Suplizio


CITY OF DUBOIS:


Gary D. Gilbert - Mayor


Randy Schmidt - Councilman


James Aughenbaugh - Councilman


Diane L. Bernardo - Councilwoman


Edward Walsh - Councilman

APPROVED:


City Solicitor

SANDY TOWNSHIP RESOLUTION NO. 6 - 2024

**A RESOLUTION OF THE TOWNSHIP OF SANDY, CLEARFIELD COUNTY,
PENNSYLVANIA, ESTABLISHING AN INTERGOVERNMENTAL
COOPERATION AGREEMENT FOR SHARED SERVICES OF THE POSITIONS
OF MUNICIPAL MANAGER AND MUNICIPAL ENGINEER BETWEEN CITY
OF DUBOIS AND TOWNSHIP OF SANDY**

WHEREAS, the Township of Sandy and City of DuBois entered into a Consolidation Agreement dated November 7, 2022, and amended March 4, 2024, to establish a framework to consolidate the Municipal entities on January 5, 2026; and

WHEREAS, the Sandy Township Board of Supervisors and the City of DuBois Council established the Joint Consolidation Board to act on matters related to consolidation of the Municipal entities; and

WHEREAS, the Joint Consolidation Board approved a consolidated organizational structure chart on March 20, 2024, for the consolidated Municipal entities that identifies one Municipal Manager and one Municipal Engineer position for the consolidated Municipal entities; and

WHEREAS, as the date of this Resolution, the Township of Sandy has a vacant engineer position, and the City of DuBois has a vacant manager position; and

WHEREAS, the Township of Sandy recognizes that the employment of a Municipal Engineer, and the City of DuBois recognizes that the employment of a Municipal Manager, would result in the duplication of effort and costs to the detriment of the residents of the Municipal entities; and

WHEREAS, it is in the best interest of the Township of Sandy and City of DuBois to enter into an Intergovernmental Cooperation Agreement for Shared Services for the positions of Municipal Manager and Municipal Engineer; and

WHEREAS, the Pennsylvania Intergovernmental Cooperation Act, 53 Pa. C.S. § 2303, et Seq., authorizes two local governments to enter into an agreement to jointly cooperate in the exercise or in the performance of their respective governmental functions, powers, or responsibilities.

NOW, THEREFORE, with the foregoing background incorporated herein by reference and made a part hereof, and in consideration of the mutual promises and obligations set forth herein, and intending to be legally bound hereby, the parties agree as follows:

Section I. Agreement

1. The Municipal Manager of the Township of Sandy shall, in addition to the current duties as Sandy Township Manager, assume the general powers, duties, and responsibilities of the City of DuBois Manager in accordance with Sections 5-6 and 51-7 of the DuBois City Code, attached as Exhibit No. 1 and incorporated herein by reference.
2. The Municipal Engineer of the City of DuBois shall, in addition to the current duties as DuBois City Engineer, assume the general powers, duties, and responsibilities of the Sandy Township Engineer in accordance with the Sandy Township Engineer Job Description attached as Exhibit No. 2 and incorporated herein by reference.
3. The duration of the agreement shall be from April 22, 2024, through January 5, 2026.
4. The purpose of the agreement is to provide the City of DuBois with municipal management services and the Township of Sandy with municipal engineering services from execution of the agreement until the consolidation of the Municipal entities.
5. The employees appointed to the Municipal Manager and Municipal Engineer positions shall be compensated an additional \$15,000 per year and retain the benefits they receive from their host Municipality.
6. The organizational structure to implement the agreement shall be in accordance with the approved consolidated organizational structure chart dated March 20, 2024, attached as Exhibit No. 3 and incorporated herein by reference.
7. Real or personal property shall be acquired, managed, licensed or disposed of in accordance with Exhibit Nos. 1 and 2, and applicable procurement codes of a Second Class Township and Third Class City.

Section II. Removal of Employee

1. The employees appointed to the Municipal Manager and Municipal Engineer positions may be relieved of performing the additional assumed duties of manager and engineer for their newly assigned Municipality outlined in this agreement for just cause.
2. If an employee is removed from performing their newly assigned duties in accordance with Section II.1, above, the Intergovernmental agreement shall be amended or terminated.
3. If an employee is removed from performing their newly assigned duties in

accordance with Section II.1, above, the employee shall forfeit the additional compensation listed in Section I.5, but retain employment with their host Municipality.

Section III. Conflict with Other Regulations

All regulations which are inconsistent herewith are hereby repealed.

Section IV. Severability.

If any section, clause, provision or portion of this Resolution shall be held to be invalid or unconstitutional by any court of competent jurisdiction, such decision shall not affect any other section, clause, provision or portion of this Resolution.

Section V. Effective Date.

The effective date of this Resolution is April 22, 2024.

RESOLVED, ADOPTED and ENACTED this, 1st Day of April 2024, by the Board of Supervisors of the Township of Sandy.

ATTEST:

**BOARD OF SUPERVISORS
SANDY TOWNSHIP**



Township Manager



Chairman