Medical Benefits

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| --- | --- | --- | --- |
| Township | Borough | Recommendation | Comment |
| Privately placed – 4 choices | State Plan – 14 choices | * Requires further study
* State Plan approx. 20% less expensive
 | Benefits are largely comparable with potential small impact on network coverage |

Pension

|  |  |  |  |
| --- | --- | --- | --- |
| Township | Borough | Recommendation | Comment |
| PERS – Public Employees Retirement SystemPFRS – Police and Firemen’s Retirement System | PERS – Public Employees Retirement SystemPFRS – Police and Firemen’s Retirement System | * No change recommended
 | Coverage is the same in both municipalities. Administered by State. Current pension accounts combined and service credit combined. |

Retiree Medical

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| --- | --- | --- | --- |
| Township | Borough | Recommendation | Comment |
| 25 years of pension service required, regardless of ageBenefit is reimbursement up to set dollar amounts | 25 years of pension service required, regardless of ageBenefit is continuation in State medical plan  | * Requires further study
 |  |

Overtime Provisions

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| --- | --- | --- | --- |
| Township | Borough | Recommendation | Comment |
| 1.5X over 40hoursStraight time 35 – 40 hoursAbsence not counted as time workedHoliday pay – 2X plus holiday pay | 1.5X over 40hoursStraight time 35 – 40 hoursAbsence counted as time workedHoliday pay – 1.5X plus holiday pay  | * 1.5X over 40hours
* Straight time 35 – 40 hours
* Absence not counted as time worked
* Holiday pay – 1.5X plus holiday pay
 |  |

Compensatory Time

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| --- | --- | --- | --- |
| Township | Borough | Recommendation | Comment |
| With Manager ApprovalTracked, but not fully used up | With Manager ApprovalTracked, but not fully used up  | * Eliminate policy, but maintain practice
* Eliminate tracking
* Occasional non-accruing and not hour for hour
 | More respectful way of managing time |

Longevity

|  |  |  |  |
| --- | --- | --- | --- |
| Township | Borough | Recommendation | Comment |
| If hired after 2003, percentage of salaryIf hired before 2003, percentage of salary or $ amount, whichever is higher | n/a if hired after 1/1/2000If hired before 2000, $ amount | * Eliminate longevity pay
* Roll current amounts into base pay
 | Amount rolled in will increase with future adjustments to salary, but will not increase based on longevity schedule |

Bereavement

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| --- | --- | --- | --- |
| Township | Borough | Recommendation | Comment |
| 5 days off for listed family membersTwo day extension may be granted for travel | 5 days off for certain family members2 days off for certain other family membersMay take one of those days at future date (w/in 3 mos) for bereavement related business | * Utilize Township policy
 |  |

Terminal Leave

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| --- | --- | --- | --- |
| Township | Borough | Recommendation | Comment |
| 25 years of local service required2 days per year of service | 25 years of local service required1 day per year of service, capped at 30  | * Eliminate after 1/1/2015
* Until 1/1/2015, utilize Boro policy
* 2 months notice required (for smooth transition)
 |  |

Short Term Disability

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| --- | --- | --- | --- |
| Township | Borough | Recommendation | Comment |
| State Insurance PlanEmployer and Employee paid2/3 salary replacement capped at $572 per weekSick bank must be used prior to collecting state benefits | Self funded planBoro pays 100% of salary for 6 months after 44 days of disabilitySick bank or unpaid for first 44 days | * If PTO –

PTO for 5 days100% paid for weeks equal to ½ year of serviceThen 75%* If no PTO – use township plan
 |  |

Time off Mechanism

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| --- | --- | --- | --- |
| Township | Borough | Recommendation | Comment |
| Sick TimeHolidaysFloating HolidayPersonal DaysVacationVarying rules for whether they are paid out upon termination | Sick TimeHolidaysPersonal DaysVacationVarying rules for whether they are paid out upon termination | * Implement Paid Time Off (PTO)
* All time off (ex-holidays) are combined into one PTO bank
* PTO bank accrues each pay period
	+ Accrual size based on service years
* Unused time paid out on termination
 | Grandfathering – * Accrued sick time converted to dollar bank to be used for short term disability
* Start all employees with bank equal to carry over vacation, with cap of one year vacation accrual under current system
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Time off Amount

|  |  |  |  |
| --- | --- | --- | --- |
| Township | Borough | Recommendation | Comment |
| Sick Time – 12 daysHolidays – 12 daysFloating Holiday – 1 dayPersonal Days – 3 days Vacation – service based* 0 – 7 years – 15 days
* 8 – 14 years – 20 days
* 15 – 19 years – 25 days
* 20+ years – 30 days
 | Sick Time – 12 daysHolidays – 13 daysPersonal Days – 3 days Vacation – service based* 0 – 5 years – 12 days
* 6 – 10 years – 15 days
* 11 – 20 years – 21 days
* 21+ years – 28 days
 | * Reduce sick time to 3 days per year (enhance short term disability benefit)
* Utilize neighboring municipality average to determine total amount per year
* Holidays TBD, but any reduction in holidays is offset by increase in PTO
 | * Time off benefit will remain above private sector, but below neighbor average
* Short term disability will be at private sector and above neighbor average
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