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

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| --- | --- | --- | --- |
| Township | Borough | Recommendation | Comment |
| PERS – Public Employees Retirement System  PFRS – Police and Firemen’s Retirement System | PERS – Public Employees Retirement System  PFRS – 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 age  Benefit is reimbursement up to set dollar amounts | 25 years of pension service required, regardless of age  Benefit is continuation in State medical plan | * Requires further study |  |

Overtime Provisions

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| --- | --- | --- | --- |
| Township | Borough | Recommendation | Comment |
| 1.5X over 40hours  Straight time 35 – 40 hours  Absence not counted as time worked  Holiday pay – 2X plus holiday pay | 1.5X over 40hours  Straight time 35 – 40 hours  Absence counted as time worked  Holiday 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 Approval  Tracked, but not fully used up | With Manager Approval  Tracked, 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

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| --- | --- | --- | --- |
| Township | Borough | Recommendation | Comment |
| If hired after 2003, percentage of salary  If hired before 2003, percentage of salary or $ amount, whichever is higher | n/a if hired after 1/1/2000  If 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 members  Two day extension may be granted for travel | 5 days off for certain family members  2 days off for certain other family members  May 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 required  2 days per year of service | 25 years of local service required  1 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 Plan  Employer and Employee paid  2/3 salary replacement capped at $572 per week  Sick bank must be used prior to collecting state benefits | Self funded plan  Boro pays 100% of salary for 6 months after 44 days of disability  Sick bank or unpaid for first 44 days | * If PTO –   PTO for 5 days  100% paid for weeks equal to ½ year of service  Then 75%   * If no PTO – use township plan |  |

Time off Mechanism

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| --- | --- | --- | --- |
| Township | Borough | Recommendation | Comment |
| Sick Time  Holidays  Floating Holiday  Personal Days  Vacation  Varying rules for whether they are paid out upon termination | Sick Time  Holidays  Personal Days  Vacation  Varying 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 |

Time off Amount

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| --- | --- | --- | --- |
| Township | Borough | Recommendation | Comment |
| Sick Time – 12 days  Holidays – 12 days  Floating Holiday – 1 day  Personal 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 days  Holidays – 13 days  Personal 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 |