

BOROUGH OF MACUNGIE
POLICE OFFICER
2017 SALARY AND BENEFITS INFORMATION

Hourly Wage: \$25.66/hr. (Full time officers work a 10-hour day for 40 hrs./week.)

Shift Differential: \$1200 per year paid in two equal installments of \$600 paid in June and December.

Vacation: All full-time employees shall earn vacation leave according to the following schedule:

<u>Months of Service</u>	<u>Vacation Per Year</u>
12 months	40 hours
24 months	80 hours
60 months	120 hours
96 months	160 hours

After 96 months of service, an employee shall be entitled to eight (8) additional hours of vacation per year to a maximum of two hundred hours (200) per year.

Holidays: The following are recognized as paid holidays for the Police Department:

January 1st
President's Day
Easter Sunday
Memorial Day
July 4th
Labor Day
Thanksgiving Day
Day after Thanksgiving Day
Christmas Day

Health Insurance: The Borough provides and pays for comprehensive medical coverage for all full time officers and their dependents. All officers are required to pay 8% of their health insurance premium through a payroll deduction. The Borough reimburses the employee for the first fifty percent (50%) of the total deductible use per year upon submission of proof of deductible by employee.

Plan: Capital Blue Cross PPO Plan 250/500, w/Vision, Dental and Reimbursable Prescription Drug Card

Employees have the right to opt out of his/her health coverage plan provided they can prove they have substantially the same coverage for health benefits elsewhere. If an employee opts out of his/her health coverage plan, they shall be reimbursed the then current reimbursement amount provided by the Borough.

Short Term and Long Term Disability Insurance: All full time employees working a minimum of 30 hours per week will be provided with short and long term disability insurance at the Borough's expense.

Life Insurance: The Borough provides \$80,000 of life insurance coverage for all full time and 30 hours officers.

Pension: All full time, uniformed employees shall be enrolled in the Borough of Macungie Uniformed Pension Plan in effect at the time. Currently, the police pension contributions are set at 3%.

Sick Leave: Upon the completion of one (1) year of continuous service, a full time employee will earn one hundred forty (140) hours of sick time per year. Accumulation of sick time will stop at seven hundred (700) hours. Any additional hours above seven hundred (700) hours shall be paid out to the employee at the rate of \$15.00 per ten (10) hours (maximum of one hundred forty (140) hours per year).

Wellness Program: Upon accumulation of the maximum 135 sick days, employees are reimbursed annually for sick days in excess of the 135 days at the rate of \$10/day. Upon retirement or termination of employment, all employees with a minimum of 20 years of service will be reimbursed for half of their unused sick days at the rate of \$50/day.

Retirement Health Coverage: All retiring police officers 55 years of age or older with a minimum of 20 years of service will be provided with health coverage at the Borough's expense until they reach the age of 65 or are eligible for Medicare or Medicaid.

Personal Days: Upon completion of 1 year of employment, full time employees will receive forty (40) hours plus one (1) day personal leave per calendar year.

Bereavement Leave: Three (3) days for immediate family members; one (1) day for non-immediate family members