

Summary:

Sick Leave

12 days per year to care for personal illness or that of a member of the employee's household (pro-rated the 1st year - ½ day ea. month; 6 days at beginning of next calendar year).

Vacation

Annual vacation leave (pro-rated the 1st year, subsequent vacation leave based upon years of service as of January 1 of each year).

Paid Holidays

9 per year and an additional Personal Holiday of choice

Personal Days

4 per year after 1 year of service.

Bereavement Leave

For death of family member or close friend.

Pension Plans

Required membership into the Pennsylvania Municipal Retirement System – 2017 employee contribution is 5% (up to 5% could be required; set yearly by resolution). Option to join ICMA 457 Deferred Compensation Plan.

Disability

Short Term 2nd through 26th week of disability.
Long Term after 26 weeks of continuous disability.
(effective after 90 days, benefit = 66% of earnings)

Longevity Bonus

Annual bonus paid after 5 years of service.

Medical Insurance

Aetna Medical and Prescription Plan. Employee biweekly contribution towards cost (2017 contribution is 7.5% of premium amount per year, effective the 1st of the month following 3 months of employment).

Health Insurance Opt Out

If you are covered by a spouse and choose to opt out of the Borough Health Insurance Plan, you will be compensated \$2,500.

Dental Insurance

Delta Dental Plan at no cost to employee or the Borough's Self-Insured Plan (effective the 1st of the month following 3 months of employment).

Vision/Hearing Reimbursement

\$250.00 annual allowance for vision or hearing (effective the 1st of the month following 3 months of employment).

[Life Insurance](#)

1.5 times annual salary to a maximum coverage amount of \$100,000 (effective the 1st of the month following 3 months of employment).

Flexible Spending Accounts

Optional pre-tax spending accounts for unpaid medical and/or day care expenses. Available during open enrollment only.

[Tuition Reimbursement](#)

Up to 75% reimbursement of approved courses max at \$1,800/ year.

Employee Assistance Program

Available for employee and household members.

Credit Union Membership

Option to join Pennsylvania State Employees Credit Union and/or American Heritage Federal Credit Union.