

# Lawrence Township



Mayor

Jim Kownacki

Councilmembers

Cathleen Lewis  
Dr. David Maffei  
Michael Powers

## SICK LEAVE AT RETIREMENT

- To remain at \$22,000 for current employees.
- To be reduced to \$15,000 or the amount established by statute whichever is less for new employees.

## VACATIONS

- New police officers hired after January 1, 2013 will top out at 20 working days per year.
- Current officers top out at 25 days. Reach max from the 11<sup>th</sup> year.

### LONGEVITY

- Officers currently receiving Longevity will have their Longevity pay frozen at the level being received at December 31, 2012. Those Longevity payments will be subject to future COLA adjustments.
- Current Officers not yet receiving Longevity will go to the first tier of Longevity pay - \$1,500.00, when years of service are obtained, but will not advance beyond that level except for COLA's.
- Any Officer hired on or after January 1, 2013 shall not be entitled to Longevity.

## UNIFORM ALLOWANCE

- Remains unchanged at \$1,600 annually.

## HOSPITAL & MEDICAL INSURANCE

- Officers go onto the health insurance premium contribution matrix effect January 1, 2013.
- Officers hired on or after January 1, 2013 will no longer receive any payment or reimbursement for Medicare Part B or D premiums.
- Officers while in retirement which waive/decline Township provided health benefits will receive a payment of \$5,000 per year. The payment will be made semi-annually in the amount of \$2,500 each. If the Officer can no longer waive coverage the Officer can have their benefits re-established for a qualifying event for the balance of time otherwise eligible.

## RETIRED BENEFITS

- Officers hired on or before June 28, 2011 will continue to receive paid health benefits upon retirement for a period of fifteen years.
- Officers hired after June 28, 2011 will receive paid health benefits upon retirement for a maximum period of ten years.
- All Officers retiring on or after December 31, 2012 shall receive payment for all vacation days, holidays, sick and personal days not taken during the year of retirement on a pro-rated basis during said year as credited on January 1<sup>st</sup> of that year.

### PERSONAL DAYS

- The new contract will allow for five vacation days to be taken as “flex” days, meaning not scheduled during the normal vacation pick process of the Police Department. In exchange Officers will no longer be paid for the 24 hours credited annually for unused personal days.

## SCHEDULE

- Rank and File Officers and Sergeants will begin a 12 hour schedule January 1, 2013.
- The new 12 hour schedule will be reviewed at the conclusion of 2013, August 2012 and at the conclusion of 2014 to ensure the change does not have a negative manpower or economic impact.

## SALARY GUIDE

- For Employees hired on or before June 30, 2010 the salary steps will remain unchanged with the exception of the fifth or maximum step increasing by the COLA.

Step Guide		2013	2014	2015
		0	1.0195	1.0225
Academy	0	41,882	41,882	41,882
Probation	0.5	51,916	51,916	51,916
After 1 year	1	61,954	61,954	61,954
After 2 years	2	71,991	71,991	71,991
After 3 years	3	82,026	82,026	82,026
After 4 years	4	92,066	92,066	92,066
After 5 years	5	102,102	104,093	106,436
Detectives	7	102,102	104,093	106,436

## SALARY GUIDE continued...

- For Employees hired on or after July 1, 2010 the salary steps will remain unchanged with the exception of the sixth or maximum step increasing by the COLA.

Step Guide		2013	2014	2015
		0	1.0195	1.0225
Academy	0	35,000	35,000	35,000
Probation	0.5	44,000	44,000	44,000
After 1 year	1	52,891	52,891	52,891
After 2 years	2	61,955	61,955	61,955
After 3 years	3	71,990	71,990	71,990
After 4 years	4	82,027	82,027	82,027
After 5 years	5	92,066	92,066	92,066
After 6 years	6	102,102	104,093	106,435
Detectives	7	102,102	104,093	106,435

## SALARY GUIDE continued...

- For Employees hired on or after January 1, 2013 the salary guide will increase by two steps and the “Academy” step will be adjusted from \$35,000 to \$30,000.

Step Guide		2013	2014	2015
		0	1.0195	1.0225
Academy	0	30,000	30,000	30,000
Probation	0.5	44,000	44,000	44,000
After 1 year	1	52,891	52,891	52,891
After 2 years	2	59,921	59,921	59,921
After 3 years	3	66,951	66,951	66,951
After 4 years	4	73,981	73,981	73,981
After 5 years	5	81,011	81,011	81,011
After 6 years	6	88,041	88,041	88,041
After 7 years	7	95,071	95,071	95,071
After 8 years	8	102,102	104,093	106,435
Detectives	9	102,102	104,093	106,435

## COST OF LIVING ADJUSTMENTS

- 2013      0%
- 2014      1.95%
- 2015      2.25%
  
- THREE YEAR AVERAGE 1.40%

## DURATION OF CONTRACT

- 1/1/2013 through 12/31/15

**ESTIMATED COSTS/SAVINGS DURING CONTRACT TERM**

- Costs of Salary Increases only \$ 312,089
  - Longevity Savings \$ (50,203)
  - Personal Day Savings \$ (26,132)
  - Severance Savings \$(244,941)
  - Estimated Net Cost \$ (9,186)\*
- Does not reflect Medicare & Pension Charges

## FUTURE SAVINGS

- Reduction of 5 vacation days at 12 hours shift, \$598/day
- Current Retired Single Health Coverage \$13,107 minus \$5,000 Waiver, Savings \$8,107
- Elimination of Longevity for new hires
- Lower salary Academy Step
- New Hires two additional steps on salary guide
- No COLA to steps in current two salary guides
- Reduction of years eligible for Health Benefits for new employees from 15 to 10 years
- Reduction of sick leave payout for new hires from \$22,000 to \$15,000
- Elimination of Medicate Part B & D premiums for new hires