

Independence Day
 Labor Day
 Veteran's Day
 Thanksgiving Day
 Day after Thanksgiving
 Christmas Day

F) PERSONAL DAYS: (4) Employee's choice.

G) VACATION SCHEDULE – AFSCME COVERED EMPLOYEES:

<u>Anniversary Date</u>	<u>Vacation Entitlement</u>
1st	40 Hours Per Year
3-4	80 Hours Per Year
6-9	104 Hours Per Year
11-14	120 Hours Per Year
16-19	136 Hours Per Year
21-24	176 Hours Per Year
25	200 Hours Per Year
26	208 Hours Per Year
27	216 Hours Per Year
28	224 Hours Per Year
29	232 Hours Per Year
30	240 Hours Per Year
Over 30	248 Hours Per Year
Over 35	256 Hours Per Year

Up To 40 Hours can be carried over from the previous year each year

H) BEREAVEMENT LEAVE:

<u>Relationship</u>	<u>Days</u>
Spouse, Children, Step-Child, Parent or Step-Parent	5
Sisters, Brothers, Step Brothers/Sisters, Grandchild, Step-Grandchild, Father or Mother-In-Law, Son or Daughter-In-Law, Brother or Sister-In-Law, Grandparents, Grandparents-In-Law, Step-Grandparents or any relative residing in the employees' household	3
Great-Grandparents, Aunt or Uncle	1

I) MILEAGE: (CURRENT IRS RATE).

J) CREDIT UNION: City participates in Pennsylvania State Employees Credit Union (PSECU) and provides for payroll deductions as requested by the Employee. Direct deposit is required.

K) PROBATION PERIOD: New employees and promoted employees, will serve a six (6) month probationary period. Sick leave and vacation are earned from date of hire but may not be taken during the first ninety (90) days of the probation period.

L) RETIREMENT BENEFITS: Mandatory participation in City Employees Retirement Fund

(C.E.R.F.) (Full Time employees only).

Employee contribution - 6% of earnings per pay period.

Employee is vested after 10 years service.

Benefit calculation at retirement - 1.8% of average gross monthly earnings for best five (5) consecutive years of the last ten (10) years immediately prior to retirement multiplied by Participants' years of service.

NOTE: This document is a summary only. Refer to adopting ordinances and contracts for details, limits, etc.