

CITY OF LOCK HAVEN POLICE BENEFITS
(FULL TIME OFFICERS ONLY)

A) HOSPITALIZATION/MEDICAL COVERAGE:

- 1) Hospitalization and major medical insurance in the form of a PPO Plan through Highmark Blue Cross Blue Shield is provided by the Pennsylvania Municipal Health Insurance Cooperative (PMHIC). This is a high deductible HRA Plan, with the City paying the deductible amounts.
- 2) Dental insurance coverage is provided by a United Concordia Plan.
- 3) City will provide coverage for employee and all eligible dependents.
- 4) Coverage begins on date of hire.
- 5) Employees are required to pay towards the total health insurance and dental insurance premium as a payroll deduction in the following amounts:
 - 2024: 9% of health premium and 9% of dental premium
 - 2025: 9% of health premium and 9% of dental premium

B) MEDICAL & CLOTHING REIMBURSEMENT:

Maximum of \$900/Year paid upon submission of receipts for prescription drug, eye care and health-related expenses for the Officer and dependents and for the purchase of city-approved clothing.

- C) POST RETIREMENT HEALTH CARE: Provided for retired officers upon retirement and reaching age 50 if hired prior to 1/1/2023. Retirees as of 1/1/2023 to pay \$40/Month towards premium costs. Retirees after 1/1/2023 eligible for post-retirement health care contribute towards premium costs at same rate as active officers. Officers hired on or after January 1, 2023 shall be ineligible for post-retirement health benefits.

D) LIFE INSURANCE:

(Employee Only) \$50,000/Year Term Life Insurance. Coverage begins 60 days from date of hire.

E) SICK LEAVE:

Employee receives twelve (12) days (96 hours) per calendar year. For officers hired prior to 1/1/23, maximum accumulation is 200 days (1,600 hours). For officers hired after 1/1/23, maximum accumulation is 150 days (1,200 hours).

F) PAID HOLIDAYS: (6)

New Year's Day
President's Day
Good Friday
Easter
National Peace Officers Day (May 15th)
Veteran's Day

*In addition, five (5) designated holidays are provided which are not paid but which are scheduled as part of an officer's annual vacation.

G) PERSONAL DAYS: (32 hours) Employee's choice.

H) VACATION SCHEDULE - POLICE OFFICERS: (Full Time)

First Year	Pro-Rated
1-5 Years	16 Days (128 hours) Per Year
6-10 Years	19 Days (152 hours) Per Year
11-15 Years	21 Days (168 hours) Per Year
16-20 Years	23 Days (184 hours) Per Year
Over 20 Years	27 Days (216 hours) Per Year

I) BEREAVEMENT LEAVE:

Relationship	Days
Parents or stepparents	5
Spouse, children or stepchildren	5
Sisters, brothers, stepsisters or stepbrothers	3
Father-in-law, mother-in-law	
Grandparents or Grandchildren	3
Step grandchild	3
Son/daughter-in-law	3
Brother/sister-in-law	3
Grandparent-in-law	3
Step-grandparent	3
Any relative residing in the employee's Household	3
Aunt/uncle	1
Great-grandparent	1

J) MILEAGE: (CURRENT IRS RATE).

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

L) PROBATION PERIOD: New employees will serve a 12-month probationary period from completion of MPOETC training and certification.

M) DIRECT DEPOSIT: Employee shall have checks deposited directly in the bank of choice.

N) RETIREMENT BENEFITS: Mandatory participation in Police Pension Fund.

Employee contribution – 1% of W-2 salary, plus ½% of base salary (salary plus longevity) per pay period for widow and spouse plus \$1.00/month for service increment.

Employee is vested after 12 years service. Normal retirement is at 20 years of service.

Benefits are not payable until retiree reaches 50 years of age.

Benefit calculation at normal retirement - 50% of highest annual gross salary within last 3 years of employment, plus service increment up to \$100/month.

- O) RETIREMENT: Retirement is mandatory at age 65.
- P) LONGEVITY - After attaining 3 years of service an annual longevity payment is made at \$100/year of service, capped at \$2,000.00.
- Q) FITNESS CENTER: - The City will pay one-half (1/2) of the monthly fee for membership at a fitness center used by an officer, capped at one-half (1/2) of the individual monthly rate at the River Valley Regional YMCA.

	<u>SALARY</u>	
	2024	2025
Probation	\$ 55,596.23	\$ 57,820.09
Step 1	\$ 57,231.41	\$ 59,520.68
Step 2	\$ 58,866.60	\$ 61,221.27
Step 3	\$ 60,501.78	\$ 62,921.86
Step 4	\$ 62,136.96	\$ 64,622.45
Patrol First Class	\$ 65,407.33	\$ 68,023.63
Sgt	\$ 67,369.55	\$ 70,064.33
Lt.	\$ 69,390.64	\$ 72,166.26

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