

AS OF TUESDAY DECEMBER 20, 2016

I am aware that questions were to be submitted by 12/16, but did not have information that raised my questions until agenda and attachments were posted yesterday.

1. Can you confirm my math for annual paid time off for an officer with 10 years of service?

180 hours vacation
135 hours sick leave
40 hours personal leave
14 holidays

A Police officer that has completed 10 years of service is entitled to 180 hours of vacation time. Police officers are entitled to 135 hours sick leave annually for each full year of service, accumulating to a maximum amount of 1,800 hours. A Police officer that has completed 10 years of service could accumulate 1,350 hours of sick leave, if not used. Notwithstanding, State law generally limits the amount of accumulated sick time that can be paid to an employee at retirement to \$15,000.

Police officers are entitled to 40 hours of personal leave each year.

Police officers are allowed 14 paid holidays.

2. Hospital and Medical Insurance - Does town pay 100% for employee? What is the policy for family coverage?

The Borough pays hospital and medical insurance premiums for Police officers through the New Jersey State Health Benefits Plan. The Borough provides four coverage options: (1) single, (2) member/spouse/partner, (3) family and (4) parent-child. Each Police officer is required to contribute and pay his or her respective share of the total cost of the health care insurance premium as required by State law.

3. Why isn't the police academy rate \$17000 closer to our actual hiring rate?

I'm not sure what you mean by the Borough's "actual hiring rate". In the interest of time, perhaps we can discuss this before or at the public meeting tonight, or as a follow up.

4. Do we require our starting officers to have different training and experience?

The Borough effectively has two types of "starting officers". We'll call the first Seasonal Officers and the second Class A Officers. Seasonal Officers are subject to certain training and certifications. They are hired on a part-time, seasonal basis. They are paid an hourly wage only, and are not entitled to healthcare, pension or other employment benefits. These officers are not promised any level of future employment with the Borough. If a Seasonal Officer is hired by the Borough to become a full-time Police officer, that officer would require additional training and certification at the Police Academy. Class A Officers are subject to full attendance and graduation from the Police Academy and receive their Class A Certification. Class A Officers

are hired by the Borough as full-time officers, after a full hiring process, with the intent that such officer will be a long-term officer/employee of the Borough. The Class A Officers, while in the Police Academy, will be compensated at the Academy rate of pay, and will be compensated at Step 2 upon graduation and certification.

5. Are the costs for overtime or premium pay and retirement funding being escalated beyond 2% per year?

The rate of pay for overtime is not changing from the expiring contract. Police officers are entitled to overtime compensation at 1.5 times his or her base rate of pay.

The amount required to be paid by the Borough and the Police officer towards that officer's pension funding is not changing. The amount due is based on an officer's pay. As a result, any increases in salary over time will have an impact on the amount computed by the State as being due from the Borough and the Police officer.

6. Also, is the cost of future obligations (e.g. compensatory time or pension payments) being funded currently or carried as an unfunded liability?

The State of New Jersey annually computes the amount required to be paid into the pension system by the Borough and by the Police officer. The Borough's share is a specific, identified line item amount in the municipal budget and is paid by the Borough in full every year. The Police officer's share is deducted from his or her regular pay check and sent to the State on a monthly basis.