

XXII RETIRED EMPLOYEE HEALTH INSURANCE REIMBURSEMENT

CLERICAL AND PUBLIC WORKS BLUE COLLAR EMPLOYEES:

The Township will provide a new benefit of a cash payment reimbursement to any employee who retires from the Township, to help defray the cost for the premium for their obtaining their own health insurance, with the following conditions:

1. The employee shall have been an employee of the Township for at least 25 years and shall have been retired in accordance with the terms of PERS.
2. The employee retires no earlier than age 55.
3. The employee will receive this benefit for a maximum of ten (10) years.
4. A cash payment by the Township will be a reimbursement up to a maximum amount of \$4,000 per year for any amount expended by the retired employee to obtain health insurance.
5. The only exception to the above four (4) conditions will be if an employee takes early retirement for disability purposes in accordance with the terms of PERS in which case the Township will provide this maximum \$4,000 cash reimbursement for health insurance premium paid by the disabled employee for a maximum of ten (10) years after the date of the early retirement. Only those employees having at least fifteen (15) years employment with the Township will be eligible for this benefit after taking an early retirement for disability purposes.
6. This reimbursement will be paid by the Township for a like amount paid by the retired employee for health insurance only (not prescription, vision nor disability insurance/care). The retired employee must submit proof of payment (canceled check, paid invoice or receipt from insurance company) to the Township's Treasurer, who will make payment to the retired employee no later than thirty (30) days after submission of proof of payment by the retired employee.

WATER AND SEWER UTILITY EMPLOYEES:

- A. All employees who retire from the Public Employees Retirement System shall be entitled to receive a lump sum payment for all unused accumulated sick leave and all unused and/or accumulated vacation leave. This payment shall be computed at the rate of one hundred (100%) percent of the eligible employee's daily rate of pay for each day earned and accumulated of sick (see Article XII, I.) or vacation leave with no maximum limitation.
- B. The Township will make the Municipalities annual payment on behalf of each employee in the State Pension Plan.

- C. Health Care: The Township will provide a new benefit of a cash payment reimbursement to any employee who retires from the Township, to help defray the cost of the premium for their obtaining their own health insurance, or defraying the cost of the employee to remain at the employee expense with the current Township Health Care Plan, with the following conditions:
1. The employee shall have been an employee of the Township, including former DSA employment, for at least 25 (twenty-five) years and shall have been retired in accordance with the terms of PERS;
 2. The employee retires no earlier than age 55 (fifty-five);
 3. The employee will receive the benefit for a maximum of 10 (ten) years;
 4. A cash payment by the Township will be a reimbursement of a maximum amount of \$4,500.00 (forty-five hundred dollars) per year for any amount expended by the retired employee for the period set forth in #3.
 5. The only two (2) exception's to the above 4 conditions will be;

(exception #1) employees Tom Ash, William Mitchell and Walter Yansick shall be grandfathered to be eligible to retire after being employed with the Township, including former DSA employment for ten (10) years instead of 25 (twenty-five) years, and;

(exception #2) - will be, if an employee takes early retirement for disability purposes in accordance with the terms of PERS in which case the Township will provide this maximum \$4,500.00 (four thousand five hundred dollars) cash reimbursement for health insurance premium paid by the disabled employee for a maximum of ten (10) years after the date of the early retirement.

Only those employees having at least fifteen (15) years employment and the three (3) grandfathered employees listed above who must have at least ten (10) years employment with the Township including former DSA employment will be eligible for this benefit after taking an early retirement for disability purposes.
 6. This reimbursement will be paid by the Township for a like amount paid by the retired employee for health insurance only (not prescription, vision nor (Worker's Compensation disability insurance care). The retired employee must submit proof of payment (canceled check, paid invoice, or receipt from insurance company) to the Township Treasurer who will make payment to the retired employee no later than thirty (30) days after submission of proof of payment by the retired employee.