

the dues on a monthly basis. Any employee desiring to discontinue does deduction shall, in writing, notify the Township specifying such discontinuance including the effective date. The Township also agrees to deliver on a monthly basis the total sum thus withheld to the duly authorized Association representative. The Association agrees to indemnify and hold harmless the Township of and from any and all claims, suits or actions, which may be filed against the Township in connection with dues check off.

ARTICLE 24

RETIRED EMPLOYEE HEALTH INSURANCE REIMBURSEMENT

The Township shall provide a cash payment reimbursement to any employee who retired 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 retired with 25 years of service in the PFRS system.
2. The employee will receive this benefit for a maximum of ten (10) years.

3. Employees shall have the right to choose either a maximum of \$7,700 for reimbursement of selecting only health insurance in 2016 and \$8,400 in 2017, \$9,100 in 2018, \$9,800 in 2019 and \$11,000 in 2020 or a sub-limit of \$3850 in 2016 and \$4200 in 2017, \$4,550 in 2018, \$4,900 in 2019 and \$5,500 in 2020 which may be used by an employee who is not going to be utilizing health insurance reimbursement in order to obtain prescription plan, eye exam, glasses, and/or dental coverage. The required proof of payment will be the same as is already spelled out in the contract. The ten (10) year period starts at the retired employees request and is continuous for the ten (10) year period.

4. The only exception to the above three (3) conditions will be if an employee takes early retirement for disability purposes in accordance with the terms of PFRS. The Township then will provide \$7,700 in 2016, \$8,400 in 2017, \$9,100 in 2018, \$9,800 in 2019 and \$11,000 in 2020. 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. This reimbursement will be paid by the Township for employees retiring with a disability retirement for Health Insurance only (not prescription, vision nor disability insurance) 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.

ARTICLE 25

INSURANCE POLICES

A. The Township has previously provided a complete copy of all insurance policies referred to in this agreement to the Lieutenant's Union. Copies of any changes or new policies will be provided to the Lieutenant's Union no later than sixty (60) days after they are received by the Township.

ARTICLE 26

EMPLOYEE RECORDS

A. The Township will provide a complete and accurate report of each employee earned, used and accumulated Vacation, Personal and Sick to the employee on or before February 15, of each year.

ARTICLE 27

MEAL ALLOWANCE

The Township will provide for a Police Officer's meal after having worked twelve (12) consecutive hours for \$10. Based upon the presentation of appropriate vouchers and receipts, the Township agrees to pay the following for authorized schools, conferences or seminars for which facilities are not provided. The Township shall reimburse up to an amount of \$5 for breakfast, \$10 for lunch and \$15 for dinner. The Township will provide reimbursement for lodging, if necessary, only upon the prior approval of the Chief of Police.

ARTICLE 28

RETROACTIVE BENEFITS

All salary schedules and benefits agreed to in this contract are retroactive to the date specified.

ARTICLE 29

EMERGENCY MEDICAL TECHNICIANS

Lieutenants that had a valid EMT certification for the year 2017 will be paid \$850 and