

an instrument in writing only executed by both parties.

ARTICLE 26

DUES DEDUCTIONS

Upon the written authorization of any employee covered by this contract, the Township agrees to deduct from the wages of the employee the sum certified by the Association as the dues on a monthly basis. Any employee desiring to discontinue dues 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 27

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 \$7,500 for reimbursement of selecting only health insurance in 2016, \$8,000 in 2017, \$8,500 in 2018, \$9,000 in 2019, and \$10,000 in 2020, or a sub-limit of \$3,750 in 2016 and \$4,000 in 2017, \$4,250 in 2018, \$4,500 in 2019 and \$5,000 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-year (10) period starts at the retired employee's request and is continuous for the ten-year (10) 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 \$7,500 in 2016, \$8,000 in 2017, \$8,500 in 2018, \$9,000 in 2019 and \$10,000 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.

5. The retiree qualifying for this benefit shall receive the financial reimbursement level that is provided for in the agreement in the year of their retirement. The reimbursement level shall not be affected by future additions and/or deletions in any agreement negotiated by the DPA and Township of Delran.

ARTICLE 28

INSURANCE POLICES

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

ARTICLE 29

EMPLOYEE RECORDS

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

ARTICLE 30

BENEFITS FOR NEW EMPLOYEES

A. No vacation or Personal days may be taken off by the employee during their first ninety (90) days of employment except in the case of an emergency. In such cases, the day off must be approved in advance, in writing, by both the Chief of Police and the Township Administrator.

B. Personal days will be prorated during the new employee's first calendar year (not first twelve (12) months) of employment. A new employee will receive one (1) Personal Day for each full three (3) months of employment.

ARTICLE 31

MEAL ALLOWANCE

The Township will provide for a Police Officer's meal after having worked twelve (12) consecutive hours of department assigned work in the amount of Ten Dollars (\$10). If required to stay overnight at a training facility or other department assignment then meal allowance of Five Dollars (\$5) for Breakfast; Ten Dollars (\$10) for Lunch and Fifteen (\$15) for Dinner would be provided, if meals are not provided or available at no cost.