

EXHIBIT 'A'

**EXHIBIT 'A' - SOLEBURY TOWNSHIP
EMPLOYEE APPOINTMENTS & BENEFITS
2014**

<u>TITLE</u>		<u>NAME</u>
Township Manager Rd. Master and TCC rep.	\$131,335	Dennis Carney
Assistant Manager Sec/Treas., Zoning Officer, Right To Know Officer	\$104,007	Gretchen K. Rice
Finance Director TCC Alternate		Michele Blood
EAC Secretary/HARB Administrator		Christine Terranova
LPC/PC Administrator Admin Assistant		Jean Weiss
Building Code Official		Matthew Wojaczyk
Zoning/Bldg Code Admin., Reception		Judy Buchhofer
Director of Parks & Recreation		Dudley N. Rice
Chief of Police Right to Know Officer		Dominick Bellizzie
Police Sergeant		Kevin Edwards
Police Sergeant		Marc Mansour
Police Corporal		Jonathan Koretzky
Police Corporal		Daniel Marascio
Police Detective		Roy Ferrari

**SOLEBURY TOWNSHIP
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Page 2

<u>TITLE</u>	<u>NAME</u>
Patrolmen	Keith Fennell Gary Forrester, Jr. Philip Varcoe Aaron Soldavin Sean Murrin Kevin O'Keefe James Boone Kevin Pope
Part-time Patrolman	Aaron Menzies
Part-time Patrolman	Timothy King
Part-time Patrolman	Jared Courts
Part-time Patrolman	Julius Canale
Police Records Clerk	Robert Woltman
Secretary-Police	Mary Grady
Roadmaster	Dennis Carney
Road Crew	Paul Anderson David J. Kling Geoffrey Schurer Joseph Dicken
Part-time Road Crew	Reoloff Rice, Jr. Frank White
Janitress	Sharon A. Anderson

**SOLEBURY TOWNSHIP
FULL-TIME NON-UNIFORM EMPLOYEE BENEFITS
2014**

1. **SALARIES** - Salaries shall be in accordance with the attached 2014 Salary Schedule
2. **BASIC WORK WEEK** - The basic work week shall be forty (40) hours with additional hours as required in the performance of the duties of the position.
3. **PERSONAL DAYS** - Three (3) personal days per year to be taken at employee's discretion with prior notification.
4. **FUNERAL LEAVE** - Five (5) days funeral leave with regular pay upon the death of a mother, father, sister, brother, wife, husband, child, mother-in-law, or father-in-law. One (1) day funeral leave with regular pay upon the death of a sister-in-law, brother-in-law, or grandparent or grandchild.
5. **SICK LEAVE** - Fifteen (15) days sick leave which may be accumulated up to a maximum of one hundred-fifty (150) days.
6. **BUY BACK OF SICK LEAVE** - Upon retirement, including retirement for service related disability, the Township shall purchase the unused sick leave accumulated in the last ten (10) years of employment up to a maximum of one hundred-twenty (120) days at fifty percent (50%) of the employee's then current daily rate equivalent. (This is calculated by dividing the employee's current yearly salary, as budgeted in the current year's budget, by two hundred-sixty (260) days). If the employee petitions the Township Supervisors and can demonstrate need and reason, the Supervisors can approve the early buy back of up to sixty (60) days of the employees maximum accumulated (150 days) sick leave at twenty-five percent (25%) of the employee's then current daily rate equivalent. Said early buy back will permanently reduce the employee's maximum accumulation amount by the number of early buy back days (150-early buy back days=new maximum accumulation).
7. **HOLIDAYS** - Employees shall receive the following holidays off with regular pay: New Year's Day; President's Day; Good Friday; Memorial Day; Independence Day; Veterans Day; Labor Day; Thanksgiving Day and day after; General Election Day; Christmas Day and day after and employee's birthday.
8. **LONGEVITY PAY** - After four years of service, all full-time employees shall be paid the amount of One Hundred Dollars (\$100.00) for each year of service with Solebury Township to a maximum of One Thousand Five Hundred Dollars (\$1500.00) for fifteen or more years of service. This to be paid to each employee in a lump sum based on the employee's years of service with appropriate taxes withheld by the Township. Said sum to be paid on the anniversary date of employment
9. **MILEAGE REIMBURSEMENT** - Reimbursement in the amount of 56 cents per mile (or amount established by the Internal Revenue Service from time to time) for use of personal vehicle for Township business. Said reimbursement shall be paid upon the submission of a daily log of miles traveled.

10. VACATION - Each employee shall be allowed a maximum number of days for vacation leave use with regular pay in each calendar year, as specified below. The amount of vacation days allowed is based upon the completed years of service by each employee. Employees must work more than six (6) months in a calendar year for that year to count towards a year of service. Vacation days may be taken in single day increments.

After one (1) year of service	=	Five (5) work days
After two (2) years of service	=	Ten (10) work days
After five (5) years of service	=	Fifteen (15) work days
After ten (10) years of service	=	Twenty (20) work days
After twenty (20) years of service	=	Twenty-five (25) work days

11. DENTAL AND ORTHODONTIC INSURANCE - The Township will continue to provide dental and orthodontic insurance for 2014. The Township reserves the right to change carriers provided that the coverage and deductibles are equivalent or better than the current policies.

12. MEDICAL AND HOSPITALIZATION INSURANCE -The Township will continue to provide medical and hospitalization insurance for 2014. The Township reserves the right to change carriers provided than the coverage and deductibles are equivalent or better than the current policies. All non-uniform full-time employees shall contribute 3% of the monthly premium based on the employee's level of coverage, e.g., single, couple, parent/child or family. This contribution shall be handled as a payroll deduction.

13. VISION INSURANCE PLAN -The Township will continue to reimburse an employee up to a maximum of \$400.00 per year for vision care including prescription glasses, frames, and contact lenses for each employee and his/her dependents. Eligible dependents are the employee's spouse and unmarried children covered under the Twp. medical and dental coverage.

14. LIFE INSURANCE - Solebury Township shall provide a life insurance policy for each employee in an amount of at least Seventy-five Thousand Dollars (\$75,000.00).

15. PENSION PLAN - The Township will continue to maintain the full time employees of the Township as members of the pension plan of the Pennsylvania Municipal Retirement System for 2014 as applicable based on date of hire.

16. POST EMPLOYMENT INSURANCE - Upon retirement, any full time employee who received medical/hospitalization and/or dental insurance coverage through the Township shall be offered such coverage as is available through COBRA, if any, at the sole cost of the employee.

17. DEFERRED COMPENSATION PLAN - Solebury Township shall provide the access necessary for employees to voluntarily join a deferred compensation plan at no costs to the Township.

18. MEAL ALLOWANCE - Solebury Township shall reimburse an amount of \$55.00 per day for meals and miscellaneous expenses for approved training which requires overnight travel out of the local area or in accordance with the applicable contract in instances involving Police Department Officers. Such reimbursement shall be paid upon written request from an employee after completion of the travel dates.