

TOWNSHIP OF UPPER DEERFIELD

ORDINANCE 705

**ORDINANCE AMENDING POLICY NUMBERS 2.01, 2.05 and 2.15
OF THE PERSONNEL MANUAL OF THE TOWNSHIP OF UPPER DEERFIELD**

WHEREAS, the Township Committee of the Township of Upper Deerfield has pursued best practices management of its finances and administration of Township business; and

WHEREAS, the Personnel Manual of the Township of Upper Deerfield, Policy #2.01(L) thereof, provides for longevity payments on an annual basis to employees who have provided service to the Township for 20 years or more and Policy #2.15 provides for employees working 30 hours or more to receive health benefits; and

WHEREAS, longevity payments and health benefits for employees working less than 35 hours per week are not considered to be consistent with best practices management; and

WHEREAS, the Township Committee is desirous of requiring employees to work 35 hours per week or more to be eligible for health benefit coverage and eliminating longevity payments to Township employees by establishing appropriate salaries or salary ranges for employees working on behalf of the Township of Upper Deerfield and;

WHEREAS the Township Committee is also desirous of eliminating Lincoln's Birthday as a paid holiday.

NOW THEREFORE BE IT ORDAINED by the Township Committee of the Township of Upper Deerfield that Policy #2.01(L) of the Personnel Manual and any reference therein to longevity payments be and the same is hereby deleted; and

BE IT FURTHER ORDAINED by the Township Committee of the Township of Upper Deerfield that subparagraphs (M) and (N) of Policy #2.01 shall be redesignated as (L) and (M) respectively; and

BE IT FURTHER ORDAINED by the Township Committee of the Township of Upper Deerfield that Section 2.05 of the Township Personnel Manual with respect to holidays be amended to delete Lincoln's Birthday as a paid holiday; and

BE IT FURTHER ORDAINED by the Township Committee of the Township of Upper Deerfield that Section 2.15 of the Township Personnel Manual with respect to health, dental, and life insurance be and the same is hereby amended to require that employees eligible for such coverage must work 35 hours per week or more; and

BE IT FURTHER ORDAINED by the Township Committee of the Township of Upper Deerfield that in all other respects the provisions of the Personnel Manual of the Township of Upper Deerfield shall remain as heretofore and unaltered by the provisions hereof;

James Crilley, Chairman

Finally February 7, 2013

Attested:

Roy J. Spoltore, Township Clerk

First Reading: January 17, 2013

Publication: January 24, 2013

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