

RESOLUTION NO. 1-02 of 2019

WHEREAS, the Township of Pittston, by and through its Board of Supervisors, in recognition of the need to reward Township employees for their years of service to the Township, to encourage their continued dedication, and in an effort to avoid employee turnover deems it to be in the best interest and welfare of the Township to authorize longevity pay to all full-time and part-time Township employees.

WHEREAS, the Township of Pittston, by and through its Board of Supervisors, although recognizing in general that longevity pay to Township employees may be beneficial to the overall interest and welfare of the Township, deems it necessary to review and decide whether to award longevity pay to Township employees on an annual basis to determine whether the Township is in a financial condition such that it has sufficient funds available to make longevity payments to its employees.

NOW, THEREFORE, IT IS HEREBY RESOLVED THAT, longevity payments are hereby authorized to be made to all full-time and part-time "qualifying employees" of the Township. Longevity pay is compensation in excess of each qualifying employee's base wage or salary. Longevity payments shall be made and are due and owing to each "qualifying employee" immediately upon passage of this Resolution. The definition of a "qualifying employee" and the process by which each "qualifying employee's" longevity pay is calculated is set forth below.

A "qualifying employee" is any Township employee (full-time or part-time) who was employed by the Township as of December 31, 2015 and who earned a minimum of \$8000 during the year 2015. However, any Township employee who was employed by Pittston Township as a paid Fire Truck Driver or was employed as a full-time Pittston Township Police Officer during 2015 is specifically excluded from the definition of a "qualifying employee" under this Resolution as such employee's entitlement to longevity pay is determined by existing Collective Bargaining Agreements.

The longevity pay of each "qualifying employee" shall be calculated as follows:

Each "qualifying employee" is entitled to \$75 per year for each year of completed service up to nine (9) years. If a "qualifying employee" has ten (10) or more years of completed service, each such "qualifying

employee" is entitled to \$125 per year. For example, a "qualifying employee" with one (1) year of completed service shall receive \$75; a qualifying employee with two (2) years of completed service shall receive

\$150; a "qualifying employee" with ten (10) years of completed service shall receive \$1,250; a "qualifying employee" with eleven (11) years of completed service shall receive \$1,375.

Each "qualifying employee's" years of completed service is calculated as of his/her year of hiring. However, in order for any year to be included in any "qualified employee's" longevity pay calculation, the employee must have earned a minimum of \$8000 in that year. For example, a "qualifying employee" hired on January 1, 2012 who earned over \$8000 every year since he was hired to the present would be deemed to have four (4) years of completed service for purposes of calculating his/her longevity pay; a "qualifying employee" hired on July 30, 2012 who earned over \$8000 every year since he was hired to the present would also be deemed to have four (4) years of completed service for purposes of calculating his/her longevity pay; a "qualifying employee" hired on September 15, 2015 who earned over \$8000 in 2015 would be deemed to have one (1) year of completed service for purposes of calculating his/her longevity pay; a "qualifying employee" hired on January 1, 2010 who earned \$8000 in every year since he was hired to the present except 2013 would be deemed to have five (5) years of completed service for purposes of calculating his/her longevity pay.

The longevity payments to "qualifying employees" of the Township authorized by this Resolution are one-time payments only, calculated as set forth above. The authorization of longevity payments to Township employees in any future years would need to be voted on and duly enacted by future members of the Board of Supervisors of Pittston Township. Nothing in this Resolution should be deemed to authorize the payment of longevity pay to any Township employees at any time in the future.

IT IS FURTHER RESOLVED THAT the applicable officers of the Township are authorized and empowered to execute and issue payments and such other documents necessary to carry out the intent of this Resolution.

RESOLVED, this 7th day of January 20 19

PITTSTON TOWNSHIP BOARD OF SUPERVISORS

BY:

David Slezak
David Slezak

Stephen Rinaldi
Stephen Rinaldi

Ralph Yanora
Ralph Yanora

ATTEST:

John A. Bonita, Secretary