

**ORDINANCE OF THE TOWNSHIP OF WEST DEPTFORD
AMENDING CHAPTER 47, PERSONNEL REGULATIONS OF
THE CODE OF THE TOWNSHIP OF WEST DEPTFORD**

WHEREAS, Chapter 47, Personnel Regulations, of the Township Code governs employment policy, compensation, benefits, grievances, and other personnel issues concerning Township employees in the Township of West Deptford; and

WHEREAS, the Township Committee wishes to make certain amendments and supplements to Chapter 47 in order for the Code to reflect certain changes made to employment contracts with Township Employees.

NOW, THEREFORE, BE IT ORDAINED by the Mayor and Township Committee of the Township of West Deptford, County of Gloucester, and the State of New Jersey, as follows:

Section 1: Chapter 47, Personnel Regulations, of the Code of the Township of West Deptford is hereby amended and supplemented by adding the underlined text and deleting the struck-out text, as follows:

ARTICLE IV Benefits

§ 47-12. Health insurance.

- A. **[Amended 8-11-11 by Ord. No. O-2011-05]** All full-time permanent employees and employees serving in exempt service positions shall be entitled to receive health insurance benefits. Elected Officials who have not as of August 11, 2011 satisfied the age and years of service requirements specified in Section B thereof are not eligible for health insurance benefits contained in Subsection A. Those benefits are as described below:
- (1) Medical Insurance ~~(select one (1) only).~~
 - (a) ~~Self-funded~~ Major medical. As described in "Plan Document and Summary Plan Description for West Deptford Township."
 - ~~(b) Amerihealth H.M.O.~~
 - (2) Dental insurance. As described in "Plan Document and Summary Plan Description for West Deptford Township."
 - (3) Prescription Drug Plan. Family coverage as described in "Plan Document and Summary Plan Description for West Deptford Township."
- B. Health insurance benefits for qualified retirees. **[Amended 8-11-11 by Ord. No. O-2011-05]** Upon retirement, all full-time permanent employees and employees serving in exempt service positions shall be entitled to all health insurance benefits listed above in subsection A if they satisfy the following eligibility criteria. Elected Officials who have not as of August 11, 2011 satisfied the age and years of service requirements specified in Section B thereof are not eligible for health insurance benefits contained in Subsection A.
- (1)
 - (a) Twenty (20) years service within West Deptford Township and 25 years or more of service credit in the state pension system attainment of the age of fifty-five (55) ~~while employed with West Deptford Township;~~ or **[Amended 9-6-01 by Ord. No. 2001-17; 12-30-02 by Ord. No. 2002-13]**
 - (b) Fifteen (15) years service with West Deptford Township and attainment of the age of sixty-five (65) while employed with West Deptford Township; or **[Amended 9-6-01 by Ord. No. 2001-17]**
 - (c) Retired on a disability pension.
 - (2)
 - (a) Employment with any other employer that is part of the public entity of West Deptford Township (i.e. the West Deptford Board of Education) shall, for the purpose of determining eligibility for retirement medical insurance benefits, count as service years with West Deptford Township. However, this service with another West Deptford employer and West Deptford Township must be consecutive service. An employee exercising this privilege shall reimburse the township for the full cost of all medical insurance, including prescription and dental coverage, on a pro-rata basis. For example: An employee with five (5) years service with West Deptford Board of Education and fifteen (15) years service with West Deptford Township would be required to reimburse the township for one-fourth (1/4) of the cost of medical insurance taken.
 - (b) A current employee with a minimum of fifteen (15) years continuous service shall be entitled to retirement health benefits without the requirement of pro rata reimbursement if they have years of continuous service necessary to achieve twenty-five (25) years of combined service with West Deptford Township and West Deptford Board of Education.

(c) Employees who: (a) retire with 25 years or more of service credit in a state or locally administered retirement system; (b) had less than 20 years of creditable service in a state or locally administered retirement systems as of June 28, 2011 and who (c) subsequently retire in accordance with the provisions of N.J.S.A. 40A:10-23 and this section but with less than 20 years of service with West Deptford, shall be entitled to be entitled to insurance referenced in Section A, pro-rated by the Township with the Township paying 50% plus 2% per year of service the employee served with West Deptford and the employee paying the remainder, and all such retirees shall further be required to make health care contributions during retirement in accordance with the terms of Chapter 78, P.L. 2011, using the retirees' retirement allowance as if it were base salary for the purpose of calculating the contribution required by Chapter 78, P.L. 2011.

- (3) All employees retiring after January 1, 1999, must, at their own cost, obtain Medicaid/Medicare Part B in order to receive health insurance benefits for qualified retirees.
- (4) All benefits referred to in this section shall be applicable to the surviving spouse and/or dependent child(ren) of said employee(s) who qualifies under this section for said health insurance benefits, which employee(s) predeceases his or her surviving spouse and/or dependant child(ren). To qualify for said benefits, at the time of the employee(s) death, said surviving spouse must be legally married to said employee(s) and said dependent child(ren) must be legally dependant in accordance with applicable law. Said benefits to said surviving spouse shall terminate upon the remarriage of said surviving spouse. Said benefits to dependant child(ren) shall terminate upon said child(ren) no longer being dependent as determined by applicable law.

The benefits as described above to said surviving spouse and/or dependent child(ren) shall be applicable and otherwise extended to all qualified employees who have retired.
[Added 12-30-02 by Ord. No. 2002-13]

- C. Employees and retirees who are eligible to receive health insurance benefits from the Township of West Deptford pursuant to this section shall contribute to the cost of such health insurance in accordance with the Statute enacted into Law by the State of New Jersey on or about June 28, 2011, P.L.2011, c.78, otherwise known as Senate Bill 2937, as amended. [Added 8-11-11 by Ord. No. 2011-05]

Section 2: Effective Date

This ordinance shall take effect 20 days after final adoption and publication as provided by law.

The West Deptford Township Employee Handbook shall be amended to reflect the changes in policy set forth in this ordinance.

Section 3: Ordinance Provisions Repealed

Any ordinance provisions inconsistent with the provisions of this Ordinance are repealed to the extent of such inconsistency.

Section 4: Severability

If the provisions of any section, subsection, paragraph, subdivision, or clause of this ordinance shall be judged invalid by a court of competent jurisdiction, such order of judgment shall not affect or invalidate the remainder of any section, subsection, paragraph, subdivision, or clause of this ordinance.

TOWNSHIP OF WEST DEPTFORD


RAYMOND CHINTALL, Mayor

ATTEST:


AMY LESO, RMC, Township Clerk

PLEASE TAKE NOTICE that an Ordinance of the Township of West Deptford Amending Chapter 47 Personnel Regulations of the Code of the Township of West Deptford, County of Gloucester, New Jersey, was passed on second reading by the Township Committee at its meeting on December 18th, 2014, held at the Municipal Building located at 400 Crown Point Road, West Deptford, New Jersey, after a public hearing was held thereon. Copies of the Ordinance are available for inspection in the Office of the Township Clerk.



AMY LESO, RMC Township Clerk