

**BOROUGH OF ALBURTIS
LEHIGH COUNTY, PENNSYLVANIA**

Ordinance No. 332

(Duly Adopted March 27, 1996)

AN ORDINANCE AMENDING THE SHORT-TERM DISABILITY BENEFIT FOR FULL-TIME BOROUGH EMPLOYEES BY ELIMINATING THE ONE HUNDRED FIFTY DOLLAR (\$150.00) LIMITATION ON BENEFITS DURING THE PARTIAL BENEFIT PERIOD.

WHEREAS, in Ordinance 299 (adopted May 12, 1993), the Borough Council established a short-term disability benefit policy for certain employees of the Borough; and

WHEREAS, the Borough Council of the Borough of Alburdis and the Alburdis Police Officers' Association, the collective bargaining representative of the police officers of the Borough, have recently entered into a collective bargaining agreement for calendar years 1996, 1997, and 1998; and

WHEREAS, pursuant to Section 14 of the collective bargaining agreement, the Borough agreed to eliminate the \$150.00 limitation in the partial benefit under Section 5 of Ordinance 299 for the Borough police officers covered by the short-term disability benefit policy; and

WHEREAS, Borough Council desires to implement Section 14 of the collective bargaining agreement; and

WHEREAS, Borough Council desires to extend the benefit granted to covered police officers under Section 14 of the collective bargaining agreement to qualified non-uniformed employees of the Borough;

NOW, THEREFORE, be it **ORDAINED** and **ENACTED** by the Borough Council of the Borough of Alburtis, Lehigh County, Pennsylvania, that subsections (a) and (b) of Section 5 (relating to Partial Benefits) of Ordinance 299 (adopted May 12, 1993), are amended as follows (with additions indicated by double-underlining, and deletions indicated by ~~stricken-through-type~~):

(a) For each working day in the Partial Benefit Period that a Full-time Employee suffers from a Total Disability, the Borough shall pay the Full-Time Employee ~~the lesser of—~~

~~(1)~~ two-thirds (2/3) of the amount of compensation he/she would have received from the Borough if he/she had performed the duties of his/her Pre-Disability Position on that day during regularly-scheduled hours, ~~or~~

~~(2)—One Hundred Fifty Dollars (\$150.00),~~

and shall continue to provide all benefits the Full-Time Employee would have received in his/her Pre-Disability Position.

(b) For each working day in the Partial Benefit Period that a Full-Time Employee suffers from a Partial Disability **and** for which the Full-Time Employee earns in the position to which he/she was assigned less than two-thirds (2/3) of the amount of compensation he/she would have received from the Borough if he/she had performed the duties of his/her Pre-Disability Position on that day during regularly-scheduled hours, the Borough shall pay the Full-Time Employee ~~the lesser of—~~

~~(1)~~ the *difference* between two-thirds (2/3) of the amount of compensation he/she would have received from the Borough if he/she had performed the duties of his/her Pre-Disability Position on that day during regularly-scheduled hours, and the amount of compensation earned

by the Full-Time Employee for that day in the position to which the Full-Time Employee was assigned, or

~~(2) — One Hundred Fifty Dollars (\$150.00),~~

and shall continue to provide all benefits the Full-Time Employee would have received in his/her Pre-Disability Position.

DULY ORDAINED and **ENACTED** by the Borough Council of the Borough of Alburdis, this 27th day of March, 1996, in lawful session duly assembled.

BOROUGH COUNCIL
BOROUGH OF ALBURDIS

Steven R. Hill, President

Attest:

Louise Stahley, Secretary

AND NOW, this 27th day of March, 1996, the above Ordinance is hereby APPROVED.

Ronald J. DeIaco, Mayor