



2016 PSATS Wage and Benefits Survey Results

Non-Police Employee Benefit Information

**By Population Category
and
By Region**

Townships with Populations up to 1,000

Township Responses and Employee Benefits:

- 163 out of 339 townships in this population category responded, a response rate of 48 percent.
- 149 responding townships have a three-member board of supervisors, 2 townships have a five-member board of supervisors, and 1 has other/home rule.
- 40 responding townships, or 25 percent, reported using a CPA to perform the 2015 audit while 112 townships or 69 percent, reported using the elected auditors for the 2015 audit.
- 3 townships have a part-time police department, 1 uses a regional department, and 9 use another municipality. 112 townships, or 88 percent, rely on the Pennsylvania State Police for police protection.
- 142 responding townships employ 668 part-time employees and 57 townships employ 120 full-time employees, 19 of which will be impacted by the new federal overtime rule.
- 32 responding townships, or 20 percent, provide employee medical and hospitalization insurance. Of these, 3 townships, or 9 percent, require employees to contribute to this cost, 11, or 34 percent, provide a high deductible plan, 7, or 22 percent, provide health insurance for non-working supervisors, and 3, or 9 percent, require coordination of spousal benefits.
- 6 townships, or 4 percent, increased employees pay instead of providing a health insurance plan.
- 12 responding townships, or 7 percent, provide employee dental care insurance.
- 11 responding townships, or 7 percent, provide employee vision care insurance.
- 15 responding townships, or 9 percent, provide employee disability insurance.
- 13 responding townships, or 8 percent, provide term life insurance.
- 24 responding townships, or 15 percent, provide paid pension or retirement benefits. 13 of these provide a defined benefit plan and 7 provide a defined contribution plan. 6 townships with defined benefit plans require employees to pay for a portion of the benefit, while 5 townships with defined contribution plans require employees to pay for a portion of this benefit,
- 51 responding townships, or 31 percent, provide paid vacation leave.
- 57 responding townships, or 35 percent, provide paid holidays, with an average of 6.9 paid holidays per year.
- 27 responding townships, or 17 percent, provide paid sick leave, with an average of 5 sick days earned per year.
- 23 responding townships, or 14 percent, provide paid personal days, with an average of 2.8 personal days earned per year.

Townships with Populations from 1,001 to 2,000

Township Responses and Employee Benefits:

- 213 out of 355 townships in this population category responded, a response rate of 60 percent.
- 82 responding townships, or 38 percent, reported using a CPA to perform the 2015 audit while 126 townships or 59 percent, reported using the elected auditors for the 2015 audit.
- 7 townships have a full-time police department, 6 townships have a part-time police department, 2 townships use a regional department, and 18 use another municipality for police protection. 170 townships, or 80 percent, rely on the Pennsylvania State Police for police protection.
- 184 townships reported employing 846 part-time employees and 148 townships reported employing 415 full-time employees, 71 of which would be impacted by the new federal overtime rule.
- 120 responding townships, or 56 percent, provide employee medical and hospitalization insurance. Of these, 19, or 16 percent, require employees to contribute to this benefit, 35, or 29 percent, provide a high deductible plan, 22, or 18 percent, provide health insurance for non-working supervisors, 13, or 11 percent, require coordination of spousal benefits, and 2 townships, or 2 percent, provide post-retirement health benefits.
- 18 townships, or 8.5 percent, increased employees pay instead of providing a health insurance plan.
- 52 responding townships, or 24 percent, provide employee dental care insurance.
- 51 responding townships, or 24 percent, provide employee vision care insurance.
- 70 responding townships, or 33 percent, provide employee disability insurance.
- 63 responding townships, or 30 percent, provide term life insurance.
- 97 responding townships, or 46 percent, provide paid pension or retirement benefits. 53 of these provide a defined benefit plan, 29 provide a defined contribution plan, and 5 provide both. 25 townships with defined benefit plans require employees to pay for a portion of this benefit, while 22 townships with defined contribution plans require employees to contribute to this benefit.
- 136 responding townships, or 64 percent, provide paid vacation leave.
- 154 responding townships, or 72 percent, provide paid holidays, with an average of 7.9 paid holidays per year.
- 80 responding townships, or 38 percent, provide paid sick leave, with an average of 6.1 sick days earned per year.
- 75 responding townships, or 35 percent, provide paid personal days, with an average of 2.9 personal days earned per year.
- 205 responding townships, or 96 percent, have a three-member board of supervisors and 4 townships, or 2 percent, have a five-member board of supervisors.

Townships with Populations from 2,001 to 4,000

Township Responses and Employee Benefits:

- 207 out of 319 townships in this population category responded, a response rate of 65 percent.
- 182 responding townships, or 88 percent, have a three-member board of supervisors and 19 townships, or 9 percent, have a five-member board of supervisors.
- 106 responding townships, or 51 percent, reported using a CPA to perform the 2015 audit while 94 townships or 45 percent, reported using the elected auditors for the 2015 audit.
- 18 townships, or 9 percent, have a full-time police department, 24 townships, or 12 percent, have a part-time police department, 6, or 3 percent, uses a regional department, 10, or 5 percent use another municipality, and 135 townships, or 65 percent, rely on the Pennsylvania State Police for police protection.
- 168 townships reported employing 776 part-time employees and 175 townships reported employing 716 full-time employees, 73 of which would be impacted by the new federal overtime rule.
- 160 responding townships, or 77 percent, provide employee medical and hospitalization insurance. Of townships providing medical insurance, 54, or 34 percent, require employees to contribute, 37, or 23 percent, provide a high deductible plan, 37, or 23 percent, provide health insurance for non-working supervisors, 26, or 16 percent, require coordination of spousal benefits, and 10, or 6 percent, provide post-retirement health benefits.
- 5 townships, or 2 percent, increased employees pay instead of providing a health insurance plan.
- 105 responding townships, or 51 percent, provide employee dental care insurance.
- 109 responding townships, or 53 percent, provide employee vision care insurance.
- 113 responding townships, or 55 percent, provide employee disability insurance.
- 115 responding townships, or 55 percent, provide term life insurance.
- 158 responding townships, or 76 percent, provide paid pension or retirement benefits. 93 of these provide a defined benefit plan, 42 provide a defined contribution plan, and 12 provide both. 37 townships with defined benefit plans require employees to pay for a portion of this benefit, while 33 townships with defined contribution plans require employees to contribute to this benefit.
- 174 responding townships, or 84 percent, provide paid vacation leave.
- 179 responding townships, or 86 percent, provide paid holidays, with an average of 9.4 paid holidays per year.
- 134 responding townships, or 65 percent, provide paid sick leave, with an average of 6.2 sick days earned per year.
- 128 responding townships, or 62 percent, provide paid personal days, with an average of 3.3 personal days earned per year.

Townships with Populations from 4,001 to 8,000

Township Responses and Employee Benefits:

- 150 out of 221 townships in this population category responded, a response rate of 68 percent.
- 111 responding townships, or 74 percent, have a three-member board of supervisors, 32 townships, or 21 percent, have a five-member board of supervisors, and one township reported other/home rule for its board.
- 115 responding townships, or 77 percent, reported using a CPA to perform the 2015 audit while 31 townships or 21 percent, reported using the elected auditors for the 2015 audit.
- 45 townships, or 30 percent, have a full-time police department, 13 townships, or 9 percent, have a part-time police department, 14 townships, or 9 percent, use a regional department, and 5 townships, or 3 percent use another municipality. 69 townships, or 46 percent, rely on the Pennsylvania State Police for police protection.
- 120 townships reported employing 608 part-time employees and 143 townships reported employing 1,192 full-time employees, 51 of which would be impacted by the new federal overtime rule.
- 143 responding townships, or 95 percent, provide employee medical and hospitalization insurance. Of townships providing medical insurance, 48, or 34 percent, require employees to contribute, 50, or 35 percent, provide a high deductible plan, 35, or 24 percent, provide health insurance for non-working supervisors, 14, or 10 percent, require coordination of spousal benefits, and 15, or 10 percent, provide post-retirement health benefits.
- 118 responding townships, or 79 percent, provide employee dental care insurance.
- 116 responding townships, or 77 percent, provide employee vision care insurance.
- 124 responding townships, or 83 percent, provide employee disability insurance.
- 128 responding townships, or 85 percent, provide term life insurance.
- 137 responding townships, or 91 percent, provide paid pension or retirement benefits. 77 of these provide a defined benefit plan, 36 provide a defined contribution plan, and 21 provide both. 30 townships with defined benefit plans require employees to pay for a portion of this benefit, while 43 townships with defined contribution plans require employees to contribute to this benefit.
- 137 responding townships, or 91 percent, provide paid vacation leave.
- 147 responding townships, or 98 percent, provide paid holidays, with an average of 10.7 paid holidays per year.
- 131 responding townships, or 87 percent, provide paid sick leave, with an average of 7.9 sick days earned per year.
- 117 responding townships, or 78 percent, provide paid personal days, with an average of 3.7 personal days earned per year.

Townships with Populations over 8,000

Township Responses and Employee Benefits:

- 72 out of 150 townships in this population category responded, a response rate of 48 percent.
- 30 responding townships, or 42 percent, have a three-member board of supervisors, 39 townships, or 54 percent, have a five-member board of supervisors, and 2, or 3 percent, reported other/home rule for its board.
- 66 responding townships, or 92 percent, reported using a CPA to perform the 2015 audit while 5 townships or 7 percent, reported using the elected auditors for the 2015 audit.
- 37 townships, or 51 percent, have a full-time police department, 9, or 13 percent, uses a regional department, and 2, or 3 percent use another municipality. 23 townships, or 32 percent, rely on the Pennsylvania State Police for police protection.
- 67 townships reported employing 828 part-time employees and 71 townships reported employing 1,770 full-time employees, 35 of which would be impacted by the new federal overtime rule.
- 71 responding townships, or 99 percent, provide employee medical and hospitalization insurance. Of townships providing medical insurance, 38, or 54 percent, require employees to contribute, 16, or 23 percent, provide a high deductible plan, 18, or 25 percent, provide health insurance for non-working supervisors, 17, or 24 percent, require coordination of spousal benefits, and 14, or 20 percent, provide post-retirement health benefits. 12 of these have 50 or more employees and must provide health benefits under the ACA.
- 66 responding townships, or 92 percent, provide employee dental care insurance.
- 66 responding townships, or 92 percent, provide employee vision care insurance.
- 65 responding townships, or 90 percent, provide employee disability insurance.
- 67 responding townships, or 93 percent, provide term life insurance.
- 70 responding townships, or 97 percent, provide paid pension or retirement benefits. 26 of these provide a defined benefit plan, 12 provide a defined contribution plan, and 26 provide both. 33 townships with defined benefit plans require employees to pay for a portion of this benefit, while 38 townships with defined contribution plans require employees to contribute to this benefit.
- 68 responding townships, or 94 percent, provide paid vacation leave.
- 72 responding townships, or 100 percent, provide paid holidays, with an average of 10.6 paid holidays per year.
- 63 responding townships, or 88 percent, provide paid sick leave, with an average of 10.5 sick days earned per year.
- 61 responding townships, or 85 percent, provide paid personal days, with an average of 3.5 personal days earned per year.

Southeast – Berks, Bucks, Chester, Delaware, Lehigh, Montgomery, & Northampton

Township Responses and Employee Benefits:

- 94 out of 179 townships in this population category responded, a response rate of 53 percent.
- 64 responding townships, or 68 percent, have a three-member board of supervisors, 25 townships, or 27 percent, have a five-member board of supervisors, and 2 townships, or 2 percent, reported other/home rule for its board.
- 75 responding townships, or 80 percent, reported using a CPA to perform the 2015 audit while 16 townships or 17 percent, reported using the elected auditors for the 2015 audit.
- 27 townships, or 29 percent, have a full-time police department, 9 townships, or 10 percent, have a part-time police department, 8 townships, or 9 percent, use a regional department, and 6, or 6 percent use another municipality. 40 townships, or 43 percent, rely on the Pennsylvania State Police for police protection.
- 83 townships reported employing 481 part-time employees and 81 townships reported employing 998 full-time employees, 36 of which would be impacted by the new federal overtime rule.
- 78 responding townships, or 83 percent, provide employee medical and hospitalization insurance. Of townships providing medical insurance, 29, or 37 percent, require employees to contribute, 22, or 28 percent, provide a high deductible plan, 14, or 18 percent, provide health insurance for non-working supervisors, 11, or 14 percent, require coordination of spousal benefits, and 3, or 4 percent, provide post-retirement health benefits.
- 69 responding townships, or 73 percent, provide employee dental care insurance.
- 65 responding townships, or 69 percent, provide employee vision care insurance.
- 71 responding townships, or 76 percent, provide employee disability insurance.
- 68 responding townships, or 72 percent, provide term life insurance.
- 75 responding townships, or 80 percent, provide paid pension or retirement benefits. 26 of these provide a defined benefit plan, 19 provide a defined contribution plan, and 24 provide both. 20 townships with defined benefit plans require employees to pay for a portion of this benefit, while 38 townships with defined contribution plans require employees to contribute to this benefit.
- 81 responding townships, or 86 percent, provide paid vacation leave.
- 83 responding townships, or 88 percent, provide paid holidays, with an average of 10.3 paid holidays per year.
- 73 responding townships, or 78 percent, provide paid sick leave, with an average of 7.6 sick days earned per year.
- 66 responding townships, or 70 percent, provide paid personal days, with an average of 3.3 personal days earned per year.

Northwest – Clarion, Crawford, Erie, Forest, Lawrence, Mercer, Venango, & Warren

Township Responses and Employee Benefits:

- 103 out of 169 townships in this population category responded, a response rate of 61 percent.
- 99 responding townships, or 96 percent, have a three-member board of supervisors, 2 townships, or 2 percent, have a five-member board of supervisors, and one township reported other/home rule for its board.
- 49 responding townships, or 48 percent, reported using a CPA to perform the 2015 audit while 52 townships, or 50 percent, reported using the elected auditors for the 2015 audit.
- 6 townships, or 6 percent, have a full-time police department, 5 townships, or 6 percent, have a part-time police department, 1, or 1 percent, uses a regional department, and 6, or 6 percent, use another municipality for their police protection. 80 townships, or 78 percent, rely on the Pennsylvania State Police for police protection.
- 92 townships reported employing 333 part-time employees and 76 townships reported employing 299 full-time employees, 19 of which would be impacted by the new federal overtime rule.
- 62 responding townships, or 60 percent, provide employee medical and hospitalization insurance. Of townships providing medical insurance, 19, or 31 percent, require employees to contribute, 22, or 35 percent, provide a high deductible plan, 16, or 26 percent, provide health insurance for non-working supervisors, and 10, or 16 percent, require coordination of spousal benefits,
- 8 townships, or 8 percent, increased employee pay instead of providing health insurance.
- 33 responding townships, or 32 percent, provide employee dental care insurance.
- 32 responding townships, or 31 percent, provide employee vision care insurance.
- 45 responding townships, or 44 percent, provide employee disability insurance.
- 45 responding townships, or 44 percent, provide term life insurance.
- 61 responding townships, or 59 percent, provide paid pension or retirement benefits. 31 of these provide a defined benefit plan, 23 provide a defined contribution plan, and 4 provide both. 15 townships with defined benefit plans require employees to pay for a portion of this benefit, while 11 townships with defined contribution plans require employees to contribute to this benefit.
- 76 responding townships, or 74 percent, provide paid vacation leave.
- 80 responding townships, or 78 percent, provide paid holidays, with an average of 7.9 paid holidays per year.
- 44 responding townships, or 43 percent, provide paid sick leave, with an average of 5.6 sick days earned per year.
- 54 responding townships, or 52 percent, provide paid personal days, with an average of 3.3 personal days earned per year.

Southcentral (East) – Adams, Cumberland, Dauphin, Franklin, Lancaster, Lebanon, Perry, & York

Township Responses and Employee Benefits:

- 120 out of 170 townships in this population category responded, a response rate of 71 percent.
- 91 responding townships, or 76 percent, have a three-member board of supervisors and 27 townships, or 23 percent, have a five-member board of supervisors.
- 71 responding townships, or 59 percent, reported using a CPA to perform the 2015 audit while 47 townships or 39 percent, reported using the elected auditors for the 2015 audit.
- 19 townships, or 16 percent, have a full-time police department, 5 townships, or 4 percent, have a part-time police department, 10, or 8 percent, use a regional department, and 5, or 4 percent use another municipality. 75 townships, or 63 percent, rely on the Pennsylvania State Police for police protection.
- 102 townships reported employing 836 part-time employees and 98 townships reported employing 876 full-time employees, 25 of which would be impacted by the new federal overtime rule.
- 95 responding townships, or 79 percent, provide employee medical and hospitalization insurance. Of townships providing medical insurance, 35, or 37 percent, require employees to contribute, 33, or 35 percent, provide a high deductible plan, 20, or 21 percent, provide health insurance for non-working supervisors, and 19, or 20 percent, require coordination of spousal benefits, and 12 townships, or 10 percent, provide post-retirement health benefits
- 5 townships, or 5 percent, increased employee pay instead of providing health insurance.
- 70 responding townships, or 58 percent, provide employee dental care insurance.
- 67 responding townships, or 56 percent, provide employee vision care insurance.
- 81 responding townships, or 58 percent, provide employee disability insurance.
- 79 responding townships, or 66 percent, provide term life insurance.
- 92 responding townships, or 77 percent, provide paid pension or retirement benefits. 50 of these provide a defined benefit plan, 22 provide a defined contribution plan, and 14 provide both. 22 townships with defined benefit plans require employees to pay for a portion of this benefit, while 30 townships with defined contribution plans require employees to contribute to this benefit.
- 97 responding townships, or 81 percent, provide paid vacation leave.
- 105 responding townships, or 88 percent, provide paid holidays, with an average of 9.7 paid holidays per year.
- 87 responding townships, or 73 percent, provide paid sick leave, with an average of 8.2 sick days earned per year.
- 72 responding townships, or 60 percent, provide paid personal days, with an average of 3.4 personal days earned per year.

Southcentral (West) – Bedford, Blair, Cambria, Fulton, Huntingdon, Juniata, Mifflin, & Somerset

Township Responses and Employee Benefits:

- 88 out of 153 townships in this population category responded, a response rate of 58 percent.
- 78 responding townships, or 89 percent, have a three-member board of supervisors and 5 townships, or 6 percent, have a five-member board of supervisors.
- 26 responding townships, or 30 percent, reported using a CPA to perform the 2015 audit while 65 townships or 74 percent, reported using the elected auditors for the 2015 audit.
- 7 townships, or 8 percent, have a full-time police department, 8 townships, or 9 percent, have a part-time police department, 2, or 2 percent, use a regional department, and 2, or 2 percent, use another municipality. 65 townships, or 74 percent, rely on the Pennsylvania State Police for police protection.
- 78 townships reported employing 330 part-time employees and 53 townships reported employing 298 full-time employees, 38 of which would be impacted by the new federal overtime rule.
- 49 responding townships, or 56 percent, provide employee medical and hospitalization insurance. Of townships providing medical insurance, 9, or 18 percent, require employees to contribute, 14, or 29 percent, provide a high deductible plan, 13, or 27 percent, provide health insurance for non-working supervisors, and 8, or 16 percent, require coordination of spousal benefits, 4 townships, or 8 percent, provide post-retirement health benefits.
- 1 township, or 1 percent, increased employee pay instead of providing health insurance.
- 30 responding townships, or 34 percent, provide employee dental care insurance.
- 36 responding townships, or 41 percent, provide employee vision care insurance.
- 28 responding townships, or 32 percent, provide employee disability insurance.
- 31 responding townships, or 35 percent, provide term life insurance.
- 39 responding townships, or 44 percent, provide paid pension or retirement benefits. 25 of these provide a defined benefit plan, 10 provide a defined contribution plan, and 1 provides both. 9 townships with defined benefit plans require employees to pay for a portion of this benefit, while 8 townships with defined contribution plans require employees to contribute to this benefit.
- 44 responding townships, or 50 percent, provide paid vacation leave.
- 48 responding townships, or 55 percent, provide paid holidays, with an average of 9.2 paid holidays per year.
- 29 responding townships, or 33 percent, provide paid sick leave, with an average of 7.2 sick days earned per year.
- 33 responding townships, or 38 percent, provide paid personal days, with an average of 3.7 personal days earned per year.

Southwest – Allegheny, Armstrong, Beaver, Butler, Fayette, Greene, Indiana, Washington, & Westmoreland

Township Responses and Employee Benefits:

- 127 out of 193 townships in this population category responded, a response rate of 66 percent.
- 107 responding townships, or 84 percent, have a three-member board of supervisors and 14 townships, or 11 percent, have a five-member board of supervisors.
- 63 responding townships, or 50 percent, reported using a CPA to perform the 2015 audit while 59 townships or 47 percent, reported using the elected auditors for the 2015 audit.
- 23 townships, or 18 percent, have a full-time police department, 8 townships, or 6 percent, have a part-time police department, 4, or 3 percent, use a regional department, and 9, or 7 percent use another municipality for police protection. 81 townships, or 64 percent, rely on the Pennsylvania State Police for police protection.
- 95 townships reported employing 563 part-time employees and 102 townships reported employing 923 full-time employees, 63 of which would be impacted by the new federal overtime rule.
- 101 responding townships, or 80 percent, provide employee medical and hospitalization insurance. Of townships providing medical insurance, 30, or 30 percent, require employees to contribute, 24, or 24 percent, provide a high deductible plan, 30, or 30 percent, provide health insurance for non-working supervisors, 8, or 8 percent, require coordination of spousal benefits, and 10 townships, or 10 percent, provide post-retirement health insurance.
- 1 township increased employee pay instead of providing health insurance.
- 75 responding townships, or 59 percent, provide employee dental care insurance.
- 81 responding townships, or 64 percent, provide employee vision care insurance.
- 75 responding townships, or 59 percent, provide employee disability insurance.
- 78 responding townships, or percent, provide term life insurance.
- 94 responding townships, or 74 percent, provide paid pension or retirement benefits. 48 of these provide a defined benefit plan, 26 provide a defined contribution plan, and 13 provide both. 29 townships with defined benefit plans require employees to pay for a portion of this benefit, while 25 townships with defined contribution plans require employees to contribute to this benefit.
- 103 responding townships, or 81 percent, provide paid vacation leave.
- 106 responding townships, or 84 percent, provide paid holidays, with an average of 10.3 paid holidays per year.
- 81 responding townships, or 64 percent, provide paid sick leave, with an average of 7.9 sick days earned per year.
- 74 responding townships, or 58 percent, provide paid personal days, with an average of 3.5 personal days earned per year.

Northeast – Carbon, Lackawanna, Luzerne, Monroe, Pike, Schuylkill, Susquehanna, Wayne, & Wyoming

Township Responses and Employee Benefits:

- 98 out of 181 townships in this population category responded, a response rate of 54 percent.
- 81 responding townships, or 83 percent, have a three-member board of supervisors and 10 townships, or 10 percent, have a five-member board of supervisors.
- 54 responding townships, or 55 percent, reported using a CPA to perform the 2015 audit while 38 townships or 39 percent, reported using the elected auditors for the 2015 audit.
- 12 townships, or 12 percent, have a full-time police department, 7 townships, or 7 percent, have a part-time police department, 4, or 4 percent, use a regional department, and 9, or 9 percent use another municipality. 57 townships, or 58 percent, rely on the Pennsylvania State Police for police protection.
- 82 townships reported employing 475 part-time employees and 66 townships reported employing 327 full-time employees, 33 of which would be impacted by the new federal overtime rule.
- 59 responding townships, or 60 percent, provide employee medical and hospitalization insurance. Of townships providing medical insurance, 17, or 29 percent, require employees to contribute, 19, or 32 percent, provide a high deductible plan, 14, or 24 percent, provide health insurance for non-working supervisors, 5, or 9 percent, require coordination of spousal benefits, and 7, or 12 percent, provide post-retirement health benefits.
- 3 townships, or 3 percent, increased employee pay instead of providing health insurance.
- 37 responding townships, or 38 percent, provide employee dental care insurance.
- 38 responding townships, or 39 percent, provide employee vision care insurance.
- 36 responding townships, or 38 percent, provide employee disability insurance.
- 37 responding townships, or 38 percent, provide term life insurance.
- 46 responding townships, or 47 percent, provide paid pension or retirement benefits. 33 of these provide a defined benefit plan, 7 provide a defined contribution plan, and 2 provide both. 17 townships with defined benefit plans require employees to pay for a portion of this benefit, while 12 townships with defined contribution plans require employees to contribute to this benefit.
- 58 responding townships, or 59 percent, provide paid vacation leave.
- 66 responding townships, or 67 percent, provide paid holidays, with an average of 9.2 paid holidays per year.
- 48 responding townships, or 49 percent, provide paid sick leave, with an average of 7.7 sick days earned per year.
- 42 responding townships, or 43 percent, provide paid personal days, with an average of 3.1 personal days earned per year.

Northcentral (East) – Bradford, Columbia, Lycoming, Montour, Northumberland, Snyder, Sullivan, Tioga, & Union

Township Responses and Employee Benefits:

- 90 out of 188 townships in this population category responded, a response rate of 48 percent.
- 81 responding townships, 90 percent, have a three-member board of supervisors and 7 townships, or 8 percent, have a five-member board of supervisors, and one reported other/home rule for its board.
- 26 responding townships, or 29 percent, reported using a CPA to perform the 2015 audit while 62 townships or 69 percent, reported using the elected auditors for the 2015 audit.
- 5 townships, or 6 percent, have a full-time police department, 5 townships, or 6 percent, have a part-time police department, 2, 2 or percent, use a regional department, and 5, or 6 percent use another municipality for police protection. 69 townships, or 77 percent, rely on the Pennsylvania State Police for police protection.
- 81 townships reported employing 461 part-time employees and 64 townships reported employing 206 full-time employees, 18 of which would be impacted by the new federal overtime rule.
- 41 responding townships, or 46 percent, provide employee medical and hospitalization insurance. Of townships providing medical insurance, 14, or 34 percent, require employees to contribute, 6, or 15 percent, provide a high deductible plan, 5, or 12 percent, provide health insurance for non-working supervisors, 6, or 15 percent, require coordination of spousal benefits, and 3 townships, or 7 percent, provide post-retirement health benefits.
- 9 townships, or 10 percent, increased employee pay instead of providing health insurance.
- 22 responding townships, or 24 percent, provide employee dental care insurance.
- 15 responding townships, or 17 percent, provide employee vision care insurance.
- 26 responding townships, or 29 percent, provide employee disability insurance.
- 20 responding townships, or 22 percent, provide term life insurance.
- 38 responding townships, or 42 percent, provide paid pension or retirement benefits. 24 of these provide a defined benefit plan, 9 provide a defined contribution plan, and 1 provides both. 9 townships with defined benefit plans require employees to pay for a portion of this benefit, while 9 townships with defined contribution plans require employees to contribute to this benefit.
- 58 responding townships, or 64 percent, provide paid vacation leave.
- 62 responding townships, or 69 percent, provide paid holidays, with an average of 7.9 paid holidays per year.
- 41 responding townships, or 46 percent, provide paid sick leave, with an average of 4.9 sick days earned per year.
- 33 responding townships, or 37 percent, provide paid personal days, with an average of 3.3 personal days earned per year.

Northcentral (West) – Cameron, Centre, Clearfield, Clinton, Elk, Jefferson, McKean, & Potter

Township Responses and Employee Benefits:

- 85 out of 142 townships in this population category responded, a response rate of 60 percent.
- 76 responding townships, or 89 percent, have a three-member board of supervisors and 6 townships, or 7 percent, have a five-member board of supervisors.
- 45 responding townships, or 53 percent, reported using a CPA to perform the 2015 audit while 37 townships or 44 percent, reported using the elected auditors for the 2015 audit.
- 5 townships, or 6 percent, have a full-time police department, 2 townships, or 2 percent, have a part-time police department, 1 uses a regional department, and 2, or 2 percent use another municipality for police protection. 69 townships, or 81 percent, rely on the Pennsylvania State Police for police protection.
- 68 townships reported employing 247 part-time employees and 54 townships reported employing 286 full-time employees, 17 of which would be impacted by the new federal overtime rule.
- 41 responding townships, or 48 percent, provide employee medical and hospitalization insurance. Of townships providing medical insurance, 9, or 22 percent, require employees to contribute, 9, or 22 percent, provide a high deductible plan, 7, or 17 percent, provide health insurance for non-working supervisors, and 6, or 15 percent, require coordination of spousal benefits. In addition, 1 township provides post-retirement health benefits.
- 2 townships, or 8 percent, increased employee pay instead of providing health insurance.
- 17 responding townships, or 20 percent, provide employee dental care insurance.
- 19 responding townships, or 22 percent, provide employee vision care insurance.
- 25 responding townships, or 29 percent, provide employee disability insurance.
- 28 responding townships, or 33 percent, provide term life insurance.
- 41 responding townships, or 48 percent, provide paid pension or retirement benefits. 23 of these provide a defined benefit plan, 11 provide a defined contribution plan, and 5 provide both. 10 townships with defined benefit plans require employees to pay for a portion of this benefit, while 8 townships with defined contribution plans require employees to contribute to this benefit.
- 50 responding townships, or 59 percent, provide paid vacation leave.
- 56 responding townships, or 66 percent, provide paid holidays, with an average of 8.5 paid holidays per year.
- 32 responding townships, or 38 percent, provide paid sick leave, with an average of 6.7 sick days earned per year.
- 30 responding townships, or 35 percent, provide paid personal days, with an average of 2.8 personal days earned per year.