



## RESOLUTION

### RELATIVE TO ADDRESSING POSSIBLE INEQUITIES IN SICK LEAVE POLICY FOR CERTAIN UNAFFILIATED EMPLOYEES

### *CITY OF NASHUA*

*In the Year Two Thousand and Eighteen*

**RESOLVED** by the Board of Aldermen of the City of Nashua

**WHEREAS** a change to the policy related to sick leave accumulation and severance payment upon retirement was made effective July 1, 2001;

**WHEREAS** said change to the policy in certain cases may have resulted in employees being deprived of a benefit that had already been earned;

**NOW THEREFORE** it is hereby resolved that the Unaffiliated Employees Personnel Policies Section B. 3. Sick Leave shall be amended by deleting the redlined language and adding the **bold** language in paragraphs 4 & 5.

Accrual Maximum & Retirement Payout – Employees (**currently employed as of passage of this resolution**) hired prior to July ~~1995~~ 2001 may accrue up to a maximum of ninety (90) days of sick leave and receive a payout of one hundred percent (100%) of their sick leave balance upon retirement from the City, **or can accrue an unlimited amount of sick leave and be eligible to receive a payout of twenty percent (20%) of their unused sick leave balance upon retirement. (This choice must be communicated to and confirmed by Human Resources no later than twenty (20) business days following passage of this resolution.)**

Employees hired on or after July 1, ~~1995~~ 2001 can accrue an unlimited amount of sick leave and are eligible to receive a payout of twenty percent (20%) of their unused sick leave balance upon retirement.