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.