

## ORDINANCE

### RELATIVE TO MAXIMUM VACATION ACCRUALS FOR UNAFFILIATED EMPLOYEES

#### *CITY OF NASHUA*

*In the Year Two Thousand and Twenty*

**WHEREAS**, there has been an ongoing State of Emergency in New Hampshire due to the Novel Coronavirus (COVID-19) since March 13, 2020;

**WHEREAS**, unaffiliated employees have been limited in their ability to use accrued vacation time; and

**WHEREAS**, the Unaffiliated Employees Personnel Policies provide that the maximum vacation time accrual as of an employee's anniversary date shall be two times their respective annual accrual rate, and any balances exceeding that amount shall be forfeited.

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Aldermen of the City of Nashua that if there are Unaffiliated Employees that due to the COVID-19 pandemic are in a situation where they would lose accrued vacation time, the Mayor is authorized to allow those employees to exceed their maximum vacation accrual amount.

This legislation shall take effect immediately upon its passage and shall remain in effect until December 31, 2021. All ordinances or parts of ordinances inconsistent herewith are hereby suspended while this ordinance is in effect.

The City Clerk is directed not to codify this ordinance in the Nashua Revised Ordinances but to designate it as **Covid-19 Emergency Measure No. \_\_\_\_\_** (City Clerk to assign appropriate number upon passage) and publish it and any subsequent emergency measures on the city website.

**LEGISLATIVE YEAR 2020**

**ORDINANCE:** O-20-025

**PURPOSE:** Relative to maximum vacation accruals for unaffiliated employees

**ENDORSERS:** Alderman June M. Caron

**COMMITTEE**  
**ASSIGNMENT:** Personnel/Administrative Affairs Committee

**FISCAL NOTE:** The cost of this legislation is indeterminate at this time.

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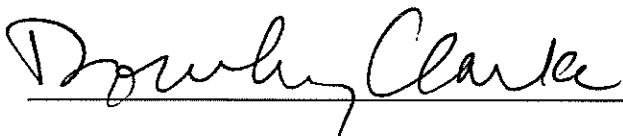
**ANALYSIS**

This legislation temporarily amends the Unaffiliated Employees Personnel Policies by authorizing the Mayor to allow a higher vacation accrual amount if the unaffiliated employee is going to lose accrued vacation time due to the COVID-19 pandemic.

Under NRO 50-3, the merit plan may be amended by ordinance. NRO 50-3 states that for all amendments introduced by the Board of Aldermen, the views of the Director of Administrative Services, the Director of Financial Services, the Human Resources Department, and the Personnel Advisory Board with the Mayor shall be sought with respect to each amendment. This is a procedural rule that can be waived by the board.

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**Approved as to form:** Office of Corporation Counsel

By: 

Date: July 8, 2020

**ORDINANCE**

**O-20-025**

**Relative to the maximum  
vacation accruals for  
unaffiliated employees**

**Endorsed by**

CARON

**IN THE BOARD OF ALDERMEN**

1<sup>ST</sup> READING July 14, 2020

Referred to:  
Personnel/Administrative Affairs Committee

2<sup>nd</sup> Reading July 14, 2020

3<sup>rd</sup> Reading \_\_\_\_\_

4<sup>th</sup> Reading \_\_\_\_\_

Other Action \_\_\_\_\_

Passed July 14, 2020

Indefinitely Postponed \_\_\_\_\_

Defeated \_\_\_\_\_

Attest: \_\_\_\_\_  
*Lari Wilshire* City Clerk  
\_\_\_\_\_ President

Approved \_\_\_\_\_  
Mayor's Signature

\_\_\_\_\_ Date

Vetoed: \_\_\_\_\_

Veto Sustained: \_\_\_\_\_

Veto Overridden: \_\_\_\_\_

Attest: \_\_\_\_\_  
City Clerk

\_\_\_\_\_ President