

RESOLUTION 2024-051

RESOLUTION OF THE TOWNSHIP COMMITTEE OF THE TOWNSHIP OF CHATHAM, COUNTY OF MORRIS, STATE OF NEW JERSEY MEMORIALIZING RIGHT TO SICK LEAVE FOR CERTAIN NON-BARGAINING UNIT EMPLOYEES

WHEREAS, on November 28, 2023, the Township Committee enacted Resolution 2023-212, adopting a revised employee handbook and personnel policies and procedures handbook (“handbooks”);

WHEREAS, the revised handbooks modified the sick leave provisions as they govern non-bargaining unit employees, and, unintentionally can be read to have eliminated a provision that had provided a particular benefit to non-bargaining unit employees hired between January 1, 1991 and December 16, 2016;

WHEREAS, the Township would like to preserve the sick leave benefit for the aforementioned employees at the level set by the prior version of the handbooks;

NOW THEREFORE BE IT RESOLVED that the sick leave rule shall be hereby amended, subject only to modification by future action by this body:

1. For employees hired between January 1, 1991 and December 31, 2016, all non-bargaining unit employees shall be entitled to accumulate sick leave subject to the restrictions outlined below. For employees who leave the Township in good standing (as determined by the Township in its sole discretion) due to a regular or disability retirement, unused accumulated sick leave shall be compensated at the rate of 25% of the employee's accrued sick time paid at the employee's prorated daily salary or pay at time of separation, up to a maximum of \$15,000. In the event of an employee's death, unused accumulated sick leave shall be paid to the dependent's estate at the rate of one day's pay for each four days accumulated, to a maximum of \$5,000.
2. This Resolution shall be attached as an addenda to the revised handbooks and incorporated into future versions of the handbook as they may be revised.

Adopted: January 23, 2024

Attest:


Gregory J. LaConte, Clerk

TOWNSHIP OF CHATHAM IN
THE COUNTY OF MORRIS

By 
Stacey Ewald, Mayor