

**RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF SOUTH BETHANY TO
PAY TOWN EMPLOYEES LUMP SUM PAYMENTS FOR EXCESS ACCRUED
COMPENSATORY TIME AND EXCESS ACCRUED VACATION TIME**

WHEREAS, Town Council engaged the Center for Public Safety Management, LLC (“CPSM”), an outside consultant, and Archer & Greiner, P.C. (“Archer”), labor and employment counsel, to review the Town’s current employment policies and procedures to ensure they are both legal and consistent with the employment practices of other comparable towns;

WHEREAS, as part of that effort, CPSM, Archer, and the Town Manager conducted reviews of the Town Personnel Manual;

WHEREAS, as a result of those reviews, CPSM and Archer recommended certain revisions to Section 5-2: Overtime and Compensatory Leave and Section 5-12: Vacation Leave of the Town Personnel Manual that Town Council voted to approve on December 8, 2017;

WHEREAS, the approved revisions to Section 5-2: Overtime and Compensatory Leave, among other things, modified the original language to add a maximum election of 40 hours of compensatory leave in a given fiscal year for eligible employees;

WHEREAS, the approved revisions to Section 5-12: Vacation Leave, among other things, modified the original language to impose a cap so that the maximum amount of vacation hours any employee can accrue at any one time is 240 hours;

WHEREAS, Town Council is aware that a number of Town employees currently have accrued but unused compensatory leave and vacation leave in excess of the maximum allowable amounts referenced above and has no intention of denying those benefits to those employees;

NOW THEREFORE, BE IT HEREBY RESOLVED, by the Town Council of the Town of South Bethany, a majority thereof concurring in Council duly met, that all Town employees who have in excess of 40 hours of accrued but unused compensatory leave as of December 8, 2017 shall be paid in lump sum for all hours over 40 in December of 2017;

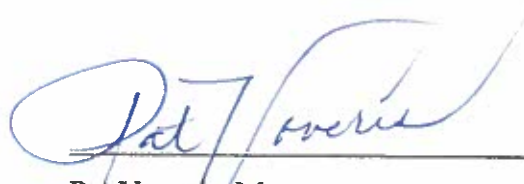
BE IT FURTHER RESOLVED, that all Town employees who have any accrued but unused compensatory leave as of April 30, 2018 will be paid in lump sum for all such hours such that each employee’s compensatory leave balance shall be 0 as of May 1, 2018;

BE IT FURTHER RESOLVED, that all Town employees who have in excess of 240 hours of accrued but unused vacation leave as of April 30, 2018 will be paid in lump sum for all hours in excess of 240.

This shall certify that this is a true and correct copy of the Resolution that was duly adopted by the Town Council of the Town of South Bethany at its regular meeting held on December 8, 2017.

So certifies:

Attest: 
Secretary


Pat Vovens, Mayor