Beginning 3/30/2014, the Town adopted a modification to the Sick Policy for **Sworn Police Officers.**

I made the request due to an overwhelming amount of sick time used during my first 22 months as Chief. At the time, given the limited sworn personnel we had, a total of 391.7 sick hours were used.

Over the last 22 months, We have had just **76.50** hours used. A difference of 315 hours.

In March of 2014, the accrual rates were adjusted from the Town policy of 8 hours per month to a scale that was based on length of employment.

>For the first 9 months, it was 2 hours a month. Every month thereafter, it was 4 hours.

What I am proposing now is to eliminate the confusing calculations and make it a flat 5 hours per month from the date of employment. This will make the annual benefit 60 hours for SWORN PD employees. The 60 is less than the town employee accrual of 96 but an increase from 48 under the plan adopted in 2014.

It is my belief that this plan will provide an appropriate benefit to the sworn Officers while still preventing abuses of the benefit that were noted in 2012 and 2013.

As the accrual is 60 hours per year, I would ask that the max accrual be adjusted to 240 hours (up from 222). (60 hours per year x 4 years = 240)

Under the town plan, employees reach "max" accrual after 2 years. The above adjustment would create a "max" accrual for sworn personnel after 4 years.

Financially, this adjustment would impact the Town in the following manner. Under the current plan, an employee who has 5 years of service with New Boston is entitled to 50% of their sick time if there is an amicable separation. This new plan would cost an extra 24 hours of pay to the employee **IF** they had completed 5 years of service with the Town of New Boston **and** the separation was amicable. Otherwise, sick time is not paid at separation.

Currently, there is no financial impact to effecting this change and the soonest it could have an impact is 2018.

From a recording standpoint, it will also make tracking the accrual totals easier as special attention has to be given to the first nine months under the current plan.

Part time Officers (over 18 hours per week) would accrue under the proposed plan based upon their pro rated hours of work.

I would ask that this become effective on 1/1/2016.