

RESOLUTION #3400

RESOLUTION AUTHORIZING LIMITED SELL-BACK OF ACCRUED UNUSED SICK LEAVE FOR NON-REPRESENTED EMPLOYEES HIRED BEFORE MAY 21, 2010

WHEREAS, Employees of the Housing Authority of the Township of Woodbridge earn up to fifteen (15) paid sick days each year which, if unused, are allowed to be rolled-over and used in successive years as needed and cashed-out at the time of retirement if there are any unused days remaining, subject to law ; and

WHEREAS, the Housing Authority of the Township of Woodbridge previously had a practice of allowing employees to sell back a portion of their unused sick days as an attendance incentive to ensure adequate staffing levels and to reduce the amount of unused sick time payout liability to employees upon retirement. This practice was abolished for all employees; and

WHEREAS, the State of New Jersey enacted, P.L. 2010, c.3, prohibiting payment of unused accumulated sick leave to any employee in an amount in excess of \$15,000 and further limited such supplemental compensation to only at the time of retirement. P.L. 2010, c.3 applied only to officers and employees who commenced service on or after May 21, 2010; and;

WHEREAS, the Housing Authority of the Township of Woodbridge has observed that since abolishing the ability of eligible employees to sell-back a portion of their unused accrued sick leave, employee attendance rates have decreased. Consequently, the Authority wishes to reinstitute the practice of allowing eligible employees who are not prohibited by P.L. 2010, c.3 to sell-back a portion of their unused sick days and to amend personnel policies and procedures to state as follows:

“Effective July 1, 2025, non-represented employees hired before May, 21, 2010 and who have been continuously employed since May 21, 2010 and who have more than fifteen (15) days of unused accrued sick days are eligible to elect, in writing, between October 1st and October 15th of each year to sell- back up to thirty (30) days of their unused accrued sick days so long as no less than fifteen (15) days remain in their sick leave bank after sell-back. By way of example, an employee who has twenty (20) days may elect to sell-back no more than five (5) days. Said days shall be paid at the rate in effect when they were earned. The Authority shall have forty-five (45) days to process the request.”

WHEREAS, the accountant has suggested we reconcile compensated absences at the end of each fiscal year, for eligible employees, to carry less debt on our books; and

WHEREAS, the Housing Authority of the Township of Woodbridge would also like to extend the foregoing benefit to employees who are collectively represented by Teamsters Local 469, but is cognizant of legal restrictions on unilaterally implementing the foregoing to those employees without negotiations and consent of the collective negotiation unit. Consequently, the Authority authorizes the Executive Director to contact the collective negotiations unit

representative to make the foregoing offer and to enter a Memorandum of Agreement if an agreement is reached, subject to Board approval.

NOW, THEREFORE, BE IT RESOLVED by the Board of Commissioners of the Housing Authority of the Township of Woodbridge, New Jersey, that the authorized limited sell-back of accrued unused sick leave for non-represented employees hired before May 21, 2010 be hereby approved.

Motion moved by Commissioner Perez and seconded by Commissioner Pires to adopt Resolution #3400.

ROLL CALL:	Agarwal	Kenny	Mckoy	Michelson	Perez	Pires	Ficarra
AYES:	Agarwal	Kenny	Mckoy	Perez	Pires	Ficarra	
NAYS:	None						
Abstain:	None						
Absent:	Michelson						

I hereby certify that the above is a true and exact copy of the Resolution adopted by the Board of Commissioners of the Housing Authority of the Township of Woodbridge at their regular meeting of June 9, 2025.

Elizabeth Noll, Secretary

Approved as to legal form by
Terrence Corrison, Esq.