

Township of West Milford

Passaic County, New Jersey

~ Resolution 2011 - 167 ~

RESOLUTION OF THE TOWNSHIP OF WEST MILFORD, COUNTY OF PASSAIC, STATE OF NEW JERSEY SUPPORTING A REPEAL OF SICK LEAVE INJURY PROGRAMS

WHEREAS, a recent study by the Municipal Excess Liability Joint Insurance Fund concluded that the cost of employee accident claims against New Jersey municipalities increased 7.7% per year since 2005 and now costs \$2,520 per full time public sector employee; and

WHEREAS, under N.J.S.A. 18A:30-2.1 and N.J.S.A. 11A:6-8 Municipalities and Boards of Education are permitted to adopt Sick Leave Injury (SLI) programs that extend pay for public employees injured in the course of their employment for up to one year; and

WHEREAS, the purpose and intent of Sick Leave Injury (SLI) programs is to bridge the gap between the weekly benefit under workers' compensation and the employee's regular earnings; and

WHEREAS, because workers' compensation is not taxed, employees out on workers' compensation who also have coverage through SLI programs often realize increased after-tax incomes while off the job in direct contradiction to the purpose and intent of SLI programs; and

WHEREAS, the increased earnings that often result from SLI programs provide an incentive for employees to resist coming back to work; and

WHEREAS, recently the State of New Jersey repealed such provisions in legislation that pertained to persons employed by the State of New Jersey; and

WHEREAS, SLI programs are rarely offered in the private sector and are becoming increasingly uncommon to governmental employees in other states as well as State employees in New Jersey; and

WHEREAS, SLI costs New Jersey Municipalities approximately \$500 on average per full time employee per year which could potentially cost West Milford \$65,500 per year based on the current full time staffing level of 131 full time employees; and

NOW THEREFORE BE IT RESOLVED, by the Township Council of the Township of West Milford that the legislature is urged to amend N.J.S.A. 18A:30-2.1 and N.J.S.A. 11A:6-8 to eliminate SLI programs at all levels of government so that all New Jersey governmental employees are treated in a similar fashion.

BE IT FURTHER RESOLVED that a copy of this resolution shall be sent to the Governor Christopher Christie, Senator Joseph Pennachio, Assemblymen Alex DeCroce and Jay Weber, Senate President Sweeney, Assembly Speaker Oliver, Majority Leader Cryan, Minority Leader Kean Jr., the Municipal Excess Liability Joint Insurance Fund and the Morris County Joint Insurance Fund.

Adopted: May 4, 2011

Adopted this 4th day of May 2011
and certified as a true copy of an original.

Antoinette Battaglia, Township Clerk