

**A  
RESOLUTION  
OF THE CITY COUNCIL  
ADOPTING A PAID TIME OFF, SHORT TERM DISABILITY  
AND EXTENDED SICK LEAVE PROGRAM**

WHEREAS, the City of Cherry Hills Village provides its employees with various benefits as part of its wage/salary package; and

WHEREAS, the City desires to remain competitive in order to recruit and retain skilled employees; and

WHEREAS, many employers have changed to a Paid Time Off (PTO) program to allow employees more control in managing their leave time and to help control unscheduled absences; and

WHEREAS, the City desires to have a more predictable and controlled liability each year; and

WHEREAS, the City of Cherry Hills Village desires to modify its current Leave Policy into a plan that consolidates the sick, vacation and personal days into a PTO plan; and

WHEREAS, the City would add a Short Term Disability benefit to compensate employees with a qualified short term illness, injury or similar medical condition; and

WHEREAS, an Extended Sick Leave bank (ESL) would be maintained for each employee in the event of a specific documented situation involving an employee's illness or injury prior to eligibility for disability, or when substantiated care of an immediate family member is necessary; and

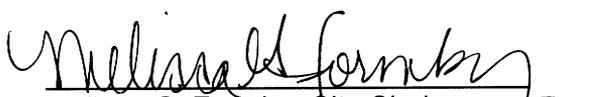
WHEREAS, the revision of this plan will assist the City of Cherry Hills Village in attracting and retaining quality employees and in reducing the City's annual leave liability.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF CHERRY HILLS VILLAGE, that:

The City of Cherry Hills Village Paid Time Off, Short Term Disability and Extended Sick Leave Policy, as attached, is hereby adopted effective January 1<sup>st</sup>, 2009.

Introduced, passed and adopted at the  
regular meeting of City Council this 9<sup>th</sup> day  
of December, 2008, by a vote of 6 yes and 0 no.

ATTEST:

  
Melissa G. Formby, City Clerk

  
Michael J. Wozniak, Mayor

  
Kenneth S. Fellman, City Attorney