

Council Order: 2024-062

**Introduced by: Town Manager Brian Howard
November 18, 2024**

**Appropriation of Funds to the Reserve Fund for
Future Payment of Accrued Liabilities for
Compensated Absences Due Employee of Town Upon Termination of Employment
Pursuant to M.G.L. Ch. 40, Section 13D**

To see if the Randolph Town Council will vote to raise and appropriate Seven Hundred Thousand Dollars (\$700,000) to the Reserve Fund for Future Payment of Accrued Liabilities for Compensated Absences Due Employee of Town Upon Termination of Employment pursuant to M.G.L. Ch. 40, Section 13D.

Explanation: As financial planning continues to take new shapes in Randolph, the use of a reserve fund of this purpose will allow for these costs to be funded annually from sources such as free cash or unused levy capacity. The costs, which are most often crippling to department budgets, will be paid for from the reserve fund directly. This will allow for additional funds to be available for departmental day to day needs. Very rarely are these costs budgeted by the department as employees are not obligated to report their separation in advance. However, upon separation, which includes retirement, voluntary separation or termination the employee is due unused sick time and vacation time with levels varying depending on collective bargaining agreements, personnel handbook or individual contract language.