



# TOWN OF CHILMARK, MASSACHUSETTS

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To: The Chilmark Board of Selectmen  
From: The Chilmark Human Resources Board  
Date: May 6, 2015  
Re: Sick Bank Policy Recommendation

Board Members:

The Human Resources Board of Chilmark met on Thursday, April 16, 2015 and reviewed the Sick Bank policies of a number of communities. After a lengthy discussion of the benefits, the costs and the procedures of such policies, the Board unanimously agreed to recommend to the BOS that the town not adopt a Sick Bank Policy at this time.

The reasons for the recommendation were discussed at length and include:

- cost to the town
- funding mechanisms
- concerns with the equitable administration of such programs and the administrative issues involved with such programs

It was further felt that such a program is not necessary for a town of our size and that good management on the part of department heads will be effective in eliminating any confusion or mis-use of existing sick leave policy.

Regards,

James Malkin  
Chairman,  
Human Resources Board of Chilmark