

Income Replacement Benefits

Board Meeting- May 23, 2017



Types of benefits

Employment

- Accrued Sick leave
- Sick Leave Bank
- Short-term Disability
 - Mark III- Employee funded
 - Hybrid- County funded
- Leave Donation (proposed)

Retirement

- Sick leave conversion to service time
- Disability retirement



Accrued sick leave

Full-time 40-hr employees

- Regular full-time employees accrue 4 hours of Sick Leave semi-monthly.
- Begins to accrue the first of the month following 30 consecutive days of eligible employment.



Accrued Annual Leave

Full-time 40-hr employees

FULL-TIME

ANNUAL LEAVE TABLE

SEMI-MONTHLY BASIS

Years of Service	Annual Leave	Days Earned Each Year
1 – 5 yrs.	4 hours	12
5 yrs. and over, but less than 10	5 hours	15
10 yrs. and over, but less than 15	6 hours	18
15 yrs. and over, but less than 20	7 hours	21
20 yrs. and over	8 hours	24



Sick leave bank

- Established in 1993
- Additional source of paid leave in line w/ FMLA guidelines
- Eligible after 1 year of service
- Membership requires application and donation of 8 hours sick leave to bank
- Annual donation of 8 hours expected
- Annual donation suspended if number of days in bank is greater than twice the number of members
- Late membership requires donation of 8 hours/year of employment from eligibility



Short term disability

Optional employee benefit

- Employee-funded
- Provided by Mark III
- Cost based on wages, age and coverage level

Required hybrid employee benefit

- County-funded
- Administered by The Standard
- Cost based on wages with set coverage level



Long-term leave benefits

Long-Term Disability (Hybrid only)

- 60% for disability beyond 125 workdays
- 80% for catastrophic condition
- Coverage period up to 5 years, based on age

VRS Disability Retirement

- Benefit amount based on salary, years of service, age and SSN benefits status
- Coverage until death



Leave Donation - *proposed*

- Donating annual and sick leave from one employee to another
- Eligible if employees have been employed full-time at least one year
- Receiving employee:
 - All paid leave and short-term disability coverage exhausted
 - Anticipated to be out of work for at least 2 weeks
 - Serious health condition of self/immediate family member
 - Total leave up to 12 weeks and coincides with FMLA leave
 - Approved by HR and County Administration



Leave donation - *proposed*

Pros

- Another source of paid leave
- Allows employees to direct support
- Use for unpaid sick leave

Cons

- Redundancy with Sick Leave Bank
- Inconsistent benefit application
- Possible coercion/favoritism



Unused Sick Leave & Service Time Conversion

- Convert sick leave payout to service credit that counts toward retirement benefit calculation
- County would deduct tax withholding from payout and then send funds to VRS for purchase
- VRS calculates the service credit amount based on actuarial equivalent rate

