

DISABILITY PLAN **Adopted 8-12-03**

1. PURPOSE

The purpose of the Disability Plan is to provide employees with a reasonable level of financial security should they become disabled. It is also intended to reduce the County long-term sick time payout financial liability. This policy applies to all employees except those working in the Sheriff's Department and Dispatch.

2. POLICY

In exchange for providing short and long-term disability plans, the amount of sick days that are allowed to be accumulated are reduced for new hires and frozen for current employees. Over time, the County's sick time payout liability will be reduced as a result of this policy.

2.1 The provisions of the Disability Sick Time Accumulation Reduction Plan are as follows:

2.1.1 The County will provide funding to non-union employees to purchase a group short and long-term Disability Plan. When employees purchase the Plan there are tax advantages versus the employer purchasing the plan.

2.1.2 Components of the Disability Plan include:

Short Term Disability

- ❖ 14 day elimination period for sickness and accidental injury
- ❖ 66.67% of weekly wage paid
- ❖ \$1,200.00 per week maximum benefit
- ❖ 24 week benefit

Long Term Disability

- ❖ 180 day elimination period for sickness and accidental injury
- ❖ 60% of weekly wage paid
- ❖ \$5,000.00 per month maximum benefit – to age 65

2.1.3 For non-union employees hired after August 1, 1999 and union employees hired after January 1, 2001, a maximum of 20 days (150/160 hours) of sick time shall be accumulated. This is intended to be a sufficient number of days to provide financial support during the 14 day elimination period of the Disability Plan.

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- 2.1.4 Current employees may retain their banked sick time, but effective August 1, 1999 for non-union employees and January 1, 2001 for union employees, further accumulation of sick time will not be permitted. However, current banked employee sick time payout value will be permitted to continue to increase as a result of wage increases and increases in the number of years of service. Upon implementation of this agreement, any employee ceasing employment will be paid out for banked sick time according to prior County policy unless discharged for just cause.
- 2.1.5 To reduce the County's growing long term sick time payout liability, employees are given the option of being paid out on their current sick time bank minus 20 days which are the base number of days needed to coordinate with the new Disability Plan. The payout would follow the same years of service formula as if the employee were ceasing employment.
- Employees are allowed to be paid out on all or a portion of their current sick time minus 20 days on December 31 of each year.
- 2.1.6 Effective with the implementation of this agreement, 50% of any unused annual accrual of 12 sick days over the 20 day bank will be paid out at the end of each year at the employees' rate of pay on December 31 of each year.
- 2.1.7 Effective with the implementation of this agreement, the bank of 20 sick days will be paid out according to prior County policy when an employee ceases employment unless discharged for just cause.
- 2.1.8 The County will pay up to a total of 6 months health insurance while an employee is on Disability. However, if an employee takes a Family Medical Leave under the FMLA during an allowed 12 month FMLA period, 3 months of the total 6 months allowed of County paid health insurance through the Disability Plan shall be used, which leaves 3 months of County paid health insurance coverage under the Disability Plan.
- 2.1.9 When employees choose to take early lump sum payouts from their accumulated sick bank, it is with the understanding that this payout amount will be deducted from their capped maximum amount of 900/960 hours that are available for payout upon retirement, and that at no time will these combination payouts ever exceed 900/960 hours.