



## Colonial Heights City Council Meeting Agenda Item Executive Summary

### City Council Meeting

**MEETING TYPE:** City Council Meeting

**MEETING DATE:** March 10, 2020

**ITEM:** First Reading of Ordinance No. 20-9

**DEPARTMENT:** Human Resources

**PROPOSED ACTION:** This item is for first reading of Ordinance No. 20-9 amending § 51-56.1 of Chapter 51, Personnel Policies and Grievance Procedure, of the Colonial Heights City Code, to provide that only Virginia Retirement System Plan 1 and Plan 2 employees may participate in the City sick leave bank.

**BACKGROUND:** At the City Council Retreat on January 17, 2020, a presentation was provided on the purpose of the sick leave bank along with recommended changes regarding employee eligibility and the review process for benefits under the program.

The sick leave bank is a voluntary program that provides participating employees with the opportunity to receive disability income for catastrophic medical problems that are not eligible for workers' compensation or retirement benefits. Currently, employees covered under the Virginia Retirement System Hybrid Plan receive a disability income replacement benefit as part of their plan; however, employees covered under the Virginia Retirement System Plan 1 and Plan 2 do not have a disability income replacement benefit under their plan.

Staff recommends that only Virginia Retirement System Plan 1 and Plan 2 employees be eligible for voluntary participation in the bank; these employees do not have an option available to add the disability income replacement benefit through the Virginia Retirement System.

**BUDGET/FINANCIAL IMPACT:**

**Funding for this item was:**  included  not included in the current-year budget  N/A

**RECOMMENDATION:**

Recommend adoption of Ordinance No. 20-9 on First Reading.

**ATTACHMENTS:** Ordinance No. 20-9.

- Staff will be making a detailed presentation on this agenda item at the meeting.
- Staff will provide brief comments and answer questions on this item at the meeting.
- This is a routine procedural item and no presentation is planned for the meeting.

*Councilmembers who have any detailed questions or would like to request additional information regarding this item are encouraged to contact the City Manager at their earliest convenience.*