



## Colonial Heights City Council Meeting Agenda Item Executive Summary

### City Council Meeting

**MEETING TYPE:** City Council Meeting

**MEETING DATE:** March 10, 2020

**ITEM:** Resolution NO. 20-15

**DEPARTMENT:** Human Resources

**PROPOSED ACTION:** This item is for approval of Resolution No. 20-15 Revising the City of Colonial Heights Sick Leave Bank Policy.

**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.

The attached revised Sick Leave Bank Policy provides for only Virginia Retirement System Plan 1 and Plan 2 employees be eligible for voluntary participation. In addition, the revised policy provides for a change to the review structure used to consider requests for use of the sick bank (through Human Resources with approval by the City Manager rather than through a committee). The revised policy also incorporates various additional revisions.

**BUDGET/FINANCIAL IMPACT:**

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

**RECOMMENDATION:** Recommend approval of Resolution No. 20-15

**ATTACHMENTS:** Resolution No. 20-15; Revised Sick Leave Bank Policy.

- 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.*