

WOODBURY COUNTY BOARD OF SUPERVISORS AGENDA ITEM(S) REQUEST FORM

Date: 10/24/2024 Weekly Agenda Date: 10/29/2024

ELECTED OFFICIAL / DEPARTMENT HEAD / CITIZEN: Melissa Thomas HR Director

WORDING FOR AGENDA ITEM:

Approval to modify the Woodbury County Handbook regarding sick leave and insurance payout upon retirement.

ACTION REQUIRED:

Approve Ordinance

Approve Resolution

Approve Motion

Public Hearing

Other: Informational

Attachments

EXECUTIVE SUMMARY:

This item is to increase the amount of sick time payout and insurance reimbursement with qualifying sick leave bank balance upon retirement.

BACKGROUND:

Currently wage plan employees are eligible for a payout of 15% of sick leave up to \$3,000 after 25 years of service. This would increase that benefit to payout 28% of sick leave up to \$5000 after 15 years of service and also give the option of 1 year of single insurance paid if the retiree has 500 hours in their sick leave accrual bank.

FINANCIAL IMPACT:

The financial impact of this item is included in the back up.

IF THERE IS A CONTRACT INVOLVED IN THE AGENDA ITEM, HAS THE CONTRACT BEEN SUBMITTED AT LEAST ONE WEEK PRIOR AND ANSWERED WITH A REVIEW BY THE COUNTY ATTORNEY'S OFFICE?

Yes No

RECOMMENDATION:

Approve the motion

ACTION REQUIRED / PROPOSED MOTION:

Motion to increase the sick leave payout to \$5000 after 15 years of service and the option of 1 year single health insurance provided in lieu of payout.

4.6 SICK LEAVE CONVERSION AND PAYMENT

An employee who has accumulated and maintains six hundred and forty (640) hours of sick leave will be allowed to convert sick leave earned to vacation at the rate of four (4) hours of sick leave for one (1) hour of vacation. An employee will cease to be eligible for this conversion any time their accumulated sick leave falls below six hundred and forty (640) hours.

Accumulated sick leave is not paid out upon separation or termination from employment except when an employee who is retiring and who has a minimum of fifteen (15) years of employment with Woodbury County will be paid for twenty-eight percent (28%) of their accumulated sick leave up to a maximum of five thousand dollars (\$5,000).

Any retiring employee who has a minimum of 15 years of employment with Woodbury County and accumulated sick leave of 500 or more hours may elect to have the County place funds equivalent to the cost of his/her personal insurance for a period of one year from the date of retirement into a Health Retirement Account ("HRA") in lieu of the cash payout of up to Five Thousand Dollars (\$5000.00). Should the employee elect family coverage, the employee will be responsible for the difference in cost between the personal, single coverage and the cost of family coverage.

FY 23/24
Current Payouts \$ 9,515.16
If 15 years 28% \$ 28,246.52

FY 23/24
Current \$ 9,515.16
If 20 yrs 28% \$ 19,737.85

Difference \$ 18,731.36
Insurance Payout \$ 17,422.00
Additional Cost \$ **36,153.36**

Difference \$ 10,222.69
Insurance Payout \$ 17,422.00
Additional Cost \$ **27,644.69**