

Resolution authorizing the adoption of a Disability Benefits Program policy and a revision to the Authorized Leave Without Pay policy for the Board of Commissioners Employee Handbook. (Human Resources)

WHEREAS, the Board of Commissioners approved Resolution No. 0478-14 on July 8, 2014 for a contract with Metropolitan Life Insurance Company (MetLife) to offer eligible employees voluntary group short and long term disability coverage; and

WHEREAS, current policy in the Board of Commissioners' Employee Handbook does not include the new disability programs as a benefit; and

WHEREAS, current employee handbook policies require that employees on approved medical leaves of absences exhaust all of their available paid leave time (sick, vacation, etc.) to avoid going into leave without pay status; and

WHEREAS, with the addition of a Disability Programs Policy Number: BOC-30.02 and a revision to the current Authorized Leave Without (LWOP) Policy Number: BOC-48.01, enrolled employees on an authorized medical leave of absence covered by a disability plan must use available paid time to cover only the mandatory 14 calendar days or six months waiting periods before disability payments begin; and

WHEREAS, employees requesting leave without available paid time and without short-term disability coverage will continue to follow Policy Number: BOC-48.01; and

WHEREAS, this proposed policy will better address the needs of enrolled employees who may experience the need to request medical leaves of absences requiring more than 14 calendar days of absence; now, therefore,

BE IT RESOLVED THAT THE BOARD OF COMMISSIONERS, FRANKLIN COUNTY OHIO:

Approve this resolution adopting new and revised Employee Handbook Policies to provide voluntary group short and long-term coverage for eligible employees.

Prepared by: Robert J. Young

cc: Human Resources