

PROCEDURE 501-5
SICK DISABILITY PAY

Effective 01-01-2020, Resolution No. 044-19

Employees classified as full-time regular or as part-time partial-plus are eligible for sick disability pay if they are unable to perform their job duties due to a covered injury or illness, provided that they satisfy the other conditions for coverage. Eligible employees are covered by the sick disability pay plan effective the first day of the calendar month following employment or transfer into a benefits-eligible position. If the employee is hired or transferred into such a position on the first day of the month, the employee is immediately eligible for coverage. Coverage under this plan ends on the date an employee's active service ends for any reason. The County pays the entire cost of coverage.

Following a 14-day waiting period, employees will be paid 80% of their weekly covered earnings, up to a maximum of \$2,500 per bi-weekly pay period, for a maximum of 24 weeks per calendar year.

Employees receiving sick disability pay may supplement those earnings with any accrued vacation or sick leave hours or shared leave hours to reach 100% of their bi-weekly earnings.

This procedure is intended to outline basic coverage provisions. Sick disability benefits are dictated by the Plan Documents. Specific plan documents and information are available on the Johnson County Government internal web page from the Benefits Division of the Department of Financial Management & Administration (FMA-Benefits). Employees who wish to apply for Sick Disability Pay should contact FMA-Benefits for assistance.