

Compensation Committee
Block 5, 2014 Meeting Minutes
Thursday January 23

On the agenda was a single topic: discuss and decide on our recommendations for the long term disability and sick leave accrual policies for staff and faculty.

A few background facts. Currently 576 employees are on the long term disability policy. If the college were to pay for this, it would cost \$162,000 per year if the benefit stayed the same.

The “norm” for other institutions, according to Robert, is for the employer to provide personal time, then employees pay for a short term disability policy (STD) and employers pay for a long term disability policy (LTD). The STD kicks in as soon as all the accrued leave is exhausted.

We had a lengthy discussion about all aspects of sick leave, long term disability and short term disability policies at CC. The discussion was informed by the following goals.

1. Ideally all staff, hourly and salaried, would have a uniform sick leave policy. This is currently not the case.
2. Ideally an employee who was sick would have a salary from some source for entire 6 month period preceeding the start of the long term disability benefit, perhaps excluding some employees who had not been at the college very long (with the definition of “very long” unclear).

In addition, a straw poll taken of the staff members at the meeting indicated that they would prefer to have personal time (combined sick and vacation) in lieu of separate accruals for sick and vacation time.

With these thoughts in hand, we developed the following grid that contains both the current situation and our recommendations going forward.

Respectfully submitted by Kristine Lang

Current Situation Hourly Employee				Current Situation Salaried Employee				Recommended Situation All Employees				
	accrual	cap	paid by	benefit	accrual	cap	paid by	benefit	accrual	cap	paid by	benefit
Vacation	4 hrs/pay period	44 days	CC	n/a	7 hrs/pay period	44 days	CC	n/a	n/a	n/a	n/a	n/a
Sick Leave	4 hrs/pay period	60 days	CC	n/a	infinite	none	CC	n/a	n/a	n/a	n/a	n/a
Personal	up to 3 days sick as personal per year	n/a	CC	n/a	n/a	n/a	n/a	n/a	hourly ~6 hrs/pay period salaried ~8 hrs/pay period	2 years accrual, ~36 days	CC	n/a
STD	supplemental sick leave = 1 month/year of service	6 months	CC, self-insured	100 % of salary, taxable	case by case decision of up to six months coverage		CC, self-insured	100 % of salary, taxable	1 month/year of service	6 months	CC, consider self-insured vs. outside insurance	100 % of salary, taxable
LTD	after 6 months illness, benefit paid and employee terminated	n/a	employee	60% of salary, tax-exempt	after 6 months illness, benefit paid and employee terminated	n/a	employee	60% of salary, tax-exempt	after 6 months illness, benefit paid and employee terminated	n/a	employee (so benefit remains tax exempt)	60% of salary, tax-exempt

Current Situation Faculty			
	accrual	cap	benefit
Vacation	n/a	n/a	n/a
Sick Leave	n/a	n/a	n/a
Personal	n/a	n/a	n/a
STD	case by case decision of up to six months coverage	6 months	CC, self-insured 100 % of salary, taxable
LTD	after 6 months illness, benefit paid and employee terminated, (except under special circumstance for tenured faculty)	n/a	employee 60% of salary, tax-exempt

consider both
scenarios in
terms of who
pay STD and
LTD