


<b>DEPARTMENT: Corporate Services</b>	
	<b>TOPIC: AMENDMENT OF POLICY # 300-008 'BENEFITS'</b>
<b>REPORT PRESENTED BY: Director of Corporate Services, Reginald Hammond</b>	

**PURPOSE OF REQUEST**

To authorize the amendment to Policy # 300-008 on Benefits.

**BACKGROUND**

The purpose of this report is to present the proposed amendments to the Short-Term Disability (STD) clause in Policy # 300-008 on Benefits. With recent transition to new benefits service provider, GroupSource, we had extensive consultations with their subsidiary, Disability Management Institute (DMI), who handles STD claims for employees of Foothills County. Based on best practices, DMI has proposed the following changes to our STD clause in our Benefits policy so that the waiting period is consistent for employees working various shifts and/or averaging agreements and helps mitigate risks for Foothills County.

**Current** 'Short Term Disability' Clause in Benefits policy:

The County self-insures eligible employees who have completed the three (3) month waiting period. Employees off work longer than five (5) days due to an illness, non-work-related injury or a work-related injury not covered by WCB, will continue to receive 80% of their full wages for the first 17 weeks. Employees can use available personal days to top up to their full wage (100%). All claims for disability are subject to review by an independent third party.

**Proposed** 'Short Term Disability' Clause in Benefits policy:

The County self-insures eligible employees who have completed the three (3) month waiting period. Employees who are absent from work consecutively for seven (7) calendar days, commencing with and including the first missed scheduled shift, due to an illness, a non-work-related injury or a work-related injury not covered by WCB, shall be eligible to receive Short-Term Disability (STD) benefits. The STD benefits will be equivalent to 80% of their regular wages and shall be payable for a maximum period of seventeen (17) weeks, or up to and including the employee's last day of employment, whichever occurs first. STD benefits will cease immediately upon the employee's separation from employment for any reason, including but not limited to resignation, retirement or termination of employment. Employees can use available personal or vacation days to top up to their full wage (100%). All claims for disability are subject to review and approval by an independent third party.

**REQUEST OF COUNCIL**

*Proposed Motions:*

#1 – That Council authorize the above-mentioned amendments to Policy # 300-008 on Benefits as presented.