

1 Introduced February 10, 1998, by
2 Councilwoman Williams, seconded by
3 Councilman Van Sandt, Councilwoman Levy
4 and Councilman Callahan.

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6 **Item No. 98-02-1987**

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8 **ORDINANCE NO. 2797**

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11 An ordinance amending the Code of Ordinances of the City of Slidell Chapter
12 2 Administration, Article II Employee Benefits by adding a new subsection entitled Sec. 2-
13 21 Employee catastrophic sick leave pool.

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15 WHEREAS, City employees from time to time may have catastrophic
16 illnesses necessitating the use of substantial amounts of sick leave; and

17 WHEREAS, the rate of accumulation of sick leave may be inadequate to
18 provide extended benefits to City employees.

19 NOW THEREFORE BE IT ORDAINED by the Slidell City Council that it does
20 hereby amend its Code of Ordinances Chapter 2 Administration, Article II Employee
21 Benefits by establishing the following new subsection:

22 Sec. 2-21 Employee catastrophic sick leave pool

23 The City of Slidell does hereby establish a catastrophic sick leave pool. This
24 employee benefit is funded by voluntary employee contributions of accumulated annual
25 and sick leave. Only employees who contribute are eligible to participate in this program.
26 Commitments to contribute shall be made by those employees wishing to participate in any
27 fiscal year by the 1st of June prior to the commencement of the fiscal year in which they will
28 participate. An employee must contribute two (2) days per year of sick or vacation leave
29 into this pool. However, during the first year of existence of the pool, an employee at his
30 or her sole discretion, may contribute up to seven (7) days of sick or annual leave or a
31 combination thereof. Employees who, due to catastrophic illness, have exhausted their
32 vacation and sick leave would be eligible to draw from this pool. The withdrawal shall be
33 limited to a lifetime maximum of one hundred eighty (180) working days, and not more than
34 sixty (60) working days during any twelve (12) month period. Employees shall accrue
35 normal benefits during this period.

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6 The guidelines for contributions and eligibility for withdrawal shall be as follows:

7 (1) Only eligible employees may participate in the catastrophic sick leave pool.

8 To be eligible to contribute to or draw from the pool, an employee must have
9 a balance of at least fifteen (15) days of sick leave, vacation leave, or a
10 combination of both as of the first payroll period ending in June, and be a full
11 time employee of the City of Slidell for at least one (1) year, prior to the
12 diagnosis of a catastrophic illness. Employee contributions are irretrievable.

13 (2) To be eligible to draw from the catastrophic sick leave pool, an employee

14 must have used fifteen (15) consecutive days of sick leave or vacation leave,
15 and have exhausted all available leave due to a catastrophic illness or
16 disease. The employee is ineligible for compensation if receiving benefits
17 such as workman's compensation or under any other form of leave benefits.

18 The request for withdrawal of days must be accompanied by a physician's
19 certification identifying the nature of the illness or reason why the employee
20 is unable to work and an opinion of how long the employee will remain
21 unable to work.

22 (3) Employees' eligibility for this benefit shall be limited to the following reasons:

- 23 a. Non-elective surgery and recovery therefrom;
24 b. Catastrophic illness or disease such as cancer, heart disease,
25 or stroke;
26 c. Injuries induced by trauma which require convalescence or
27 treatments for a period greater than two (2) calendar weeks;
28 d. Complications resulting from pregnancy.

29 (4) Employees who are deemed permanently disabled with no expectation to
30 return to work shall be ineligible to participate in the program.

31 (5) The Mayor or his designee through the office of Risk Management shall
32 administer this benefit in a fair and equitable manner and shall decide all
33 applications for withdrawal from the pool. He shall adopt administrative rules
34 of procedures and appropriate application forms. The decision to grant or
35 deny a request shall be final and binding not subject to appeal. Records of

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5 all applications, donations, withdrawals, decisions, medical certificates and medical
6 reports, shall be maintained in accordance with the public records requirements.

7 **BE IT FURTHER ORDAINED** that this ordinance shall become effective
8 June 1, 1998.

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10 **ADOPTED** this 10th day of March, 1998.

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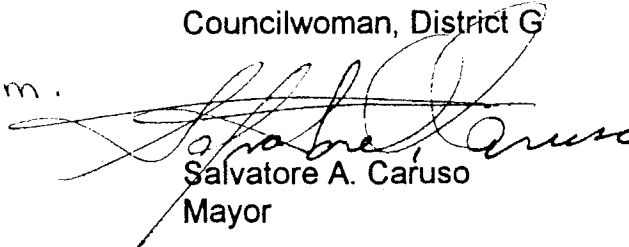
12 Pearl Williams
13 President of the Council
14 Councilwoman, District G

15 **DELIVERED** 11:00 a.m.

16 3/12/98 to the Mayor

17 **RECEIVED** 8:45 a.m.

18 3/17/98 from the Mayor

19 
20 Salvatore A. Caruso
21 Mayor

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23 Davis Dautreuil
24 Council Administrator/Clerk of the Council
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