



# 2009 Proposed Retention/Recruitment Initiatives

Human Resources and Outreach Committee  
January 12, 2009





# Introduction

- **Annually review total compensation package**
- **Recommend modifications to:**
  - To aid in Retention and Recruitment of diverse, and high quality workforce
  - Doing more with less, remaining focused, energized, and motivated
  - Remain competitive in marketplace
  - Benefit both the Employer and Employee



# Background

## Recommending Four (4) Modest Adjustments

- **2 Sick Leave Program Adjustments**

- Sick Leave Incentive Program
- Sick Leave Separation Program

- **2 Health Care Program Adjustments**

- Retiree Life Insurance Benefit
- Retiree Medical Insurance Benefit



# Sick Leave Program Adjustments

## 1) Sick Leave Incentive Program

- ❖ Modify existing program of paying out 40 hours of unused sick leave to 80 hours.
  
- ❖ **Benefit:**
  - ❖ Increases productivity
  - ❖ Reduces use of unnecessary sick days
  - ❖ Reduces long-term financial liability



# Sick Leave Program Adjustments

## 2) Sick Leave Separation Program

- ❖ Modify current sick leave separation payout program from 25% to 50% on a sliding scale based on years of service.
- ❖ **Benefit:**
  - ❖ Promotes equity between mgt and non-mgt employees
  - ❖ Compliments existing retention and recruitment goals
  - ❖ Increases productivity and rewards longevity and dedicated service



# Health Care Program Adjustments

## 3) Retiree Life Insurance Benefit

- ❖ Increase benefit from \$10,000 to \$25,000
- ❖ Extend benefit beyond age 70
- ❖ At age 80 benefit continues, but reduces 50% to \$12,500
- ❖ **Benefit:**
  - ❖ Compliments the District's existing retention and recruitment goals
  - ❖ Reflects longer life expectancies
  - ❖ Aids retiree's family upon death and increasing burial/funeral costs



# Health Care Program Adjustments

## 4) Retiree Medical Insurance Benefit

- ❖ Modify existing eligibility requirements
- ❖ Current eligibility: Requires 6 years of FRS service and age 62; or 30 years of FRS service and any age
- ❖ Tighten eligibility requirements to minimum 6 years of District service and age 62.
- ❖ Reduce the number of FRS years of service for eligibility from 30 years to 25 years -- of which 6 years must be District service
- ❖ **Benefit:**
  - ❖ Limits costs by precluding short-term District employees from being eligible for the benefit
  - ❖ Enhances retention and recruitment efforts



# Staff Recommendation

## Human Resource and Outreach Committee

- ❖ Recommend approval by the full Governing Board the following four modifications to the District's existing benefit programs:
  1. Sick Leave Incentive Program
  2. Sick Leave Separation Program
  3. Retiree Life Insurance Benefit
  4. Retiree Medical Insurance Benefit

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❖ Questions?