

## UNIFIED PERSONNEL SYSTEM

Annex Building 4th Floor  
400 S. Fort Harrison Ave.  
Clearwater, Florida 33756  
Phone: (727) 464-3367  
FAX: (727) 464-3949  
www.co.pinellas.fl.us/persnl  
Website: www.pinellascounty.org

## IV.1



Peggy Rowe  
Director

TO: The Honorable Chair and Members  
of the Unified Personnel Board

FROM: Peggy Rowe, Director of Human Resources

SUBJECT: Rule XIV. Extended Illness Leave

DATE: January 24, 2012

A handwritten signature in black ink that reads "Peggy Rowe". The signature is written in a cursive style and is positioned over a light pink rectangular background.

**Recommendation:** I recommend that Rule XIV. Extended Illness Leave be amended as attached. The Appointing Authorities and the Employees' Advisory Council are in concurrence with this change.

**Background:** In December 1994, the accrual of extended illness (EI) leave was discontinued but employee's accrued balances were maintained. In order to reduce those that still have an EI balance, I am recommending that the usage of any type of absences can be used under Rule XIV. Prior to this proposed revision to the rule, Extended Illness Leave was granted for medical and dental appointments, as well as for illnesses.

## **Personnel Rules - Rule XIV. Extended Illness Leave**

### **A. Purpose of Extended Illness Leave**

Accrued extended illness (EI) leave may be granted for any absence.

### **B. Entitlement to Accumulated Extended Illness Leave upon Separation**

Upon separation, employees shall be paid for 50% of any remaining EI leave. The lump sum terminal payment (\*) shall be determined by using the base rate of pay received by the employee at the time of separation.

\* Payments made pursuant to this section shall not be considered in any State-administered retirement system as salary payments, and shall not be used in determining the average final compensation of an employee in any State-administered retirement system.

### **C. Disposition of Extended Illness Leave for Transferred Employees**

When an employee is transferred from one department, division, office or agency of the Unified Personnel System to another department, division, office or agency of the Unified Personnel System, the employee's accumulated extended illness leave shall also be transferred and such leave, when taken, shall be chargeable to the Department to which the transfer was made.

### **D. Coordination with Disability Income Plans**

The County makes available both Short Term Disability (STD) Income benefits and Long Term Disability Insurance. Benefits are governed by the Plan(s) in place at the time of disability. An employee is not eligible for STD benefits until his EI Has been exhausted. In no event shall an employee receive any combination of EI and STD for longer than he would have been eligible to receive STD.