

**MONTGOMERY COLLEGE**  
Office of the President

November 10, 2016

**MEMORANDUM**

To: Ed Riggs, Chair, College Council  
Dave Anthony, Chair, Staff Council

From: Dr. DeRionne P. Pollard, President

Subject: Sick Leave Bank Proposal and Decision

I want to thank the College Council for the recommendation via Staff Council that you submitted to me regarding the creation of a sick leave bank. This was a thoughtful and creative idea to emerge from governance and one that required a thorough review by our Office of Human Resources and Strategic Talent Management (HRSTM). I appreciate HRSTM's examination of the proposal as well as the significant patience of the councils during the review.

After careful analysis, I have decided that the College will continue its current disability leave program. My examination of the proposal revealed several factors that dissuaded me from making a change to the sick leave system. On the whole, MC already has a strong benefits package that provides for employees in the case of a catastrophic health situation. Among other factors,

- our current program offers exemplary benefits unmatched by the proposed voluntary sick leave bank program;
- implementing a sick leave bank program would require the College to modify its current disability leave policy; and
- the proposed program poses adverse tax implications for the leave donor as well as the leave recipient unless the voluntary sick leave bank meets the IRS definition of "medical emergency exception."

The College already provides benefit-eligible employees with tools that can support them in the case of a debilitating illness: advanced sick leave equal to the hours of leave that would be accrued over the next 12-month period, short-term disability leave benefits in the event that all available sick leave is exhausted, and the option of long-term disability benefits. When taken together, these options are better than an alternative sick leave bank.

After thoroughly researching other institutions' programs, our benefits team has determined that our program is strong in terms of salary continuation in the event of a serious health condition (sick leave, advanced sick leave, and disability leave). It also allows an employee to be in a benefits-eligible pay status for a full year before applying for long term disability and disability retirement. These benefits would be eliminated if the sick leave bank proposal were adopted.

In order to answer questions about this decision, I have asked several HRSTM representatives to attend council meetings on my behalf. Further questions can be directed to my office or to HRSTM.

Thank you again for the care and thoughtfulness that went into this proposal. I take pride in the dedication that our councils show toward the wellbeing of employees at the College and to the open dialogue we share about best practices at our institution.

Please share this memorandum with your councils and constituents as appropriate.

cc: Dr. Tacy Holliday