

Sick Leave

**Importance of
Sick leave
Benefits**

Why save Sick leave?

- In case of emergency: Paid time off
 - If you get sick
 - If your dependent gets sick
 - For Doctor visits

Why Save Program I Pre-06 Sick leave ?

- These hours were accrued prior to 2006
- 25% of your pre-06 sick leave will be placed into your 401K account
- 75% of your pre-06 sick leave pays for months of continued insurance coverage.



Why Save Program I Pre-06 Sick leave ?



- 8 hours of pre-06 sick leave purchase one month of insurance.
 - If younger than age 65 = 8 hours covers the State's portion of medical insurance premiums for everyone on your plan.
 - If age 65 or older = 8 hours purchases Medicare supplemental plan for employee
 - For an additional 8 hours of pre-06 sick, your Spouse may continue to be covered.

Why save Program II Sick leave?

- This program was established with HB 213
- At retirement:
 - 25% of your sick leave hours are placed in your 401K account.
 - 75% of your sick leave will be placed in a Health Reimbursement Arrangement (HRA) account for medical expenses.
- Ability to convert sick leave into converted sick leave or annual leave



Why save Sick leave? Converted Sick leave

- Eligible to convert sick leave to converted sick leave:
 - If you have a total of 144 hours of sick leave at the beginning of the first pay period of the calendar year.
 - Sick leave accrued during that year in excess of 64 shall be converted to program II converted sick leave at the end of the last pay period of a calendar year.
 - May be used as annual leave or as regular sick leave



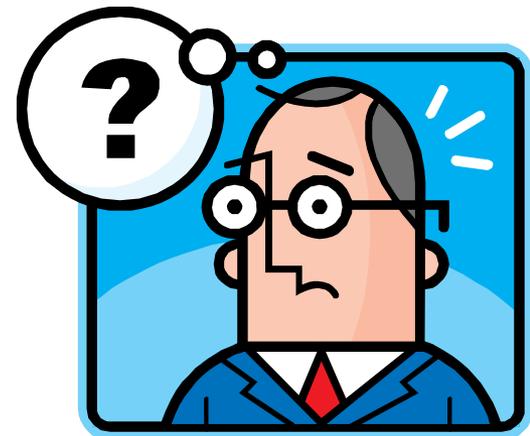
Converted Sick leave (continued)

- If you leave State employment other than retirement, your converted sick leave gets paid out to you.
- At retirement :
 - 25% of your converted sick is placed in your 401K.
 - 75% of program I converted sick pays for months of insurance at 8 hours per month
 - 75% of program II sick is placed in an HRA
- This program ends Jan 2014
 - All hours previously converted will stay as converted sick leave.
 - Sick hours accrued in 2013 will be eligible for conversion.
 - Sick hours accrued in 2014 will not convert.



Sick leave benefit at retirement

- How much money will go into my 401K from sick leave hours?
- How much will be placed in my HRA?
- How many months of insurance will I have?



Retirement Calculator tool

- Log into employee gateway
- Select Retirement from drop down menu
- Scroll to bottom right of screen
- Click on retirement tool
- Open spreadsheet
- Fill in yellow boxes



Unused Leave Benefit Estimator for Retirees

This calculator is a basic tool to help you begin to estimate your retirement benefits*. This is only designed to show the general process of how leave benefits are calculated based on your Pre-2006 Sick Leave, Pre-2006 Converted Sick Leave, current (non Pre-2006) Sick Leave and current Converted Sick Leave. Any Annual, Excess, or Compensatory Leave (for Non-Exempt Employees) will either be paid out at cash value on your last paycheck or contributed to your 401(k) or 457 account, according to your choice. For more **accurate** and **specific** information, you must contact the Employee Resource and Information Center (ERIC) . To calculate your estimated monthly retirement benefit from URS: <https://www.urs.org/calculators/Pages/RetirementDisclaimer.aspx>

Please enter your information in yellow boxes according to your most recent pay statement or information found on ESS. The rest of the boxes will automatically calculate based on your information. For help in each box, hover over the box label for further explanations. Additional information is found at the bottom on the form (you may need to scroll down).

For further questions, please contact the Employee Resource and Information Center (ERIC) at **801-538-ERIC (3742)** or by using the **AskERIC** link on the Employee Gateway homepage.

Antic. # of Program I Sick Hours		Antic. # of Program II Sick Hours		Antic. # of Annual Leave Hours	
Antic. # of Program I C. Sick Hours		Antic. # of Program II C. Sick Hours		Antic. # of Comp Leave Hours	
Sub-Total Program I Hours ***	0	Sub-Total Program II Hours	0	Antic. # of Excess Leave Hours	
25% 401(k) Contribution (Hours)	0	25% 401(k) Contribution	0	Employee's Hourly Rate**	
401(k) Contribution (Money)	\$0.00	401(k) Contribution (Money)	\$0.00	Total 401(k) Contribution (Money)	\$0.00
Remainder Program I Hours	0	Remainder Program II Hours	0	Total of Unused Annual, Comp, and Excess Leave Hours	0
Months of Available Health Insurance	0	Unused Program I Hours	0		
Unused Program I Hours	0	Total of Unused Program I and II Hours	0	Total Cash Value of Annual, Comp, and Excess Leave Hours ****	\$0.00
		HRA Dollars	\$0.00		

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Antic. # of Program I Sick Hours	484	Antic. # of Program II Sick Hours	652.25	Antic. # of Annual Leave Hours	200
Antic. # of Program I C. Sick Hours	67	Antic. # of Program II C. Sick Hours	253	Antic. # of Comp Leave Hours	
Sub-Total Program I Hours ***	551	Sub-Total Program II Hours	905.25	Antic. # of Excess Leave Hours	
25% 401(k) Contribution (Hours)	137.75	25% 401(k) Contribution	226.3125	Employee's Hourly Rate**	\$37.62
401(k) Contribution (Money)	\$5,182.16	401(k) Contribution (Money)	\$8,513.88	Total 401(k) Contribution (Money)	\$13,696.03
Remainder Program I Hours	413.25	Remainder Program II Hours	678.9375	Total of Unused Annual, Comp, and Excess Leave Hours	200
Months of Available Health Insurance	51	Unused Program I Hours	5.25		
Unused Program I Hours	5.25	Total of Unused Program I and II Hours	684.1875	Total Cash Value of Annual, Comp, and Excess Leave Hours ****	\$7,524.00
		HRA Dollars	\$25,739.13		

Questions?





801-538-3742

Ask ERIC