DEKALB COUNTY GOVERNMENT
IMRF BENEFIT PROTECTION LEAVE POLICY

Reviewed For Updates March 1, 2018

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This page showing current page dates of the IMRF Benefit Protection Leave Policy will be updated on the County's web page each March at www.dekalbcounty.org. This page was last reviewed for updates as of March 1, 2018.

IMRF BENEFIT PROTECTION LEAVE POLICY

1.1.0 WHEREAS, the personnel policies of DeKalb County Government allow for employees to apply for and be granted unpaid leave of absences by Department Heads, and

- *(Revised 1/21/2004)*

1.2.0 WHEREAS, the Federal Government, through the recently enacted legislation entitled "The Family & Medical leave Act", has mandated that employees may take unpaid leaves from work for certain circumstances, and

- *(Revised 9/17/2003)*

1.3.0 WHEREAS, employees who arc on an unpaid leave experience a break in IMRF service credits and consequently may find themselves temporarily ineligible for disability and death benefits, and

- (Revised 07/20/1994)

1.4.0 WHEREAS, Slate Legislation allows an employer the opportunity to protect those IMRF benefits during an authorized leave, and

- (Revised 07/20/1994)

1.5.0 WHEREAS, if the employer elects to protect these benefits to the employee, the employee must first make their required payment as set by IMRF and the employer does not make any direct payments, but rather the cost to the employer is calculated into future contribution rates which are amortized over many years, and

- (Revised 07/20/1994)

1.6.0 WHEREAS, the Finance Committee has reviewed the request to allow this benefit protection and has recommended that it be approved, noting that it is consistent with the County's desire to encourage the enhancement of the family

- (Revised 07/20/1994)

2.1.0 NOW, THEREFORE, BE IT RESOLVED, by the DeKalb County Board that the provisions of the IMRF Benefit Protection Leave are acknowledged, that those benefits be allowed for County employees, and that the Finance Director, as the County's IMRF agent, is authorized to approve qualifying employee applications for this benefit in a timely and consistent

- (Revised 07/20/1994)