

Richland County Finance and Personnel Committee

Agenda Item Cover

Agenda Item Name: Reimburse insurance extra premium deducted due to unpaid time off

Department	Ambulance	Presented By:	Darin Gudgeon
Date of Meeting:	17 Sept 2021	Action Needed:	Vote
Disclosure:	Open Session	Authority:	Committee Structure (D)
Date submitted:	10 Sept 2021	Referred by:	

Recommendation and/or action language:

Motion to consider reimbursing an employee for additional health insurance cost deducted from paycheck because of a pre-approved week off without pay

Background: *(preferred one page or less with focus on options and decision points)*

An AEMT requested a pre-scheduled 1 week off without pay for a trip, in August of 2021, that was already scheduled and paid for when being interviewed for a full-time position. The time off without pay was agreed to and the employee accepted the offered full-time position. His schedule trip was about a month before he earned vacation time and because he did not have vacation time to cover the pre-approved time off the employee had \$329.20 deducted from his pay check to pay towards the County’s portion of the health insurance. This is on top of his already paid monthly deduction of \$194.47. It should also be noted that for the month of August he worked 170.5 hours for an average of 42 hrs per week with the 1 week off without pay.

Estimates on the project: \$0.00 (health insurance premiums are budgeted for)

Attachments and References:

--	--

Financial Review:

(please check one)

<input checked="" type="checkbox"/>	In adopted budget	Fund Number	
<input type="checkbox"/>	Apportionment needed	Requested Fund Number	
<input type="checkbox"/>	Other funding Source		
<input type="checkbox"/>	No financial impact		

(summary of current and future impacts)

Approval:

Review:

Darin Gudgeon

Department Head

Administrator, or Elected Office (if applicable)
