

## **Emergency Catastrophic Illness Sick Leave**

Benton County is in the process of considering the implementation of a Catastrophic Illness Sick Leave Bank. It has come to the attention of the Quorum Court that a Benton County employee, Mr. Bruce Rutherford, is in immediate need of additional sick time due to a serious illness. Since the Quorum Court does not wish to implement a countywide policy in haste, the Quorum Court declares the foregoing situation to be an emergency. Action by the Quorum Court in this instance is applicable only to the situation described below and shall not be applicable to any other situation without action by the Quorum Court. The Quorum Court finds and orders as follows:

- 1) Mr. Bruce Rutherford is employed as an investigator for the Prosecuting Attorney's Office.
- 2) That the Prosecuting Attorney informs the Quorum Court that Mr. Rutherford is suffering from a serious condition known as Wegener's Disease.
- 3) That due to the complications from Mr. Rutherford's illness, Mr. Rutherford has been hospitalized multiple times over the past six months and has exhausted all of his vacation time and sick time as a result.
- 4) That Mr. Rutherford's physicians have advised that Mr. Rutherford must not return to work for at least the next few weeks.
- 5) That employees of the Prosecuting Attorney's Office have volunteered to donate sick time to Mr. Rutherford so he can have the necessary time to fully recover.
- 6) That the Quorum Court declares that Mr. Rutherford may be awarded the additional sick time transferred from other employees of the Prosecuting Attorney in an amount not to exceed \_\_\_\_\_ hours.
- 7) That any sick time pursuant to this ordinance must be donated by Friday, January 13, 2016.
- 8) That any donated sick time may be applied retroactively to Mr. Rutherford's absence, beginning on Monday, January 9, 2016, the first day Mr. Rutherford ran out of sick time.
- 9) That the Benton County Human Resources staff shall record any donated sick time hours and adjust the available sick time of Mr. Rutherford and any donating employees accordingly.

