



ITEM REPORT CITY COUNCIL

Agenda Date: 3/3/2026
Agenda Section: Agenda Item

Department Origination: Administration

Agenda Item: Repeal the Sick Leave Donation Policy

Approval Required: No Action Required

BACKGROUND

Prior to 2013 the council adopted a sick leave donation policy. The policy established a procedure through which employees could voluntarily donate a portion of their accrued vacation, sick leave, or compensatory time balance to be used by another employee who has exhausted all forms of paid leave due to the experience of a catastrophic illness or injury. Since at least 2013, the donations to the donation program have decreased and the policy has not been used.

As of January 1, 2026, employees can now utilize leave through the state mandated paid family medical leave (PFML) program, in addition to their accrued leave. As such, administration is recommending the council terminate the sick leave donation policy as there is an additional leave option, PFML, available to employees.

FINANCIAL IMPLICATIONS

There are no financial implications for terminating the policy.

STAFF RECOMMENDATIONS

Administration recommends the council terminate the sick leave donation policy as discussed during the February 17, 2026 work session.

COUNCIL ACTION REQUESTED

Motion to Repeal the Sick Leave Donation Policy.