

County of Gloucester
Human Resources Manual

CHAPTER:	6 – LEAVE TIME	ADOPTED: 3/7/06
SECTION:	10 – DISABILITY LEAVE	REVISED:

In case of disability due to illness or injury as a result of, or arising from, an employee's job, the County pays Disability Leave in accordance with the appropriate negotiated contract. Non-union and management employees will receive disability leave with 2 weeks at 100% base pay and 24 weeks at 85% base pay.

Employees shall not be required to use their regular sick leave in such cases, provided the insurance carrier has determined that the disability is job-related (please see HR 8.2 titled "Injury on the Job"). In the event the employee receives Worker's Compensation benefits (please see HR 5.6), disability leave payments will be offset or reduced correspondingly to prevent duplication.

Unpaid Leave for those employees who cannot work because of sickness or injury NOT caused by the employee's job is available to Gloucester County employees that qualify. Please see HR 5.9 titled "Disability Benefits" and HR 6.11 titled "Unpaid Leave" for more details.