

# MADISON COUNTY, VIRGINIA PERSONNEL POLICIES MANUAL

<b>DISABILITY LEAVE PROGRAM - HYBRID PLAN EMPLOYEES</b>			
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<b>POLICY NO.</b>	9.5	<b>EFFECTIVE:</b>	01/02/2024
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## Purpose

To provide an alternative leave system for use by localities to address the leave needs of employees covered under short and long-term disability programs.

## Scope

This policy applies to full-time employees who are not in temporary or emergency positions and whose localities have chosen to limit their sick leave as part of a short and long term disability plan. This group of employees includes full-time employees hired or rehired on or after January 1, 2014; full time employees who chose to opt-in to the hybrid retirement plan in 2014; or other employees as determined by the locality.