



Department of Public Safety Peace Officer Sick Leave Benefits

The Sick Leave Bank (SLB) program offered to sworn peace officers of the Department of Public Safety (DPS) has been in existence since the first collective bargaining agreement (CBA) negotiated by the State Police Officers' Council (SPOC) in 1977. Officers of the Department of Natural Resources also receive this benefit, but are not covered in this Fiscal Topic document. The SLB program administered by the DPS provides covered employees with 100.0% of the value of the accumulated and unused hours of sick leave at the time of retirement at the hourly rate of pay in effect at retirement, regardless of the number of hours banked. The SLB may be utilized to pay for 100.0% of health, dental and/or life insurance premiums during postretirement years. Sick leave accrual rates for peace officer employees covered under the SLB program are provided in **Table 1**.

Table 1

Sick Leave Balance	Accrual Rate
Zero to 2,000 hours	12 days (96 hours) per year
More than 2,000 but fewer than 2,500 hours	9 days (72 hours) per year
More than 2,500 hours	6 days (48 hours) per year

Until the passage of the Sick Leave Insurance Program (SLIP) for the remainder of state government employees in 2006 Iowa Acts, [Chapter 1185](#), the SLB benefits for officers when promoted to a supervisory rank were limited to those hours earned while covered by the CBA. The benefits offered to officers covered by SPOC and the sick leave accruals are now extended to supervisory peace officers in [Iowa Code section 70A.23](#).

The program ceases only when the SLB is exhausted. Employees covered by this program may terminate participation in the state insurance group and take advantage of a postretirement employer's health insurance benefits, then return to utilize the value of the SLB to pay for 100.0% of the health, dental, and/or life insurance premiums for any insurance carrier's policy. If a member leaves the State of Iowa insurance group, they may not return to the group plan and must pay the premiums to the insurance carrier of their choice and request reimbursement from the employing agency at the time of retirement. Covered employees may also return to state employment, other than Peace Officers' Retirement System covered employment, and utilize the SLB to pay for the employee portion of a state group premium while earning a benefit under the SLIP program available to all other state employees.

Employees may use the SLB for the purchase of life insurance (term, whole life, or universal life) with a face value up to the value of the state life insurance carried by the employee at the time of retirement. Limits presently in place are maximums of \$50,000 face value for officers covered by the SPOC CBA and \$100,000 face value for supervisory peace officers. If a covered employee predeceases his or her spouse, the remaining value of the SLB is transferable for the continued payment of premiums for the surviving spouse and any remaining dependents until exhausted or the death of the spouse, whichever occurs first.

The current SLB liability for DPS is unfunded, as no trust or fiduciary fund exists to accumulate funds for the liability. The DPS pays the health, dental, and life insurance premiums as they become due to the state group carrier, or reimburses retirees the cost of premiums as they are submitted. The DPS does receive a General Fund appropriation to pay a portion of the annual premiums payable each fiscal year. The balance of premiums paid during the year is paid from the operating budget of the DPS. The DPS participation rates, values of annual premiums paid, current SLB liability (for current retirees), and noncurrent SLB liability (for current employees yet to retire) as of June 30, 2012, are reflected in **Table 2**.

Table 2

Department	# of Retired Participants	# of Active Participants	Current SLB Liability	Noncurrent SLB Liability	FY12 Premiums Paid
Public Safety	156	620	\$5.8 million	\$23.6 million	\$771,268

More Information

Department of Administrative Services: [SPOC Collective Bargaining Agreement](#)
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