

SECTION 7.03 SICK LEAVE CONVERSION - RETIREMENT

An agency employee at the time of retirement from active service with the Jefferson County Board of Developmental Disabilities (JCBDD) shall be paid only one-fourth (1/4) of the value of his/her earned but unused sick leave credit. The maximum of such payment, however, shall be for forty (40) days or a max of three hundred twenty (320) hours.

To qualify for such payment, the employee shall have had, prior to the date of retirement, ten (10) or more years of service with JCBDD, the state, or any of its political subdivisions, and be eligible to receive PERS/STRS benefits.

Such payment shall be based on the employee's hourly rate of pay at the time of retirement.

Such payment shall be made only once and shall eliminate all sick leave credit accrued by the employee.

Eligible JCBDD employees retiring from active service shall request such payment in writing in order to initiate the payment process.

Employees who die shall be considered to have terminated their employment as of the date of their death, and shall be eligible for such sick leave payment for which they would otherwise have qualified. Such payment shall be made in accordance with Section 2113.04, or paid to the employee's estate.

Residential employees covered by the collective bargaining agreement shall be governed by Article 11, Sections A-E.

OPERS Leave Conversion

JCBDD maintains an Attendance Incentive Plan, Section 6.3.5 and Contract Language in certain Management Employment Contracts that affords an individual employee to “cash in”, or convert unused leave balances into cash, dependent upon certain situations outlined in those policies and or contracts.

In compliance with OPERS requirements, effective March 31, 2010, this conversion of unused vacation time into cash compensation can qualify the payout as earnable salary. The payment must be for leave accrued within the 12 month period preceding the payment and the payment cannot exceed the maximums defined in the situations addressed by these policies and/or contracts.