

ORDINANCE NO. 2012 - 29

**ADOPTING A MODIFICATION TO THE POLICY FOR
CONVERTING SICK LEAVE UPON RETIREMENT**

WHEREAS, the City of Mason currently has a policy in place regarding sick leave conversion at retirement for full-time regular employees; and

WHEREAS, Council for the City of Mason has determined that it is necessary to modify said policy.

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Mason, Ohio, six members thereto concurring:

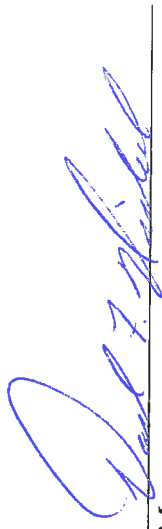
Section 1. That the policy of the City of Mason for Sick Leave Conversion Upon Retirement is hereby modified as set forth in Exhibit "A" attached hereto and incorporated herein by reference.

Section 2. That this Ordinance shall take effect and be in force from and after the earliest period allowed by law.

Passed this 9th day of April, 2012.

Attest:


Clerk of Council


Mayor

2/1/12
964693.1

7) Sick Leave Conversion at Retirement

- a) Upon retirement, a full-time, regular employee who meets the age and length of service requirements of the Public Employees Retirement System or the Police and Fireman's Disability and Pension Fund, whichever is applicable, and who was also in the service of the City for a period of ten (10) continuous years prior to retirement from the City may convert accumulated sick leave at agreed upon rates. Once an employee has earned five hundred (500) hours of sick leave, the employee may convert it at the following rates:
- i) One (1) hour to 1600 hours at three (3) hours of sick leave to one (1) hour of pay;
 - ii) 1601 hours to 1800 hours at two (2) hours to one (1) hour of pay;
 - iii) 1801 hours to 2300 hours at one (1) hour of sick leave to one (1) hour of pay.
- b) Conversion rates are for hours earned in each tier and are not retroactive to all hours accumulated. The maximum of redeemable hours shall be twenty-three hundred (2,300) hours. The maximum payout shall not exceed eleven hundred thirty-three (1,133) hours of pay. Sick hours are not convertible to cash under any other circumstances.
- c) Payment will be based on the employee's base rate of pay at the time of retirement.
- d) The conversion of sick leave to cash will be made as a lump sum payment and will eliminate all sick leave credit accrued by the employee.
- e) Retirement, as used in this Policy, is hereby defined as a separation of a regular full-time or regular part-time employee after ten (10) continuous years of service in good standing with the City of Mason, and a separation where the employee is eligible per the respective plan as well as meets other applicable criteria (i.e. age for retirement) for regular or disability retirement benefits from the appropriate State of Ohio Pension Plan within one (1) year from the date of separation.

