

TRUMBULL COUNTY BOARD OF DEVELOPMENTAL DISABILITIES

Policy

Section 5.18

RETIREMENT SICK LEAVE CONVERSION

Purpose:

This policy permits employees to request payment of accrued, unused sick leave at the time of their retirement from PERS/STRS retirement from active service with the TCBDD.

Policy:

If at least one-half ($\frac{1}{2}$) of an employee's total public service time has been with Trumbull County Board of Developmental Disabilities (TCBDD), Board Employees may elect, at the time of retirement, and with five (5), but less than ten (10) years of service with the State, any political subdivision or any combination thereof, to be paid in cash for 25% of the value of their accrued but unused sick leave credit.

If at least one-half ($\frac{1}{2}$) of an employee's total public service time has been with TCBDD, Board employees may elect, at the time of retirement, and with ten (10), but less than fifteen (15) years of service with the State, any political subdivision or any combination thereof, to be paid in cash for 40% of the value of their accrued but unused sick leave credit.

If at least one-half ($\frac{1}{2}$) of an employee's total public service time has been with TCBDD, Board employees may elect, at the time of retirement, and with fifteen (15), but less than twenty (20) years of service with the State, any political subdivision or any combination thereof, to be paid in cash for 60% of the value of their accrued but unused sick leave credit.

If at least one-half ($\frac{1}{2}$) of an employee's total public service time has been with TCBDD, Board employees may elect, at the time of retirement, and with 20 but less than 25 years of service with the State, any political subdivision or any combination thereof, to be paid in cash for 80% of the value of their accrued but unused sick leave credit.

If at least one-half ($\frac{1}{2}$) of an employee's total public service time has been with TCBDD, Board employees may elect, at the time of retirement, and with 25 or more years of service with the State, any political subdivision or any combination thereof, to be paid in cash 100% of the value of their accrued but unused sick leave credit.

Sick leave payment shall be based on the employee's rate of pay at the time of retirement and eliminates all sick leave credit accrued but unused by the employee at the time payment is made.

If any employee of the Board dies while in active pay status, all accrued sick leave due his or her credit shall be paid to the estate of the deceased employee. Eligible Board employees retiring from active public service must request such payment in writing to the Superintendent in order to initiate the payment process.

Experience credit for sick leave conversion does not accrue for the period of time when an employee is in a non-pay status, except normal seasonal breaks to service.

A full year of credit for sick leave conversion purposes will be granted to employees for each year that they work and do not have leaves of absences totaling more than one month of service. Seasonal breaks in service will not be deducted from service time. No more than one (1) year of credit will be granted for any twelve (12) month period.



Board President



Superintendent

Adopted: 5/26/98
Updated: 7/24/2012
Revised: 3/22/2021

References:
ORC 124.38
ORC 124.39