

SANDUSKY COUNTY
PERSONNEL POLICY AND PROCEDURE MANUAL

SICK LEAVE CONVERSION

SECTION 4.03
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A. Employees Hired on or Before August 12, 1982:

Employees of Sandusky County hired on or before August 12, 1982, shall be paid one hundred percent (100%) of the value of their accrued but unused sick leave, at their current rate of pay, at the time of their retirement from active service with the County, up to a maximum payment of two hundred sixty (260) days of sick leave.

1. An employee shall receive such sick leave conversion payment only once.
2. An employee who has received such sick leave conversion pay shall be considered to have eliminated all sick leave credit accrued.
3. For purposes of this policy, retirement shall be defined as service or disability retirement from active service with Sandusky County at the time of separation under the Public Employees Retirement System.
4. The beneficiary of a deceased employee is eligible for such payment of sick leave for which the deceased employee would otherwise be qualified. Under this policy, the date of termination shall be the date of death. Such payment shall be made in accordance with Section 2113.04 of the Ohio Revised Code or paid to the employee's estate.

B. Employees Hired or Rehired After August 12, 1982:

Employees hired or rehired after August 12, 1982, who retire from active service with Sandusky County having completed seven (7) years of service with the County, shall be eligible to convert sick leave to cash at their current rate of pay for one-fourth (1/4) of the value of their accrued but unused sick leave at the time of retirement. The maximum payment which may be made shall be one-fourth (1/4) of one hundred twenty (120) days, of sick leave, or thirty (30) days.

1. Such payment shall be considered to eliminate all sick leave credit accrued by the employee. Such payment shall be made only once to any employee.
2. For purposes of this policy, retirement shall be defined as service or disability retirement from active service with Sandusky County at the time of separation under the P.E.R.S.
3. The beneficiary of a deceased employee is eligible for such payment of sick leave for which the deceased employee would otherwise be qualified. Under this policy the date of termination shall be the date of death. Such

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