9.04 SICK LEAVE CONVERSION/CASH OUT

A. Policy Statement

Pursuant to Section 124.39 of the Ohio Revised Code, employees with at least ten (10) years of "prior public agency service" who retire under the Public Employees Retirement System shall be paid one-fourth (1/4) of the value of the accrued, but unused sick leave credit to a maximum of thirty (30) days.

B. Upon Retirement

For purposes of this policy, retirement means disability or service retirement under any state or municipal retirement system in this state.

Payment shall be made at the employee's rate of pay on the effective date of retirement and eliminates all sick leave credit accrued by the employee. Such payment shall only be made once to an employee.

If an employee who retires under a public retirement system intends to return to public service and therefore elects not to take a payment under this policy at the time that he or she retires in order to preserve his or her sick leave balance, the employee will not be eligible for a payment under this policy at a later date or a subsequent separation from public employment. Payments under this policy shall only be made at the time an employee separates from employment for the purpose of retiring to a state or municipal retirement system.

C. Upon Resignation

Employees with less than ten (10) years of service credit **or** who are leaving for reasons other than retirement as defined above are not eligible for a payout under this policy.

The previously accumulated leave balances of an employee who has been separated from the service with the county, who is ineligible for a payout under this policy or has elected not to receive a payout pursuant to this policy, shall be placed in the employee's credit upon reemployment in the public service, provided that such reemployment occurs with ten (10) years of the employee's separation from the county.