

E. Payment of Sick Leave upon Termination

1. Non-Civil Service Regular Employees shall not be paid for any accrued sick leave as a part of his/her terminal pay unless such employee has completed five (5) continuous years of service with the City. Such regular employees, however, are entitled to use sick leave to offset bona fide illnesses during this five-year period.
2. Noncivil service regular employees specified in subsection (e)(1) above, who were employed on or before May 31, 1989, shall be paid for any unused, accumulated sick leave, not to exceed one thousand one hundred twenty (1,120) hours (140 eight-hour days), at the time of his/her separation as part of his/her terminal pay.
3. Non-civil service regular employees hired on or after June 1, 1989, who have completed five (5) continuous years of service with the City shall be paid for unused, accumulated sick leave, not to exceed seven hundred twenty (720) hours (90 eight-hour days), at the time of his/her separation as part of his/her terminal pay.
4. Non-civil service regular employees hired on or after January 1, 1996, who have completed five (5) years of continuous service with the City shall be paid for one-half (1/2) of his/her unused, accumulated sick leave at the time of his/her separation as part of his/her terminal pay.
5. Non-civil service regular employees hired on or after January 1, 1996 who have completed ten (10) years of continuous service with the City shall be paid for his/her unused, accumulated sick leave, not to exceed four hundred eighty (480) hours (sixty (60) eight-hour days) at the time of his/her separation as part of his/her terminal pay.
6. Sick leave shall be calculated as follows:
 - (a) The amount of the payment shall be computed by multiplying the number of hours of qualified unused, accumulated sick leave by the employee's annual hourly rate for his/her individual base job, (i.e., the employee's regular permanent job) at the time of separation, regardless of whether, at termination, the employee has been employed in a temporary "acting" capacity, at a different classification with a different hourly rate other than his/her base job hourly rate. (AMENDED\ORD#02-32 7/23/02)
 - (b) Unused, accumulated sick leave is paid from the terminal sick leave fund.
7. Civil Service Personnel shall be paid their terminal sick leave in accordance with applicable state statutes and collective bargaining agreements.

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