

ARTICLE 34.10(b), (c) and (d)

SICK LEAVE

34.10 a) Employees separated from the Fire Department by death, retirement, resignation, or lay-off, and those who participate in the Consolidated Pension DROP, shall, upon request, be compensated in cash, at the weighted average of their base hourly rates during the preceding five years, for one-half of sick leave accumulated and unused which appears on their records. At the time of their separation or entry in the Consolidated Plan DROP, as the case may be, such payment shall not exceed the equivalent of one thousand three hundred (1,300) hours for 24-hour employees, and nine hundred and sixty (960) hours for 40-hour employees (2600 x .50; 1920 x .50), provided that such payment shall only be made if the employee has, at the time of his separation, used less than fifty percent (50%) of the sick leave he had accrued during his tenure with the Department.

b) Except as provided below, employees receiving payment for sick leave, as described in section 34.10(a), may apply sick leave hours not redeemed for cash payout to pension service credit. Sick leave hours redeemed for cash payout are considered "used" and may not be converted to service credit. Effective January 1, 2014, any sick leave accrued and unused after such date shall not be converted to additional service credit for determining pension benefits.

c) Upon entering into the DROP, employees may elect to apply unused sick leave hours accrued as of December 31, 2013 to pension service credit and/or to retain some or all of their unused sick leave for use during their employment while participating in the DROP. Sick leave hours redeemed for cash payout of sick leave balances upon retirement are considered already "used" and may not be converted to credited service, or used as sick leave during participation in the DROP. In the case of a reverse DROP, members may utilize the lesser of the sick leave balance in existence on the effective date of commencement of participation or

- Deleted:** thirteen hundred (1300) hours
- Deleted:** in excess of twenty-six hundred (2600)
- Deleted:** Employees receiving payment for nine hundred and sixty (960) hours may apply hours in excess of nineteen hundred and twenty (1920) to pension service credit. (Employees may utilize a portion of unused sick leave for computation of payment and apply any hours not so used to pension credit.) If applicable, such days of unused sick leave shall be converted to one (1) full day of additional service credit based on the employee's normal workweek.
- Deleted:** The total number of hours of accrued sick leave divided by the normal work week in hours (at the time of retirement) times fifty-two (52) weeks, as defined in Article 41, Section 41.2 (a). The total will equal the additional years of retirement service credit. This provision shall be applicable to twenty-four (24) hour shift employees only.
- Deleted:** c) Employees who retire may receive payment for up to thirteen hundred (1300) hours and may apply 50% of the hours used in computing such payment described in (a) above to pension service credit. (Employees may utilize a portion of unused sick leave for computation of payment and apply any hours not so used to pension credit.)
- Deleted:** d
- Deleted:** attain the requisite years of
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1 the balance in existence ninety (90) days after declaration of
2 intention to enter the reverse DROP, [subject to the limits described](#)
3 [in \(b\) above](#). Any unused sick leave remaining at the expiration of
4 the DROP participation or period will be forfeited.
5 d) The union agrees that once a retirement request is filed with the City,
6 it becomes irrevocable thirty (30) days prior to the specified date
7 targeted for retirement.

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