

Human Resources Policy Bulletin

Number: 2016-1

City of Lincoln

Date: August, 2016

| Reference: | Title: |
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| Resolution # A-79846 (11/8/99) Resolution # A-80438 (10/2/00) LMC 2.76.380 Supercedes Personnel Policy Bulletin 2012-4 | Policy for Sick Leave Payout at Retirement, Death, Reduction In Force or Resignation |

Pursuant to Resolution A-79846 and A-80438, the City of Lincoln has established a Post Employment Health Plan (PEHP) benefit for employees who hold positions in classifications preceded by "DSS", "M", "E", "X" or "W".

Contributions will be made by the City into the PEHP Universal Account on behalf of regular employees scheduled 30 hours or more per week. Those contributions will be \$25.00 per employee per pay period for classifications preceded by "DSS", "M", "W", or "E" and \$30.00 per employee per pay period for classifications preceded by "N" or "X".

The sick leave payout granted employees in these classifications is based on the following schedule:

In accordance with Section 2.76.380 (e) of the Lincoln Municipal Code, for employees with a pay range prefixed by "M" or "W", 65% of an employee's sick leave balance will be paid into the employee's PEHP Premium account at retirement, death, or reduction in force.

In accordance with Section 2.76.380 (e) of the Lincoln Municipal Code, for employees with a pay range prefixed by "E", "N" or "X", 50% of an employee's sick leave balance will be paid into the employee's PEHP Premium account at retirement, death, or reduction in force.

In accordance with Section 2.76.380 (e) of the Lincoln Municipal Code, for employees with a pay range prefixed by "X", 33% of an employee's sick leave balance will be paid into the employee's PEHP Premium account upon resignation.

For employees with a pay range prefixed by "N", 33% of an employee's sick leave balance will be paid in cash upon resignation.

For employees with a pay range prefixed by "E", 35% of an employee's sick leave balance will be paid in cash upon resignation.

For any employee currently holding a position in a classification preceded by "DSS" who was previously in the classified service, and has a sick leave balance, 65% of the balance will be paid into the employee's PEHP Premium account at retirement, death, or reduction in force.


Doug McDaniel, Human Resources Director

8-16-16
Date