

RESOLUTION NO. 21-22-49

AMENDING THE EMPLOYEE POLICY HANDBOOK FOR PAY-OUT OF SICK LEAVE
AT RETIREMENT

WHEREAS, the City of Forest City, IA would like to compensate retiring employees for unused Sick Leave;

WHEREAS, this pay out is available to employees who are eligible for and receiving monthly retirement benefits from the Iowa Public Employees' Retirement System;

NOW THEREFORE BE IT RESOLVED by the City Council of the City of Forest City, Iowa amends the employee handbook by replacing Section 13.4 with the following:

Section 13.4 Pay-out of Sick Leave at Retirement

Once an employee is eligible for and receiving monthly retirement benefits from the Iowa Public Employees' Retirement System, they can make an election for one of the following options for pay-out of accumulated sick leave above 360 hours.

1. 50% of accumulated sick leave above 360 hours shall be converted to a credit to be applied towards post-employment city health insurance premium costs. This credit can be used towards payment of 50% of the monthly premium cost. Credit is available on the health insurance coverage that was in place at the time of retirement, or lesser coverage. Credit can be used in the same manner towards a spouse's premium created from an employee retirement. Coverage will end when the credit is depleted, you become eligible for Medicare, you fail to pay any employee share of the premium or death.
2. A pay-out of 25% of the accumulated sick leave above 360 hours shall be made as a lump sum pay-out along with the employees final paycheck as indicated in the Employee Policy Handbook.

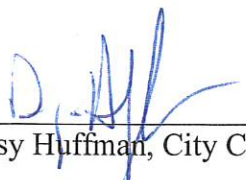
Terminations of employment other than retirement, as stated above, shall forfeit all accumulated sick leave benefits.

PASSED AND APPROVED this 18th day of April, 2022.



Byron Ruitter, Mayor

ATTEST:



Daisy Huffman, City Clerk/Administrator