



**SECTION III**

*Effective July 1, 2015*

**ARTICLE 4 - BENEFITS**

**SECTION 4.2 VACATION/ANNUAL LEAVE**

**DELETE**

- J) Pay for Vacation
  - 2) Separating or Retiring Employee - Deferral of Vacation Pay  
Upon separation or retirement, employees may defer any amount into the 457 plan up to limits allowed by law

**ADD**

- K. At the time of retirement or separation, the provision of Section 4.3B (RHSP) shall apply.

**SECTION 4.3 SICK LEAVE/PERSONAL LEAVE**

**MODIFY**

- I) Conversion of sick leave insurance
  - 1. At the time of retirement or separation, the provision of Section 4.13C (RHSP) shall apply, as well as the provisions below. An employee covered by this Agreement shall have their remaining accumulated sick leave converted by the City into cash or deferred income on the following basis:
    - a) After seven years of service, each hour of accumulated sick leave shall equal ½ hours pay.
    - b) At retirement, each hour of accumulated sick leave shall equal one hour pay.
  - 2) Accumulated sick leave shall be converted into paid up life insurance on the basis that each hour of accumulated sick leave shall equal 100% of the hourly rate upon the death of an employee covered by this agreement regardless of years of service, to be paid to the employee's beneficiary.
  - 3) The annuity and the provisions of the annuity shall be specified by Engineers or TFEA employees, subject to consultation with Management.



