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Memorandum of Understanding
City of Circleville and IAFF Local 1232

Whereas, the parties have met to discuss the application of Section 14.10 of the parties' effective collective bargaining agreement for employees retiring from City service;

Whereas, after discussion between the parties, the parties agree that clarification regarding the maximum number of hours of sick leave that can be converted upon retirement is necessary;

Whereas, the parties agree that bargaining unit employees working a twenty-four (24) hour shifts retiring from service with the City **on or after July 1, 2015**, should be eligible to convert upon retirement up to a maximum of seven hundred and twenty (720) hours;

Now Therefore, the parties agree that Section 14.10, paragraphs A and B, shall be clarified as follows:

A retiring employee with twenty (20) or more years of service with the City of Circleville shall be entitled to receive payment for thirty-five (35) percent of his or her accrued but unused sick leave. A retiring employee with less than twenty (20) years of service with the City of Circleville shall be entitled to receive payment for twenty-five (25) percent of his or her accrued but unused sick leave. Only service time as an employee of the City of Circleville shall be utilized in this conversion calculation. However, no employee shall receive payment for more than seven hundred and twenty (720) hours. Employees working eight (8) hour shifts shall be permitted to receive payment for a maximum of two hundred and forty (240) hours.

For the City

Deborah R. McElroy

For the Union

Bradley Rankin

[Signature]

Date: 9/2/2015