

CHAPTER 20. PERSONNEL*
HEALTHCARESAVINGSPLAN
ARTICLE VI. SEVERANCE PAY, RETIREMENT INCENTIVE AND
HEALTHCARESAVINGSPLAN*

20.440. Contributions. (a) *Accrued sick leave upon retirement.* Employees who retire from employment with no less than four hundred eighty (480) hours or no less than sixty (60) days of accrued sick leave will have fifty (50) percent of the accrued sick leave hours converted into cash at a daily rate of pay for the position held by the employee on the day of retirement or termination, notwithstanding subsequent retroactive pay increases and deposited into their healthcaresavings account. The conversion and deposit shall occur within thirty (30) days of the date of the retirement.

(b) *Accrued vacation leave.*

(1) Appointed employees participating in the Minneapolis Employees Retirement Fund and Union Central Pension Plan who retire or terminate employment with accrued vacation leave will have one hundred (100) percent of the accrued vacation hours or days converted into cash at an hourly or daily rate of pay for the position held by the employee on the day of retirement or termination, notwithstanding subsequent retroactive pay increases and deposited into their healthcaresavings account. The conversion and deposit shall occur within thirty (30) days of the date of the retirement or termination.

(2) Appointed employees participating in the Minneapolis Police Relief Association and the Minneapolis Fire Relief Association who retire or terminate employment with accrued vacation leave will have one hundred (100) percent of the accrued vacation hours or days converted into cash at an hourly or daily rate of pay for the position held by the employee on the day of retirement or termination, notwithstanding subsequent retroactive pay increases and deposited into their healthcaresavings account. The conversion and deposit shall occur within thirty (30) days of the date of the retirement or termination.

(3) Non-represented employees participating in the Minneapolis Employees Retirement Fund who retire or terminate employment with accrued vacation leave will have fifty (50) percent of the accrued vacation hours or days converted into cash at an hourly or daily rate of pay for the position held by the employee on the day of retirement or termination, notwithstanding subsequent retroactive pay increases and deposited into their healthcaresavings account. The conversion and deposit shall occur within thirty (30) days of the date of the retirement or termination. The remaining fifty (50) percent of the accrued vacation hours shall be converted into cash at a daily rate of pay for the position held by the employee on the day of retirement or termination, notwithstanding subsequent retroactive pay increases and shall be paid to the employee within thirty (30) days of retirement.

(4) Appointed employees participating in the Public Employees Retirement Association who retire or terminate employment with accrued vacation leave will have fifty (50) percent of the accrued vacation hours or days converted into cash at an hourly or daily rate of pay for the position held by the employee on the day of retirement or termination, notwithstanding subsequent retroactive pay increases and deposited into their healthcaresavings account. The conversion and deposit shall occur within thirty (30) days of the date of the retirement or termination. The remaining fifty (50) percent of the accrued vacation hours shall be converted into cash at a daily rate of pay for the position

held by the employee on the day of retirement or termination, notwithstanding subsequent retroactive pay increases and shall be paid to the employee within thirty (30) days of retirement.

(5) Non-represented employees participating in the Public Employees Retirement Association and Union Central Pension Plan who retire, or terminate employment with accrued vacation leave will have fifty (50) percent of the accrued vacation hours or days converted into cash at an hourly or daily rate of pay for the position held by the employee on the day of retirement or termination, notwithstanding subsequent retroactive pay increases and deposited into their healthcaresavings account. The conversion and deposit shall occur within thirty (30) days of the date of the retirement. The remaining fifty (50) percent of the accrued vacation hours shall be converted into cash at a daily rate of pay for the position held by the employee on the day of retirement or termination, notwithstanding subsequent retroactive pay increases and shall be paid to the employee within thirty (30) days of retirement.

(c) *Percentage of the annual salary adjustment.*

(1) Appointed employees who are members of the Minneapolis Employees Retirement Fund and Union Central Pension Plan shall contribute sixty-six and two-thirds ($66 \frac{2}{3}$) percent of their annual salary adjustment. The contributions will be made to the employee's healthcaresavings account each pay period.

(2) Appointed employees who are members of the Minneapolis Police Relief Association and the Minneapolis Fire Relief Association shall contribute sixty-six and two-thirds ($66 \frac{2}{3}$) percent of their annual salary adjustment. The contributions will be made to the employee's healthcaresavings account each pay period.

(3) Non-represented employees who are members of the Minneapolis Employees Retirement Fund shall contribute thirty-three and one-third ($33 \frac{1}{3}$) percent of their annual salary adjustment. The contributions will be made to the employee's healthcaresavings account each pay period.

(4) Appointed employees who are members of the Public Employees Retirement Association shall contribute thirty-three and one-third ($33 \frac{1}{3}$) percent of their annual salary adjustment. The contributions will be made to the employee's healthcaresavings account each pay period.

(5) Non-represented employees who are members of the Public Employees Retirement Association and Union Central Pension Plan shall contribute thirty-three and one third ($33 \frac{1}{3}$) percent of their annual salary adjustment. The contributions will be made to the employee's healthcaresavings account each pay period. (Code 1960, As Amend., § 554.030; Ord. of 6-29-73, § 1; Ord. of 11-27-74, § 1; Ord. of 12-20-74; Pet. No. 249854, § 56, 7-14-89; 2001-Or-061, § 3, 5-18-01; 2003-Or-046, §§ 4, 5, 4-4-03; 2004-Or-140, §§ 1, 2, 12-23-04)

20.450. Reserved.