

## Sick Leave at Retirement (Non-TCRS)

**1. Are your employees allowed to accrue sick leave?**

City	Yes/No	Comment
Murfreesboro	Yes	Employees accrue the equivalent of one sick day for each month of full-time service.
Franklin	Yes	
Athens	Yes	
Farragut	Yes	
Gallatin	Yes	8 hours per month (40 hours week employees)
Bartlett	Yes	employees are allowed to accrue sick leave
Germantown	yes	
Columbia	Yes	
Knoxville	Yes	
Arlington	Yes	40 hour a week employee earns 8 hour per month Firefighters (24 hour employees) earn 12 hours per month .
Dyersburg	Yes	each employee accrues 8 hours sick leave per 30 days employment

**2. What is the maximum amount of sick leave employees may accrue?**

City	Maximum amount of sick leave
Murfreesboro	Sick leave accrues on an unlimited basis.
Franklin	No limit
Athens	8 hours per month, 720 hours maximum
Farragut	720 hours
Gallatin	No maximum limit
Bartlett	There is no maximum amount of sick leave that an employee can accrue. Unlimited.
Germantown	Max amount of sick time that can be accrued - no limit and can be carried over year to year
Columbia	260 days, 2080 hours for all employees except fire. Fire is 117 shifts or 2808 hours.
Knoxville	No cap on sick leave
Arlington	Not to exceed a maximum of 720 hours on the books or 90 days. Firefighters (24 hour employees) not to exceed 1080 hours or 45 (24 hour days).
Dyersburg	720 hours

**3. Upon retirement, does your city allow employees to do anything with their accrued sick leave (i.e. sell it back to the city, use for retirement, etc...?)**

<b>City</b>	<b>What can employees do with accrued sick leave?</b>
Murfreesboro	Employees may be paid for unused sick leave as earnings during a period called "run out" that precedes their retirement.
Franklin	The City of Franklin pays the employee their accrued sick leave up a maximum of 120 days.
Athens	No
Farragut	With two months' notice, a retiring employee will be paid for ½ of the sick leave balance on their last check.
Gallatin	Employees are eligible for a % of their sick leave depending upon age and/or years of service
Bartlett	If the employee is eligible for a retirement benefit, all accrued sick hours are applied to their pension service credit
Germantown	Upon retirement you can receive compensation for one-half of accrued sick leave at the employee's regular rate of pay
Columbia	<p>1. Effective January 1, 2004, as an incentive not to use sick leave and a reward for attendance on the job, an employee separating from the City by means of any type of retirement under the City's retirement plan shall have all then-accrued-and-unused sick leave, up to the maximum permitted accrual shown in the table above, credited as additional time worked (what is called "credited service" in the City's Employees' Retirement Plan) when calculating the employee's retirement benefits.</p> <p>2. Employees hired after July 1, 2012, and who have vested in the defined contribution plan upon separation from employment shall have 50% of accrued sick leave paid into the 401(a).</p>
Knoxville	If the employee has at least 960 hours, he/she can cash in 960 hours and receive payment for 480 hours. If the employee does not have 960 hours, he/she can convert blocks of 20 sick days to 1 month of credited service toward pension.
Arlington	Sick pay is viewed as a privilege not a right so we do not pay accrued sick leave upon separation.
Dyersburg	No, they lose it. One exception; employees hired before Feb. 1, 1989 are paid for their accrued sick leave. The policy once was to pay for it, the policy was changed and those here at the time were grandfathered in.

**Contact Information**

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**Thank you for your sharing your time, knowledge, and information.**