



MEMORANDUM

Date: April 8, 2014

To: The Honorable Chair and Members
Pima County Board of Supervisors

From: C.H. Huckelberry
County Administrator

A handwritten signature in black ink, appearing to be "CHH", is written over the printed name "C.H. Huckelberry".

Re: **Law Enforcement Pension Spiking**

I have received inquiries about whether the County permits any County employee or law enforcement employee to spike their pension through a sick leave or vacation leave buyback program. The short answer is "no."

County personnel policies do not permit sick or vacation leave buyback. A limited number of hours are transferred as a payout to employees who retire. Also, pursuant to personnel policy, no more than 240 hours of vacation may be paid out at the time an employee retires. Payout of unused sick leave occurs as follows:

<u>Unused Hours of Sick Leave</u>	<u>Percent Conversion to Annual Leave</u>
0 to 240 hours	0 percent of all hours up to 240
241 to 480 hours	25 percent of all hours up to 480
481 to 720 hours	35 percent of all hours up to 720
721 + hours	50 percent of all hours

These lump sum payments are not considered earned income; hence, they are not included in retirement compensation calculations.

CHH/mjk

c: The Honorable Clarence Dupnik, Pima County Sheriff
Christopher Nanos, Chief Deputy, Sheriff's Department
Bradley Gagnepain, Operations Bureau Commander, Sheriff's Department
Allyn Bulzomi, Director, Human Resources