

EXHIBIT B

SICK LEAVE PAYOUT UPON RETIREMENT (ATTENDANCE INCENTIVE) A.R.S. §38-615

1. A partial payment of accrued, unused Sick Leave upon retirement is available to employees with fifteen (15) years or more total service with Cochise County which is credited under the applicable Arizona Retirement system.

2. Eligibility is limited to those employees who retire from Cochise County into the Arizona State Retirement System, Public Safety Personnel Retirement System, or the Correctional Officers Retirement System, in accordance with the provisions of A.R.S. §38-615.

3. An eligible retiring employee may convert unused Sick Leave hours to Annual Leave based upon the following formula:

Unused Sick Leave Hours	Conversion to Annual Leave Formula
0 - 240 hours	0 % of all hours up to 240 hours
241- 480 hours	25 % of all hours up to 480 hours
481- 720 hours (Note: only those employees who were hired prior to April 1, 2012 are eligible to accrue more than 640 hours of Sick Leave.)	35 % of all hours up to 720 hours
721 – 1040 hours (This category is applicable only to employees hired prior to April 1, 2012.)	50% of all hours