

**Metro Area Municipal Sick Leave Accruals/Severance**

	Maximum Sick Leave Accrual	Max Eligible Hours for Severance	Eligible Sick Leave Severance Percentages (For example, 33% of 960 hours is 316.8 hours.)							After 15 Yrs	After 20 Yrs	After 25 Yrs	
			0-6 Yrs	After 2 Yrs.	3-5 Yrs.	After 5 Yrs.	10+ Yrs.						
Ramsey	960	960				33%			35%	37%	40%		
Ramsey Alternative	960	960				40%	45%	50%					
Big Lake	800	160						100%				Equals 20 days at 100%	
Big Lake	800	320						50%				Said another way; 50% of 320 hours.	
Buffalo	960	960	25%					30%			40%		
Champlin	1040	1010			20%	40%	50%					With agreement to begin drawing pension	
Elk River	960	See below				40%	50%	60-80%				With release of claims agr. or conf of PERA ret.	
Forest Lake	1440	720						60%				Max hours increase with yrs 360/440/720 720	
Hastings	1280	640				25%	50%					Also, pro. Ill. is paid up to the max eligible hrs.	
Lino Lakes	960	960					50%						
Robbinsdale	960	960		15%					50%			See below for details	
Prior Lake	720	720				0.5							
Savage	720	720	50%	50%	50%	50%	60%	70%	80%	90%		Max accrual is 720 or 480 - See below:	
Woodbury	800	600						0.5				50% of 600 hours	

**Elk River Policy:**

An employee retiring with PERA benefits after completing fifteen (15) years of consecutive service with the City of Elk River will receive payout as outlined below. Payout above 50% will be made in accordance with the Release of Claims Agreement or following confirmation of PERA Retirement, whichever is later.

- 15-19 consecutive years of service 60% of up to 960 hours
- 20-24 consecutive years of service 65% of up to 960 hours
- 25-29 consecutive years of service 70% of up to 960 hours
- 30-32 consecutive years of service 75% of up to 960 hours
- 33 or more consecutive years of service 80% of up to 960 hours

Due to unforeseen circumstances and in his/her sole discretion, the city administrator may grant exceptions to provide partial payout prior to five (5) years of service.

**Robbinsdale:**

- After 2 years 15% of accumulated sick and safe leave
- After 8 years 25% of accumulated sick and safe leave
- After 13 years 35% of accumulated sick and safe leave
- After 17 years 40% of accumulated sick and safe leave
- After 20 years 50% of accumulated sick and safe leave

**Savage**

1. Any employee hired on or before January 1, 2005, may accrue up to a maximum of 720 hours of sick leave.
2. Any employee hired after January 1, 2005, may accrue up to a maximum of 480 hours of sick leave.
3. Any regular full-time or regular part-time employee with sick leave accruals above the employee’s respective cap at the end of the year, shall have those hours in excess of the cap deposited into the employee’s Minnesota State Retirement System Health Care Savings Plan according to the schedule listed below:

- Employees with less than 10 years of service with the City: 50%
- Employees with 10 - 14 years of service with the City: 60%
- Employees with 15 – 19 years of service with the City: 70%
- Employees with 20 – 24 years of service with the City: 80%
- Employees with 25 – 29 years of service with the City: 90%
- Employees with 30 or more years of service with the City: 100%