

ORIGINAL

RESOLUTION NO. 633

**AMEND RESOLUTION NO. 592
RETIREMENT SICK LEAVE COMPENSATION**

WHEREAS, the District encourages employees to save sick leave for illness purposes as outlined in the latest version of the District's Employee Policy Manual, and

WHEREAS, the District is more productive with adequate staff levels, and

WHEREAS, the District will continue to pay to the employee 25% of the employee's sick leave total at the time of separation from the District, and

WHEREAS, the remaining 75% will only be paid to employees who permanently separate from District employment and qualify for PERS retirement, and

WHEREAS, the 75% value of the unused accumulated sick leave account will be paid into the employees VEBA account, under Resolution No. 592, and

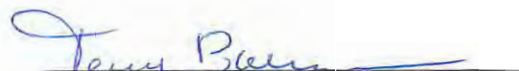
WHEREAS, Resolution No. 633 amends Resolution No. 592 in the fact that all employees age 65 and older to have the 75% value, less any additional costs that it may incur to the District, i.e. payroll tax, PERS, etc., be paid to the employee at time of permanent separation from employment and qualify for PERS retirement, and

WHEREAS, the following table describes how the allocation of the sick leave compensation will be vested and paid to the employee's VEBA account, or cash out as outlined in the prior paragraph, for so long as such account is maintained by the District:

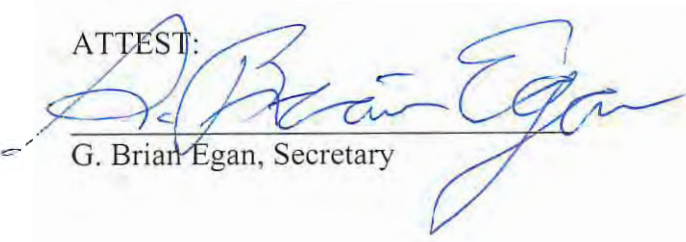
<u>Years of service</u>	<u>Percentage</u>
5-10 years	15%
11-15 years	25%
16-20 years	50%
21-25 years	75%
26-99 years	100%

NOW THEREFORE, BE IT HEREBY RESOLVED by the BOARD OF COMMISSIONERS of the EAST WENATCHEE WATER DISTRICT that the District adopts the retirement sick leave plan as amended above, effective the date as written below.

ADOPTED, this 7th day of March, 2012, by the BOARD OF COMMISSIONERS of the East Wenatchee Water District, Douglas County, Washington at a regular meeting thereof.


Terry Barnes, President

ATTEST:


G. Brian Egan, Secretary