

RESOLUTION NO. 94-1834

**A RESOLUTION AMENDING THE GENERAL EMPLOYEES RETIREMENT PLAN AND POLICE AND FIREMEN'S RETIREMENT PLAN AND CREDITING UNUSED SICK LEAVE FOR PERS EMPLOYEES**

WHEREAS, the City of Newberg restated its retirement plans effective July 1, 1982; and

WHEREAS, the City of Newberg's personnel rules have stated that one half of unused sick leave shall be credited to a retiring employee's retirement benefit; and

WHEREAS, the City's retirement plans are so stated that an employee may retire on June 30 of any given year versus any day in a year; and

WHEREAS, Oregon PERS requires a separate statement regarding crediting unused sick leave;

**NOW THEREFORE BE IT RESOLVED** by the Council of the City of Newberg as follows:

Section 1. Article I, Section 1.03 (a) is amended to read as follows:

"(a) Average compensation means 1/12th of the following:

(1) For an employee who has completed at least 10 years of service, the average of the person's monthly earnings for each month in a thirty-six (36) consecutive month period during the last 120 months of employment preceding the date the benefit is being determined which produces the highest average of monthly earnings.

(2) For an employee who has completed at least three years of service, but less than 10 years of service, the average of the person's monthly earnings for each month in a thirty-six (36) consecutive month period preceding the date the benefit is being determined which produced the highest average of monthly earnings.

(3) For an employee who has completed less than three years of service, the average of the person's monthly earnings for each month preceding the date of benefit is being determined.

"Monthly earnings" means the base remuneration which the City pays to an employee in a month before any payroll deduction for income taxes, social security, group insurance, deferred compensation or any other purpose. The full amount of required employee contributions pick-up, assumed or paid by the City on behalf of its employees shall be considered monthly earnings under the provisions of this plan."

Section 2. Article I, Section 1.03(a) is amended to add:

"(i) The average compensation in 1.03 (a) above is divided by 173.33 to arrive at the average hourly rate of earnings.

(ii) The number of unused sick leave hours is multiplied by the result in (i) above, to arrive at the value of unused sick leave.

(iii) One-half of the value of unused sick leave, divided by 36, shall be added to the average compensation in 1.03(a) above."

Section 3. In accordance with the City's personnel rules, the City hereby elects to add one half of unused sick leave to the value of the average compensation to those employees in the Oregon Public Employees Retirement Plan.

Section 4. The above provision are to become effective for the 1993-94 plan year.

**ADOPTED** by the City Council of the City of Newberg, Oregon, this 4th day of April, 1994.

  
\_\_\_\_\_  
Duane R. Cole, City Recorder

REDMOND RESOLUTION  
RESOLUTION NO. 174

A RESOLUTION AUTHORIZING THE USE OF EMPLOYEE'S ACCUMULATED UNUSED SICK LEAVE TO INCREASE BENEFITS UNDER THE PUBLIC EMPLOYE RETIREMENT SYSTEM (PERS) ORS 237.153.

WHEREAS, it would be in the best interest of the City of Redmond and to its employees to allow use of accumulated unused sick leave for increased retirement benefits; and

WHEREAS, this would support the risk management program of the City of Redmond by encouraging employee prudence in the use of their sick leave,

NOW, THEREFORE, BE IT RESOLVED that the City of Redmond, as a part of their risk management program, authorize the use of employee accumulated unused sick leave to increase benefits at the time of retirement.

APPROVED by the City Council this 26th day of September, 1983.

Joni Buettner  
City Recorder

SIGNED by the Mayor this 26th day of September, 1983.

Lawrence  
Mayor