

BEFORE THE BOARD OF COUNTY COMMISSIONERS
OF LANCASTER COUNTY, NEBRASKA

IN THE MATTER OF ESTABLISHING)
A POLICY GOVERNING THE)
DISPOSITION OF VACATION AND)
SICK LEAVE FOR ANY COUNTY)
EMPLOYEE WHO IS APPOINTED OR)
ELECTED TO AN ELECTED)
COUNTY POSITION)

RESOLUTION NO. R - 14 - 0086

WHEREAS, the County Board acknowledges that there may be times when a County employee is appointed or elected to an elected position within the County; and

WHEREAS, the County Board acknowledges that elected officials do not accrue, have access to, or use vacation or sick leave benefits; and

WHEREAS, the County Board wishes to establish a policy to govern the disposition of vacation and sick leave benefits for those County employees who are appointed or elected to an elected position within the County.

NOW, THEREFORE, BE IT RESOLVED, by the Board of County Commissioners of Lancaster County, as follows:

1. Vacation Leave. Any County employee who becomes an elected official shall receive their vacation leave balance paid out to them in a lump sum by the department they are employed in prior to becoming an elected official. Payment shall be made at the rate of pay the employee was being paid in their classification prior to becoming an elected official. Payment shall be made in the paycheck following the employee's last day prior to becoming an elected official.

2. Sick Leave. Any County employee who becomes an elected official shall have their unused sick leave balance maintained on record by the County Clerk's Office at the time they become an elected official. In the event of the elected official's retirement, death or return to a position with leave benefits, the sick leave balance on file will be returned to the employee for payment or use, whichever applies. Payment shall be based on the classification and rate of pay held by the employee prior to becoming an elected official, and the payout rules for that classification at the time of the employee's retirement or death.
3. This Resolution does not constitute an employment contract.
4. This Resolution is effective the pay period beginning January 6, 2011.

DATED this 9th day of December, 2014, at the County-City Building, Lincoln, Lancaster County, Nebraska.

BY THE BOARD OF COUNTY
COMMISSIONERS OF LANCASTER
COUNTY, NEBRASKA

APPROVED AS TO FORM
this 4 day of Dec., 2014.

Kristy Bauer
Deputy County Attorney
for JOE KELLY
Lancaster County Attorney

Bob Schor
Brad Smayn
Jane Wharf
Amundson Absent
Hudkins Absent