

## Hawbaker, Lisa

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**From:** Guerin, Tracy (DRS) <[tracy.guerin@drs.wa.gov](mailto:tracy.guerin@drs.wa.gov)>  
**Sent:** Wednesday, September 12, 2018 2:27 PM  
**To:** Gutierrez, Aaron <[Aaron.Gutierrez@leg.wa.gov](mailto:Aaron.Gutierrez@leg.wa.gov)>  
**Subject:** FW: Sick Leave Buy Out for State Agency Employees Separating from state service

Hi Aaron,

Ms. Fernandes sent this along to me as a member of the SCPP. As you can see she is interested in the idea of making the sick leave buy-out for employees separating from service (rather than retiring) the same as it currently is for teachers. Can you log this as correspondence so we can take it up at the September Executive Committee?

Thanks,  
Tracy

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**From:** Fernandes, Dolly (DOH)  
**Sent:** Tuesday, September 11, 2018 12:50 PM  
**To:** Guerin, Tracy (DRS) <[tracy.guerin@drs.wa.gov](mailto:tracy.guerin@drs.wa.gov)>  
**Subject:** Sick Leave Buy Out for State Agency Employees Separating from state service

Dear Ms. Guerin,

I understand that state law does not allow sick leave buy out for state agency employees separating from state service. It does allow school district employees who are at least age 55 and have at least ten years of service under the teachers retirement plan to buy out sick leave at time of separation. State law for state agency employees only allows cash out sick leave balance when you *retire* at 65 and not if you separate earlier. At this time employees separating from state service lose the sick leave they have accumulated over the years. This is a loss to the employee. It is more cost effective for state agencies to pay out the sick leave at 25% than if the leave is donated. I would appreciate your assistance with addressing or forwarding my request to the appropriate body for consideration to change this policy. Thank you.

### DOLLY FERNANDES

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