ANNUAL SICK LEAVE BUYBACK COMMONLY ASKED QUESTIONS:

1. How many sick leave days can an employee accrue?

RCW 28A.400.300(1)(b)(v) – Leave shall accumulate from year to year up to a maximum of 180 days for the purposes of RCW 28A.400.210 (Annual Sick Leave Buyback) and RCW 28A.400.220 (Employee salary or compensation limitations), and for leave purposes up to a maximum of the number of contract days agreed to in a given contract, but not greater than one year.

2. What is the timeline for employees to request annual buyback?

WAC 392.136.015(2)(a)(iii) – Written notice must be provided to the employer during the month of January.

3. Is sick leave buyback reportable compensation for retirement?

No. WAC 392.136.015(4) – Compensation shall not be included for purposes of computing a retirement allowance under any public retirement system in this state.

4. Is sick leave buyback reportable compensation for unemployment?

RCW 50.04.330 – Yes, unless the SLBB is going to VEBA; then no.

5. How do I determine eligibility?

WAC 392.136.015(2)(a)(ii) – Employee shall have accumulated in excess of 60 full days of unused sick leave at a rate of accumulation no greater than one day per month (12 days per year max) as of the end of the previous calendar year.

6. How many days are eligible to be cashed out?

WAC 392.136.015(2)(b)(i)(ii)– The number of sick leave days that an eligible employee may convert shall be determined by:

Taking the number of sick leave days in excess of 60 full days that were accumulated by the employee during the previous calendar year at a rate of accumulation no greater than one full day per month, and subtracting the number of days used during the previous calendar year.

7. What is the rate of conversion?

WAC 392.136.015(2)(c) - Sick leave days that are eligible for conversion shall be converted to monetary compensation at the rate of 25% of an employee's current, full-time daily rate of compensation for each full day of eligible sick leave. Partial days of eligible sick leave shall be converted on a pro rata basis.