



## Conversion of Annual Leave and Sick Leave for Health or Retirement Benefits

Depending on when you elected to participate in PEIA or the Teachers Retirement System (TRS) plans, some employees can convert unused annual leave or sick leave to retirement service credit or paid PEIA premiums upon retirement<sup>1</sup>.

### PEIA

As related to unused leave days upon retirement, WV Code §5-16-13 provides the following for employees<sup>2</sup> who elected to participate in PEIA:

- **before July 1, 1988** – accrued annual leave and sick leave shall be credited toward an extension of PEIA.
  - one additional month for every two days of unused leave (single coverage), or
  - one additional month for every three days of unused leave (family coverage)
- **on or after July 1, 1988** – accrued annual leave and sick leave shall be credited toward ½ of the premium cost of PEIA. The remaining premium cost shall be borne by the retired employee.
  - one additional month for every two days of unused leave (single coverage)
  - one additional month for every three days of unused leave (family coverage)
- **on or after July 1, 2001** – any employee hired on or after July 1, 2001 and who elected to participate in PEIA may NOT use accrued annual leave and sick leave for an extension of PEIA coverage. (Please note that an employee who participated in PEIA prior to July 1, 2001, left the system and then became reemployed within two years, is not a new employee for purposes of this subsection)

### Teachers Retirement System (TRS)

Alternatively, certain employees may choose to convert accrued leave days to increased retirement benefits. This only applies to employees in TRS and cannot be used in conjunction with converting unused days to an extension of PEIA – it's one or the other.

- **before July 1, 2015** – accrued annual leave and sick leave may be applied toward the increase in retirement benefits with those days constituting additional credited service in computation of the benefits
  - two days' retirement service credit for each one day of unused leave
- **on or after July 1, 2015** – accrued annual leave and sick leave may **not** be applied toward retirement service credit.

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<sup>1</sup> Is compelled or required by law to retire before reaching age 65, or voluntarily retires as provided by law

<sup>2</sup> Excludes full-time higher ed faculty employed on an annual contract basis other than 12 months; these faculty members' PEIA coverage continues one additional year for each three and one-third years of teaching service (single coverage) or one additional year for each five years of teaching service (family coverage).