

ATTACHMENT B

A.1.10 Confidential (Z Unit) and Board of Supervisors Executive Assistants (Unit P) Salary Adjustments, Benefits and Leave Provisions

All classifications assigned to employee Units P and Z shall receive the same general benefits (including but not limited to annual leave and cash out of annual leave provisions) and salary adjustments (including step increases), in accordance with those negotiated by the Supervisory (F) and General (J) Units (Unit P follows Unit J, and Unit Z follows Unit J except for supervisory classifications which follow Unit F) . Natividad employees in Unit Z classifications shall receive Paid Time Off in accordance with the applicable Memorandum of Understanding.

*Added 7/19/88; 88-388
Amended 7/1/01; 01-289
Amended 7/27/10; 10-234
Amended 6/23/2020; 20-*

A.25 ANNUAL LEAVE AND/OR VACATION

For employees without MOU provisions covering annual leave and/or vacation and, in accordance with Section A.1.10 Confidential (Z Unit) and Board of Supervisors Executive Assistants (Unit P) Salary Adjustments, Benefits and Leave Provisions employees in classifications assigned to Units P and Z shall receive the same annual leave and cash out of annual leave provisions as those negotiated by the Supervisory (F) and General (J) Units.

Units P and Z employees not in Annual Leave, shall convert to Annual Leave effective the beginning of the pay period after Board of Supervisors approval of this provision. All current vacation accruals shall roll into Annual Leave and these employees shall no longer accrue vacation accruals.

Amended 6/23/2020; 20-

A.25.1 Vacation Accrual Rates

*(Deleted)Amended 2/27/01; 01-091
Amended 7/27/10; 10-234
Deleted 6/23/2020; 20-*

No vacation shall be credited for leaves of absence without pay exceeding one-half (1/2) of the employee's normally scheduled working days.

Amended 7/27/10; 10-234

(Deleted)Deleted 6/23/2020; 20-

A.25.3 Vacation Accrual Limit (Deleted)

*Amended 4/17/07; 07-014
Deleted 6/23/2020; 20-*

A.25.6 Annual Leave and/or Vacation Pay Off

A permanent seasonal employee in the Agricultural Commissioner's Office who is placed on seasonal leave of absence at the end of the season shall be paid all annual leave or vacation hours accrued during the season. Such payment for annual leave or vacation hours will be processed during the pay period in which a payroll adjustment is received.

*Amended 8/26/86; 86-520
Amended re Ag Comm Seasonal 2/01/11; 11-024*

Amended

A.25.9 Vacation/Annual Leave/Paid Time Off Cash Out (Deleted)

A.25.9.1 Vacation/Annual/Paid Time Off Cash Out Eligibility (Deleted)

(Deleted) Deleted 6/23 /2020; 20-

a)

(Deleted) Deleted 6/23 /2020; 20-

b)

*(Deleted) Added Section A.27.9: 10/29/85; 85-604
Amended 10/13/15; 15-287
Amended 2/5/2020; 20-025
Deleted 6/23 /2020; 20-*

A.27 SICK LEAVE

Current sick leave balances for Units P and Z shall be frozen at the amount credited to the employee effective the beginning of the pay period after Board of Supervisors approval. Sick leave may be used until the sick leave balance is exhausted. Unused sick leave may be paid off upon retirement pursuant to the provisions of Sections A.27.7 and A.27.8, (Sick Leave: Pay Off) of this Resolution. Sick leave may be used in the same manner as prescribed in this article of the Personnel Policies and Practices Resolution.

Amended 6/23 /2020; 20-

A.27.1 Miscellaneous Employees' Sick Leave (Deleted)

Deleted 6/23 /2020; 20-

a) *(Deleted) Deleted 6/23 /2020; 20-*

b) *(Deleted) Reduced accrual rate: 10/20/87; 87-561
Amended 7/27/10; 10-234
Deleted 6/23 /2020; 20-*

A.27.4 Bereavement Leave

Use of accrued sick leave with pay may be granted upon recommendation of the appointing authority up to a maximum of five (5) days per occurrence in the case of the death of a father, mother, brother, sister, spouse, child, foster child, grandparent, grandchild, eligible domestic partner, child of eligible domestic partner, father-in-law, mother-in-law, daughter-in-law, son-in-law, step parent, step daughter, step son, step brother or step sister.

*Added domestic partner 12/11/10; 01-481
Amended 6/23 /2020; 20-*

A.27.6 Family Sick Leave

A.27.6.1 Confidential Unit's Family Sick Leave (Deleted)

Deleted 6/23 /2020; 20-

A.27.6.1.A California Kin Care Law (Deleted)

*Added 1/25/00, 00-033
Added domestic partner 12/11/01; 01-481
Deleted 6/23 /2020; 20-*

A.27.6.2 Management and Executive Management Unit Family Sick Leave

Permanent and seasonal employees in Units X and Y may be granted use of accumulated sick leave by their appointment authority because of illness of the employee's father, mother, brother, sister, wife, husband, child, grandparent, or grandchild, eligible domestic partner or child of eligible domestic partner provided in the judgement of the appointing authority an emergency condition exists. In exceptional cases, such leave may be granted in the event of illness of an employee's father-in-law or mother-in-law, or father or mother of an employee's eligible domestic partner, when it can be demonstrated that a bona fide illness exists which warrants the employee's personal attendance during her/his normally scheduled working hours.

The appointing authority may require a physician's certificate or other substantiating evidence that such illness of one of the above listed family members exist.

This provision shall be applied in accordance with the Family Medical Leave Act and all other applicable State and Federal Laws.

*Added domestic partner 12/11/01; 01-481
Amended 6/23/2020; 20-*

A.27.7 Sick Leave Pay Off

Officers and employees may convert up to seven hundred fifty (750) hours of their accumulated sick leave to cash at the rate of 100% subject to the following requirements and restrictions:

a) SERVICE RETIREMENT (miscellaneous and safety), the employee must be at least fifty (50) years of age and have a minimum of five (5) years service during which he or she was a member of the Public Employees Retirement System (P.E.R.S.) and in addition must either

1) Actually retire concurrently with his or her separation from County service by submitting a retirement application to P.E.R.S. or

2) Upon separation from county service concurrently withdraw his or her accumulated contribution from P.E.R.S.

b) DISABILITY RETIREMENT (miscellaneous and safety), employee must have a minimum of five (5) years service during which he or she was a member of the Public Employees Retirement System (P.E.R.S.) and retirement results from mental or physical incapacity to perform the duties of his or her job. Disability need not be job related.

c) INDUSTRIAL DISABILITY RETIREMENT (safety members only), employee's disability must be work-incurred or job related and retirement results from mental or physical incapacity to perform the duties of his or her job. No specific age or service time is required to qualify.

d) Payment shall be made under the provisions of paragraphs A, B and C above only after the County is notified and can confirm the employee's retirement or the withdrawal of his or her contributions.

e) In the event of the death of the employee, the payment shall be made to the person entitled to the employee's death benefit.

f) (Deleted)

*Amended 7/11/00; 00-303
Deleted 6/23 /2020; 20-*

g) (Deleted)

*Amended Section 33.8: 7/12/88; 88-375
Deleted 6/23 /2020; 20-*

A.27.8 Sick Leave for Elected Officials

County employees who become County elective officers and who subsequently resume their status as regular County employees, or County appointive officers immediately upon completion of service as a County elective officer, shall have sick leave hours reinstated in the amount accumulated at the time they assumed elected office. County elected officers whose services are terminated by death or who qualify for retirement and retire from the County pursuant to the provisions of the Public Employees' Retirement System or who, being qualified to retire, terminate their services with the County and contemporaneously withdraw their accumulated retirement contributions, after the County is notified of their retirement or withdrawal of their contributions, may convert up to seven hundred fifty (750) hours of sick leave they held at the time of their assumption of elected office at the rate of 100%. In the event that an officer's services are terminated by death, the payment shall be made to the person entitled to the officer's death benefit.

*Amended 7/11/00; 00-302
Amended 6/23/2020; 20-*

*Amended 2/18/03; 03-063
Deleted 6/23 /2020; 20-*

A.27.12 Modified Work Program for Exempt Employees (Deleted)

*Added 6/24/08; 08-024
Renumbered 7/27/10; 10-234*

Deleted 6/23 /2020; 20-