

SECTION 4.2.22: ASSOCIATION PRESIDENT'S LEAVE.

- (a) Definition. The Presidents of the Deputy Sheriff's Association and the Probation Officers' Association shall be allowed release time from regularly scheduled duties for the purpose of Association business pertaining to the County of San Diego.
- (1) For the President of the Deputy Sheriff's Association, such release time is for a maximum of 85 hours in a work period and 2,210 hours per fiscal year.
- (2) For the President of the Probation Officer's Association, such release time is for a maximum of 80 hours in a work period and 2,080 hours per fiscal year.
- (b) Eligible Classes. Classes designated as DS, SM and PO.
- (c) Request.
- (1) The Association shall direct the request for release time to the Sheriff, in writing, at least thirty (30) days prior to the period of the specified requested leave. Less than thirty (30) days notice will be acceptable to the Department providing operational needs have been addressed.
- (2) SEIU Local, 221/SDPOA shall direct the request for leave time to the Chief Probation Officer in writing at least thirty (30) days prior to the period of the specified requested leave. Less than thirty (30) days notice will be acceptable to the Department providing operational needs have been addressed.
- (d) Compensation.
- (1) The Association President shall be compensated at his/her base rate of pay exclusive of any previously held specialty assignments or premium pay for duties not being performed while on Association President's leave. Base Rate Pay includes the following, provided eligibility requirements to participate have been met:
- (2) For the DSA, Base Rate pay includes:
- Education Bonus
 - Detective Assignment Premium
 - Corporal Assignment Premium
 - Quality First Program

- (3) For the SDPOA, Base Rate pay includes:
- Quality First Program
- (4) The released Association President on leave will not be eligible for any previously held assignment benefits including the use of County vehicles.
- (5) Although overtime is not contemplated while on Association President's leave, in those instances where overtime becomes necessary in the capacity as an employee of the County performing County business, the Association President shall request and obtain approval from the Assistant Sheriff Human Resources Services Bureau for the DSA President and from the Chief Probation Officer or designee in advance of working such overtime.
- (e) Benefits. The Association President will be eligible for all applicable employee benefits of a regular DS, SM, or PO employee as applicable.
- (f) Leave Accounting.
- (1) Each employee in the DS and SM units who have paid service in payroll 01 of each year, will have an equal number of hours deducted from their eight-and-one-half (8-1/2) hours Floating Holiday time (Non-FLSA Comp Time) in payroll 02. The initial leave deduction will take place in payroll 02 of 04/05 and will include an additional proration for the period covered in 03/04 as determined by the Auditor/Controller. Successive years will be prorated as determined by previous fiscal year actual leave usage.
- (2) Each employee in the PO unit who has paid service in payroll 02 of each year, will have an equal number of hours deducted from their Floating Holiday time in payroll 03. Successive years will be prorated as determined by leave usage.
- (g) Leave Balances. When using approved vacation, sick leave, floating holiday, FLSA or Non-FLSA Comp Time, leave credit deduction will be made from the Association President's appropriate balances.
- (h) Return to Duty. If the Association President is assigned to incidental training, emergency duty, or other necessary duty, he/she will be compensated by the County in accordance with the applicable Memorandum of Agreement.

- (i) Expiration of Leave. At the conclusion of the Association President's leave, the Association President shall be returned to duties associated with his/her job classification with no guarantee to any previously held specialty assignments or premium pay. For DS and SM any Detective or Corporal Assignment premium not directly related to newly assigned duties shall cease until eligibility is reestablished.

(Added 10/03/03, Ord. No. 9602)
(Amended 06/23/06, Ord. No 9786)
(Amended 01/18/08, Ord. No. 9912)