

JUL 16 REC'D

DIVISION



# County of San Diego

DEPARTMENT OF HUMAN RESOURCES

LABOR RELATIONS DIVISION

CARLOS G. ARAUZ, IPMA-CP  
DIRECTOR

1600 PACIFIC HIGHWAY, ROOM 203, SAN DIEGO, CALIFORNIA 92101-2422  
(619) 531-5160 ♦♦♦ FAX (619) 685-2313

LETTER OF UNDERSTANDING  
BETWEEN THE  
COUNTY OF SAN DIEGO  
AND THE  
DEPUTY SHERIFFS' ASSOCIATION OF SAN DIEGO COUNTY  
(DS AND SM UNITS)

CATASTROPHIC LEAVE PROGRAM

---

I. This attests and records the agreement of the County of San Diego and the Deputy Sheriffs' Association of San Diego County (DS and SM units) regarding the Catastrophic Leave Program.

II. ARTICLE 6. PAID LEAVES

***Amend current DS and SM Units MOA language to read:*** (changes in bold and underlined)

Section 7. Catastrophic Leave Program

~~Vacation~~ **Leave** credits, **as defined below**, may be transferred from one or more employees to another employee, on an hour-for-hour basis, in accordance with departmental policies upon the request of both the receiving employee and the transferring employee and upon approval of the employee's appointing authority, under the following conditions:

- A. The receiving employee is required to be absent from work due to injury or the prolonged illness of the employee, employee's spouse, **registered domestic partner, a domestic partner listed on an "Affidavit of Enrollment of Domestic Partners" submitted to employee benefits, parent,** or child, has exhausted all earned leave credits, including but not limited to sick leave, ~~compensating~~**compensatory** time, and holiday credits, **and disability leave** and is therefore facing financial hardship.
- B. The transfers must be for a minimum of four (4) hours per transaction and in whole hour increments thereafter.
- C. Transfers shall be allowed to cross departmental lines in accordance with policies of the receiving department.

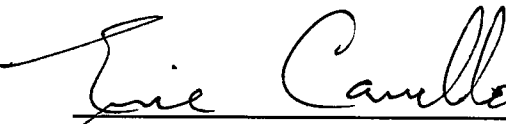
- D. The total **maximum leave** vacation credits received by an employee shall normally not exceed five hundred **and** twenty (520) hours; however, if approved by his/her appointing authority, the total **leave** vacation credits **may be up to one thousand and forty (1,040) hours. Total leave credits** in excess of one thousand **and** forty (1,040) hours will be considered on a case-by-case basis by the appointing authority subject to **the** approval of the Chief Administrative Officer.
- E. The transfers are irrevocable, and will be indistinguishable from other ~~vacation~~ **leave** credits belonging to the receiving employee. Transfers will be subject to all taxes required by law.
- F. **Leave credits that may be transferred under this program are defined as the transferring employee's vacation credits or up to twenty-four (24) hours of sick leave per fiscal year.**
- ~~F.G.~~ Transfers shall be administered according to the rules and regulations of the Auditor and Controller, **and made on a form prescribed by the Auditor and Controller.** Approvals of the receiving and donating employee, the donating employee's appointing authority, and the receiving employee's appointing authority (in the case of an interdepartmental transfer) will be provided for on such form.
- ~~G.H.~~ **Eligibility to be a receiving employee in this** This program is not subject to the Grievance Procedure of this ~~MOA~~ **Agreement.**

Entered into this 16<sup>th</sup> day of ~~June~~ July, 2009, in San Diego, California.

FOR THE COUNTY OF SAN DIEGO:

FOR THE DEPUTY SHERIFFS' ASSOCIATION OF SAN DIEGO COUNTY (DS & SM UNITS):

  
 COURTNEY BARRETT  
 Labor Relations Officer

  
 ERNIE CARRILLO  
 President, Deputy Sheriffs Association of San Diego County

Date: 7/16/09

Date: 07/13/09