

POA Bargaining Units as of 6/30/2013

Agency	Bargaining Unit	Annual Hrs	Accumulated Hrs	Sick Leave Buyout	Incentive	Notes	Eff Dt	Chg Dt
Antioch, City of	Police Management	96		At termination, EEs with 10+yrs service paid for 40% unused sick leave to MAX 40 days.	Annually, EEs who use less than 5days sick leave in a year may convert up to 12 days unused leave to vacation or cash at a 3:1 ratio; MIN balance = 250hrs sick leave.	No MAX accumulation.	2/17/2011	2/28/2017
Antioch, City of	Police Management	96		At termination, EEs with 10+yrs service paid for 40% unused sick leave to MAX 40 days.	EEs who use less than 5days sick leave in a year may convert up to 12 days unused leave to vacation or cash at a 3:1 ratio; MIN balance = 250hrs sick leave.	No MAX accumulation.	2/17/2011	2/28/2017
Antioch, City of	Police Officers' Association	96		At termination, EEs with 10+yrs service paid for 40% unused sick leave to MAX 40 days.	Annually, EEs who use less than 5days sick leave in a year may convert up to 12 days unused leave to vacation or cash at a 3:1 ratio; MIN balance = 400hrs sick leave.	No MAX accumulation.	9/1/2007	8/31/2016
Benicia, City of	Police Managment Employees	96		PERS credit for unused sick leave. At Retirement with 12yrs.+ service, 25% of unused sick leave (MAX 0 173.3hrs.) is converted to cash.	Annually, EEs contribute unused leave to Vantage Care HSA: 5-10yrs. service 25% of unused Leave; 11-15yrs. 40%; 16-19yrs. 60%; 20-24yrs. 80%; 25+yrs. 100%.	Sick Leaves accrues @ 8hrs/mo. □ No MAX accumulation. Requires 6mo service prior to use. Participate in ICMA VantageCare Retiree Health Savings Program (For details please see section VI D of MOU) replaces annual sick leave buyout.	7/1/2010	6/30/2014

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Benicia, City of	Police Officers Association	96	0	At Retirement, EE w/ MIN 12 yrs service can cash-out 25% unused sick leave., up to MAX 1mo. salary. PERS Credit for Unused Sick Leave.	Annually, after 1yr. service, reimbursed 25% of annual unused sick leave.	Sick Leave accrues at 8hrs., but taken as 10-, 10.5- or 12-hr days. No MAX accumulation. Sick Leave Bank available. □	7/1/2010	6/30/2014
Berkeley, City of	Police Association	96	296	Eff 1/1/13, at the end of each calendar year, 50% of all hours accrued in excess of 200 hours shall be converted to a cash equivalent at the end of each calendar year and deposited into PORAC medical trust on behalf of member. The annual cash conversion limited to 50% of hrs accrued in excess of 200hrs as of 12/31 each year. Remaining 50% deposited in CATASTROPHIC LEAVE BANK, to MAX 500hrs. SEE SECTION 24 of MOU for details.	1 bonus vacation day for every 6mos of perfect attendance.	Sick Leave accrued at 1 day per month. MAX ACCUMULATION = see buyout notes for balances greater than 200; 200 + 96hrs/yr accrual = MAX 296hrs on 12/30.	1/1/2013	7/5/2014
Concord, City of	Police Association	96	0	25% unused sick leave may be cashed out at retirement only. MAX 800hrs can be converted to 200hrs of cash, or to extend CalPERS service credit or a combination thereof.	Not mentioned in MOU.	No MAX accumulation.	7/1/2010	6/30/2014
Concord, City of	Police Management	96	0	25% unused sick leave may be cashed out at retirement only. MAX 800hrs can be converted to 200hrs of cash, or to extend CalPERS service credit or a combination thereof.	Not mentioned in MOU.	No MAX accumulation.	7/1/2010	6/30/2014
Concord, City of	Police Officers Association	96	0	25% unused sick leave may be cashed out at retirement only. MAX 800hrs can be converted to 200hrs of cash, or to extend CalPERS service credit or a combination thereof.	Not mentioned in MOU.	No MAX accumulation.	7/1/2010	6/30/2014

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Dixon, city of	Local 1	96	0	At separation, 20% of unused leave with 1-5yrs. service, 30% with 6-10yrs plus 2% for each year thereafter to MAX 50%. PERS Credit for Unused Leave.	Benefit not mentioned in MOU.	Sick Leave accrued at 8hrs/mo. No MAX accumulation.	7/1/2012	6/30/2014
Dixon, city of	Police	96	0	At separation, EE paid 20% of unused sick leave after 1-5yrs, 30% after 6-10yrs plus 2% per year thereafter to a MAX 50%. PERS Credit for Unused Leave or Contribution to VEBA..	Benefit not mentioned in MOU.	No MAX accumulation. 6mos. wait period prior to eligibility is eliminated per Side Letter. Oct. '12.	7/1/2011	6/30/2013
Fairfield, City of	Police Management Assoc.	100	0	EE may yearly cash out up to 25% of unused sick leave. Upon death with 5+yrs service, beneficiary paid 50% of unused sick leave; if duty related 100% payout. Upon separation with 15+yrs service, EE paid for 75% of unused sick leave. PERS credit for unused leave.	EEs using MIN 8.1 sick days per year of service receive additional 10% payout at separation to MAX 85%.	No MAX accumulation.	7/1/2012	6/30/2015
Fairfield, City of	Police Management Assoc.	96	0	EE may yearly cash out up to 25% of unused sick leave. Upon death with 5+yrs service, beneficiary paid 50% of unused sick leave; if duty related 100% payout. Upon separation with 15+yrs service, EE paid for 75% of unused sick leave. PERS credit for unused leave.	EEs using MIN 8.1 sick days per year of service receive additional 10% payout at separation to MAX 85%.	No MAX accumulation.	7/1/2012	6/30/2015

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Fairfield, City of	Police Officers Association	96	0	Annually, 25% of unused leave from prior year. At separation, 25% of unused leave from previous November or w/15yrs, up to 50%. At Retirement w/15yrs: 75%; upon death with 5+yrs service, payout of 50% of unused leave; if death is duty related 100% payout. Sick leave hours in excess of 640hrs are converted to ICMA Retiree Plan.	Benefit not mentioned in MOU.	No MAX accumulation.	7/1/2012	6/30/2013
Napa, City of	Police Mid-Management	96	0	EE may yearly convert MAX 180 days unused sick leave days to paid-up insurance upon retirement. EEs may also convert sick leave to vacation at a 3:1 day ratio, MAX 5 new vacation days/year.	Benefit not mentioned in MOU.	No MAX accumulation.	1/1/2012	12/31/2013
Napa, City of	Police Officers Association	96	0	See side letter #10 or MOU Section 22.2 for details for conversion to paid post-retirement insurance.	Benefit not mentioned in MOU.	No MAX accumulation.	7/1/2012	6/30/2014
Pittsburg, City of	Police Management Group	96	0	Unused sick leave applied to PERS service credit.	EEs using no sick leave in a quarter are awarded 4hrs vacation leave.	Sick Leave accrued at 12 days/year. No MAX Catastrophic Leave program.	7/1/2011	6/30/2014
Pittsburg, City of	Police Officer Association	96	0	Unused sick leave is applied to PERS service credit.	EEs using no sick leave in a quarter are awarded 4hrs vacation leave.	Sick Leave accrued at 12 days/year. No MAX accumulation.	7/1/2011	6/30/2014

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Richmond, City of	Police Management Assoc.	96	0	If 5 or less days used in preceding year, EE may convert 25% of that year's sick leave to vacation or payment (must have 2yrs service for this benefit). Upon retirement, may receive 50% (or 70% if 27+yrs of service) of accumulated sick leave, or convert for PERS credit. EE who laterally transfers from another Law Enf Agency may transfer 50% of accrued sick leave balance, MAX 80hrs.	Benefit not mentioned in MOU.	Sick Leave accrues @ 8hrs/mo. <input type="checkbox"/> No MAX ACCUMULATION. Requires 30days service prior to use.	7/1/2008	12/31/2013
Richmond, City of	Police Management Assoc.	96	0	If 5 or less days used in preceding year, EE may convert 25% of that year's sick leave to vacation or payment (must have 2yrs service for this benefit). Upon retirement, may receive 50% (or 70% if 27+yrs of service) of accumulated sick leave, or convert for PERS credit. EE who laterally transfers from another Law Enf Agency may transfer 50% of accrued sick leave balance, MAX 80hrs.	Benefit not mentioned in MOU.	Sick Leave accrues @ 8hrs/mo. <input type="checkbox"/> No MAX ACCUMULATION. Requires 30days service prior to use. If less than 4hrs - not charged to balance.	7/1/2008	12/31/2013
Richmond, City of	Police Officers Association	96	0	Upon retirement EE paid 60% of accumulated unused sick leave or may convert all to PERS credit.; EEs who laterally transfer from another Agency eligible to transfer 50% of their accrued sick leave to a MAX of 80hrs.	EE using 5 or fewer sick days receives 25% earned sick leave during preceding year, payment can be received as cash or vacation days. 2 yrs service required for eligibility.	Sick Leave accrued at 1 day per month; No MAX accumulation.	7/1/2008	6/30/2012
Santa Rosa, City of	Police Officers Association Unit 5	96	0	At retirement with 10 yrs consecutive service, EE paid straight time pay for 50% of unused leave to MAX 600hrs. If EE dies, 100% of sick leave paid at straight time rate to beneficiary.	Benefit not mentioned in MOU.	No MAX accumulation.	7/1/2012	6/30/2014

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Santa Rosa, City of	Public Safety Management Unit 9	96	0	100% disbursed @ death. □ Two Options: annual reimbursement for 25% of the year's unused sick leave or at retirement, with 10 yrs service, straight pay for 50% of unused leave to MAX 600hrs. -Battalion Chiefs to 840hrs, or PERS Credit for unused sick leave.	Benefit not mentioned in MOU	No MAX accumulation.	7/1/2012	6/30/2014
Santa Rosa, City of	SRCEA MidMgt, Exec Mgt, Conf. Units 10, 11	96	0	25% of unused sick leave as pay annually OR at retirement after 10+yrs service payment for 50% unused sick leave up to 600hrs. If EE dies, 100% of sick leave paid at straight time rate to beneficiary.	Benefit not mentioned in Resolution.	No MAX accumulation.	7/1/2011	6/30/2013
Solano, county of	Deputy Sheriff's Association Unit #3	96	0	No cashout at separation unless for layoff, disability or death at which time it is converted to Retirement Health Savings Account.	Benefit not mentioned in MOU.	Sick Leave accrued at 3.70hrs/pay period. MAX 48hrs may be used for Family Illness per year. Leave Contribution Program for EEs.	9/7/2008	10/12/2013
Solano, county of	Deputy Sheriff's Association Unit #4	96.2	0	Unused sick leave @ retirement converted to Retiree HSA.	Benefit not mentioned in MOU.	3.7hrs/pay period, no MAX mentioned in MOU.	9/7/2008	10/12/2013
Solano, county of	Mid-Management-Confidential	96.2	0	No cashout of unused sick leave at separation. Unused sick leave @ retirement converted to Retiree HSA.	Benefit not mentioned in MOU.	3.70hrs/pay period, no MAX mentioned in MOU.	9/7/2008	10/12/2013
Vacaville, City of	Police Management Group	96	0	Service retirement - 25% cash for balance.	EEs with 30 days balance who use less than 4 days/year receive 50% of that year's accrual in cash.	12 days per year; Unlimited accumulation.	7/1/2011	6/30/2013

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Vacaville, City of	Police Officers Association	96		Service retirement - 25% cash for 0 balance.	**Benefit suspended for cashout through term.** EEs with 30 days balance who use less than 4 days/year can receive 50% of that year's accrual in cash annually.	Unlimited accumulation.	7/1/2011	6/30/2012
Vallejo, City of	Police Officers Association	180		No cashout options at separation. 0 Conversion to PERS service credit.	Benefit not mentioned in MOU	Sick leave accrues at 15-hrs/mo. 6mos. service required for eligibility.	2/1/2009	6/30/2012