

LABOR AGREEMENT

BETWEEN

THE CITY OF VALLEJO

AND

THE VALLEJO POLICE OFFICERS ASSOCIATION

EFFECTIVE JULY 1, 1980 THROUGH JUNE 30, 1982

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5. Employees attending outside schools, colleges or universities will be required to complete the selected course of study with a passing grade of C or better. (GPA equivalent to a 2.0 on a 4 point grade scale). If, for departmental reasons, an employee is unable to complete a course, credit will be granted to that point, provided at least a "C" average had been maintained in the course.
6. Outside seminars, lectures, workshops and similar educational meetings may qualify for the training requirement if so designated by the Board in advance of the training.

SECTION 19. VACATION LEAVE

- A. Vacation leave shall be earned as follows:
 1. Employees with less than five (5) full years of continuous service shall be credited with vacation leave at the rate of five-sixths of one working day for each calendar month of service.
 2. Employees with more than five (5) but less than fifteen (15) full years of continuous service shall be credited with vacation leave at the rate of one and one-quarter working days for each calendar month of service.
 3. Employees with more than fifteen (15) full years of continuous service shall be credited with vacation leave at the rate of one and two-thirds working days for each calendar month of service.
- B. For purposes of this section, a working day is equal to eight (8) hours.

SECTION 20. SICK LEAVE AND SICK LEAVE BUY-BACK

- A. Upon satisfactory completion of six (6) months of full-time service by any regular employee, his record shall be credited with eight (8) hours sick leave for each full month between the date of employment and the end of the current calendar year. Thereafter, the employee shall be credited with eight (8) additional hours sick leave for each additional full month of employment to a maximum of ninety-six (96) hours in each consecutive twelve (12) month period.
- B. Whenever an employee is granted and takes sick leave, the number of hours which occur during said leave based on the employee's scheduled work day shall be subtracted from accumulative sick leave benefits.
- C. Sick Leave Buy-Back: After fifteen (15) or more years of continuous service, any employee who retires, resigns, dies or is laid off by City action, shall be paid for one-half of any accumulated sick leave pay, at his regular straight time rate of pay, subject to a maximum of sixty (60) eight-hour days, or 480 hours, said payment to be made to the employee or his designated beneficiary.