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 0 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.		2/17/2011	Ī
Antioch, City of	Police Management	96		At termination, EEs with 10+yrs service paid for 40% unused sick 0 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.		2/17/2011	
Antioch, City of	Police Officers' Association	96		At termination, EEs with 10+yrs service paid for 40% unused sick 0 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.		9/1/2007	
Benicia, City of	Police Managment Employees	96	6	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

		Accum					
Agency	Bargaining Unit	Annual Hrs Hrs	Sick Leave Buyout	Incentive	Notes	Eff Dt	Chg Dt
Benicia, City of	Police Officers Association	96	At Retirement, EE w/ MIN 12 yrs service can cash-out 25% unused sick leave., up to MAX 1mo. salary. 0 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	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 296 SECTION 24 of MOU for details.	1 bonus vacation day for	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
Derkeley, City of	Police Association	90	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		2901115 011 12/30.	1/1/2013	7/3/2014
Concord, City of	Police Association	96	0 thereof.	Not mentioned in MOU.	No MAX accumulation.	7/1/2010	6/30/2014
			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				0/00/05
Concord, City of	Police Management	96	0 thereof.	Not mentioned in MOU.	No MAX accumulation.	7/1/2010	6/30/2014
Concord, City of	Police Officers Association	96	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 0 thereof.	Not mentioned in MOU.	No MAX accumulation.	7/1/2010	6/30/2014

			Accumulated	d				
Agency	Bargaining Unit	Annual Hrs	Hrs	Sick Leave Buyout	Incentive	Notes	Eff Dt	Chg Dt
Dixon, city of	Local 1	96	3	At separation, 20% of unused leave with 1-5yrs. service, 30% with 6- 10yrs plus 2% for each year thereafter to MAX 50%. PERS Credi 0 for Unused Leave.		Sick Leave accrued at 8hrs/mo. No MAX accumulation.	7/1/2012	6/30/2014
Dixon, city of	Police	96		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 0 Contribution to VEBA	Benefit not mentioned in MOU.	No MAX accumulation. 6mos. wait period prior to eligiblity is eliminated per Side Letter. Oct. '12.	7/1/2011	
Fairfield, City of	Police Management Assoc.	100	)	EE may yearly cash out up to 25% o 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 0 unused leave.	EEs using MIN 8.1 sick	No MAX accumulation.	7/1/2012	6/30/2015
Fairfield, City of	Police Management Assoc.	96	3	EE may yearly cash out up to 25% o 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 0 unused leave.	EEs using MIN 8.1 sick	No MAX accumulation.	7/1/2012	6/30/2015

Agency	Bargaining Unit	Annual Hrs	Accumulated Hrs	Sick Leave Buyout	Incentive	Notes	Eff Dt	Chg Dt
	Ŭ.			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	Benefit not mentioned in			-
Fairfield, City of	Police Officers Association	96		O converted to ICMA Retriee Plan.  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	Benefit not mentioned in	No MAX accumulation.	7/1/2012	
Napa, City of	Police Mid-Management	96		0 new vacation days/year.	MOU.	No MAX accumulation.	1/1/2012	12/31/2013
Napa, City of	Police Officers Association	96	í	See side letter #10 or MOU Section 22.2 for details for conversion to 0 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		Unused sick leave applied to PERS 0 service credit.	EEs using no sick leave in a quarter are awarded 4hrs vacation leave.	Catastrophic Leave program.	7/1/2011	6/30/2014
Pittsburg, City of	Police Officer Association	96		Unused sick leave is applied to 0 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

			Accumulated					
Agency	Bargaining Unit	Annual Hrs	Hrs	Sick Leave Buyout	Incentive	Notes	Eff Dt	Chg Dt
				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,		Sick Leave accrues @		
				or convert for PERS credit. EE who		8hrs/mo.		
				laterally transfers from another Law		No MAX		
				Enf Agency may transfer 50% of		ACCUMULATION.		
				accrued sick leave balance, MAX	Benefit not mentioned in	Requires 30days service		
Richmond, City of	Police Management Assoc.	96		0 80hrs.	MOU.	prior to use.	7/1/2008	12/31/2013
				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		Sick Leave accrues @		
				receive 50% (or 70% if 27+yrs of		8hrs/mo.		
				service) of accumulated sick leave, or convert for PERS credit. EE who		No MAX ACCUMULATION.		
				laterally transfers from another Law		Requires 30days service		
				Enf Agency may transfer 50% of		prior to use. If less than		
				accrued sick leave balance, MAX	Benefit not mentioned in	4hrs - not charged to		
Richmond, City of	Police Management Assoc.	96	;	0 80hrs.	MOU.	balance.	7/1/2008	12/31/2013
. ,	Ţ,				EE using 5 or fewer sick			
				Upon retirement EE paid 60% of	days receives 25%			
				accumulated unused sick leave or	earned sick leave during			
				may convert all to PERS credit.; EEs				
				who laterally transfer from another	can be received as cash			
				Agency eligible to transfer 50% of	or vacation days. 2 yrs	Sick Leave accrued at 1		
				their accrued sick leave to a MAX of	•	day per month; No MAX		
Richmond, City of	Police Officers Association	96		0 80hrs.	eligibility.	accumulation.	7/1/2008	6/30/2012
				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	Benefit not mentioned in			
Santa Rosa, City of	Police Officers Association Unit 5	96	;	0 beneficiary.	MOU.	No MAX accumulation.	7/1/2012	6/30/2014
Carita Fiood, Oily Oi	1 Shoo Shioofo Alooodiation Offic o		•	o sononolary.	1,100.	115 IIII IX GOOGITIGICATOTI.	77172012	3,00,2014

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No cashout of unused sick leave at separation. Unused sick leave @ retirement converted to Retiree Benefit not mentioned in 3.70hrs/pay period, no Solano, county of Mid-Management-Confidential 96.2 0 HSA. MOU. MAX mentioned in MOU. 9/7/2008 10/12/2013  EEs with 30 days balance who use less than 4		D			_				10/10/0010
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retirement converted to Retiree  Benefit not mentioned in 3.70hrs/pay period, no MOU.  MAX mentioned in MOU.  96.2 0 HSA.  EEs with 30 days balance who use less than 4									
Solano, county of Mid-Management-Confidential 96.2 0 HSA. MOU. MAX mentioned in MOU. 9/7/2008 10/12/2013  EEs with 30 days balance who use less than 4					· ·	Deposit not montioned in	2.70hrs/pay paried as		
EEs with 30 days balance who use less than 4	Colono county of	Mid Management Confidential	06.0	,				0/7/2009	10/10/0010
who use less than 4	Solano, county of	wid-wanagement-comidential	90.2		0 поа.	WOU.	MAX mentioned in MOO.	9/1/2006	10/12/2013
who use less than 4						FFs with 30 days balance			
Service retirement - 25% cash for days/year receive 50% of 12 days per year;					Service retirement - 25% cash for		12 davs per vear:		
$\dot{r}$	Vacaville, City of	Police Management Group	96	6	0 balance.			7/1/2011	6/30/2013

Agency	Bargaining Unit	Annual Hrs	Accumulated Hrs	Sick Leave Buyout	Incentive	Notes	Eff Dt	Chg Dt
Vacquilla City of	Relies Officers Association	06		Service retirement - 25% cash for	**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		7/1/2011	6/20/2010
Vacaville, City of	Police Officers Association	96	(	) balance.	in cash annually.	Unlimited accumulation.	7/1/2011	6/30/2012
Vallejo, City of	Police Officers Association	180	) (	No cashout options at separation.  O 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
						. 3 ,		