



County of San Diego

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DIRECTOR

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**LETTER OF UNDERSTANDING
BETWEEN THE
COUNTY OF SAN DIEGO
AND THE
THE ASSOCIATION OF SAN DIEGO COUNTY EMPLOYEES
(CM & CR UNITS)**

MILITARY SPOUSE RETURN TO COUNTY EMPLOYMENT

- I. This attests to and records the agreement of the parties to amend the Memoranda of Agreement (MOAs) regarding Vacation Leave.

ARTICLE 6. PAID LEAVES

Section 2. Vacation

B. **Earnings**

Eligible employees earn vacation credit as follows:

Years of Continuous Service During Present Employment	Vacation Credit For Each Hour of Regularly Scheduled Paid Service	Hour/Day Approx. Equivalent For Full-Time Employees Over One Year (26 Biweekly Pay Periods)
Less than 5	Exact decimal equivalents are set forth in Compensation Ordinance Section 4.2.1	80 hours/10 work days
5 to 15		120 hours/15 work days
15 or more		160 hours/20 work days

The rate of earned vacation shall be changed at the beginning of the pay period following entitlement to such change. Vacation credit is accrued and may be used in tenths of hours.

When an employee is reinstated after layoff or disability retirement, the continuous service date held immediately prior to the layoff or disability shall be used for vacation computation.

When a military spouse returns to county employment, after having resigned from county employment because of their spouse's military assignment, the continuous service date held immediately prior to the resignation shall be used for vacation computation. The returning employee must provide a copy of their spouse's military order. This applies to all military spouse reemployments on or after April 29, 2019.

Paid holidays immediately preceding, immediately following or wholly within the vacation period shall not be charged as vacation except that when the eligible employee is paid the monetary value of vacation or granted pre-retirement terminal vacation such paid holidays shall be charged as vacation.

- II. Upon agreement by the Association of San Diego County Employees, this provision shall be effective upon the Board of Supervisor's approval and adoption of a Compensation Ordinance revision.

FOR THE COUNTY OF SAN DIEGO

**FOR THE ASSOCIATION OF SAN
DIEGO COUNTY EMPLOYEES
(CM AND CR UNITS)**



CLINT OBRIGEWITCH
Labor Relations Manager



JAMES J. CUNNINGHAM, ESQ.
General Counsel, ASDCE

Date: 11-12-19

Date: 11/12/19