

Sick Leave Pay

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Classification & Compensation Director



Employee Types

- Employees *with* Regular Work Schedules
 - Earn 1 hour of sick pay for every 20 hours paid upon appointment
- Employees *without* Regular Work Schedules (i.e., temporary, as-needed)
 - Earn 1 hour of sick pay for every 30 hours paid upon appointment
- Retirees, Elected Officials and Board/Commission members (i.e., 0109-0118)
 - Do not earn sick pay

Access to Sick Pay

- After 90th day of employment
- If you separate from the City 90 or more days after you were hired (i.e., you had access to Sick Pay) and return to work for the City within 12 months of separation, you regain your former sick leave balance and immediately gain access to use sick pay.

Sick Leave Pay Hour Cap

- 1,040 Hours (6 months) for all employees

Covered Relationships

- Child of any age or dependency status
- Parent including in-laws
- Spouse
- Domestic Partner
- Designated Person (*if not waived*)
- Grandparent
- Grandchild
- Sibling

Sick Leave with Pay Restriction

- **CSC Rule 120.11.1** Sick leave with pay, beyond that authorized by law, is a privilege recognized by Charter and by Ordinance of the Board of Supervisors and should be requested and granted only in cases of absence because of illness which incapacitates the employee for the performance of duties or as otherwise defined in this Rule.
- **CSC Rule 120.11.2** An appointing officer or designee may require proof of incapacitation before granting sick leave with pay for any period of time and may withhold pay for failure to submit such proof provided that the employee had been previously notified in writing that such proof would be required for absences of less than five (5) working days.
- **CSC Rule 120.11.3** The rate of earning and accumulating sick leave with pay credits and authorization for its use under this Rule shall in no way inhibit or restrict the right of an appointing officer to establish standards of attendance.

Shadow Account

- **CSC Rule 120.24.3** Supplemental disability credits shall be an account separate from, but equivalent to, the employee's accumulated unused sick leave with pay credit balance except that the supplemental disability credit account shall be adjusted as provided below.

→ *Mirror account of an employee's sick leave pay balance that may be used to supplement one's salary while out on Workers' Compensation.*

Sick Leave Waivers

- *The following unions have waived paid sick leave provided under Admin. Code Section 12W with the consequence being that “designated person” is not a covered relationship: (bargaining year in which ordinance waived noted in parenthesis)*
 - Automotive Machinists, Local 1414 (2010)
 - Building Inspectors (2010)
 - Craft Coalition (2010)
 - Deputy Sheriffs (2009)
 - District Attorney Investigators (2009)
 - Electricians, Local 6 (2010)
 - Firefighters, Local 798 (2007)
 - Institutional Police Officers Association (2012)
 - Laborers, Local 261 (2009)
 - MAA (2012)
 - MEA, Misc. (2014)
 - MEA, Fire (2007)
 - MEA, Police (2007)
 - Operating Engineers (2010)
 - Painters (2010)
 - Plumbers, Local 38 (2010)
 - Police (2007)
 - Probation Officers (2009)
 - SEIU, Local 1021, H-1s (2007)
 - SEIU, Local 1021, Nurses (2007)
 - Sheriff’s Management and Supervisory (2009)
 - Stationary Engineers, Local 39 (2009)
 - Supervising Nurses (2007)
 - Supervising Probation Officers (2009)
 - Teamsters, Local 856 (multi) (2012)
 - Transport Workers’ Union, Local 200 (2009)
 - Transport Workers’ Union, Local 250-A (multi) (2012)
 - Transport Workers’ Union, Local 250-A (7410s) (2012)
 - Union of American Physicians and Dentists (UAPD) (2015)