

SECTION 4.2.5: COURT LEAVE AND JURY DUTY.

- (a) Definition. Court leave is paid leave granted by the County to an eligible employee to enable that employee to fulfill his/her duty as a citizen to serve as a juror, or as a prospective juror, or to serve as a witness in a court action to which the employee is not a party, before a Federal or State (Superior) Court located within San Diego County or within the employee's county of residence.
- (b) Eligibility. Only a biweekly employee who has received an order from a court is eligible for court leave. Court leave is not granted when the employee is paid an expert witness fee or when attendance is part of the employee's official County duties.
- (c) Court Leave shall be limited to:
  - (1) Required attendance before Federal or State (Superior) Courts located within San Diego County or within the employee's county of residence.
  - (2) Time in attendance at court together with reasonable time between court and work if attendance is for less than a full day and the employee can reasonably be expected to return to work.
  - (3) CM and CR employees. An employee in the CM or CR bargaining unit assigned to the PM or late night shift who is granted Court leave shall be permitted, on a day by day basis, not to report to the PM or late night shift upon notice and confirmation with his/her supervisor.
  - (4) Employees in classes designated AS, AM, CC, CS, DA, PO, SO and SW. Leave is granted for the time the employee is in attendance at court together with reasonable travel time between court and the employee's work location. If attendance at court is for less than a full day, the employee is to return to work, provided that adequate time exists prior to the end of the employee's regular work shift for the employee to so return.

(Amended 06/20/08, Ord. No. 9943)

- (d) Release Time (PO and SO Units).
  - (1) Employees assigned to jury duty must provide notice to management within three (3) working days of receipt of the jury summons.

- (2) An employee selected as a juror may request a change in regularly scheduled working hours to a Monday through Friday day shift, or other mutually agreed schedule for the duration of such jury duty. Such requests shall be granted if practicable. Non-routine shift change compensation shall not apply to such reassignment.

(Amended 07/26/91, Ord. No. 7945)

(Amended 08/04/95, Ord. No. 8570)

(Amended 01/18/08, Ord. No. 9912)

(Amended 06/20/08, Ord. No. 9943)