

Section 4.2.25 PEACE OFFICER ORGANIZATION LEAVE.

- (a) Definition. Peace Officer Organization Leave is a paid leave of absence provided to an eligible employee for the actual time the employee performs duties as the President of the Peace Officers Research Association of California (PORAC). This paid leave shall be applicable only to the time during which the employee is actually performing the duties of President of PORAC, not to exceed the number of hours in a biweekly period that the employee is regularly scheduled to perform in his/her County position.
- (b) Eligibility. An employee in any class designated DS, SM, DM, DI, PO and SO, and who has been selected to serve as the President of PORAC, is eligible to be considered for this paid leave.
- (c) Request. An eligible employee shall submit to his/her Appointing Authority the request for paid leave authorized under this section. The Appointing Authority is authorized to approve or deny any request for this paid leave, and may take into consideration the needs of the department for the employee's services in the exercise of his/her discretion in making a determination of the leave request.
- (d) Conditions.
 - (1) The Appointing Authority of the employee on this leave, on behalf of the County, is hereby authorized to enter into and execute an agreement with PORAC. This agreement, which shall be approved as to form and legality by County Counsel, shall set forth the provisions governing the arrangement between the County and PORAC regarding the employee's services in his/her capacity as President of PORAC, and shall include, but not be limited to, the conditions governing PORAC's obligation to make payment to the County for its costs to compensate the employee with paid leave during his/her service as the President of PORAC.
 - (2) PORAC shall reimburse the County for all of the County's costs associated with the employee's salary and benefits, including, but not limited to, flexible credit, uniform allowance, life insurance, state unemployment insurance, retirement, sick leave, and vacation.
 - (3) The County shall provide the employee a paid leave of absence for the actual time the employee performs services as the President of PORAC. The employee shall be required to use his/her County paid leave credits (e.g., vacation, sick leave, comp time off, etc.) for any time off from his/her regular duties as the President of PORAC.

- (4) The employee authorized for paid leave under this section is entitled only to the amount of biweekly salary that he/she is authorized to receive in his/her position as a County employee, and shall not include any extra pay in the form of overtime. In the event the employee, as President of PORAC, works in excess of his/her regularly scheduled biweekly hours as a County employee, the treatment of such excess hours shall be a matter exclusively between the employee and PORAC.
- (e) Duration. The duration of this paid leave shall be limited to the one-year term in which the employee serves as President of PORAC. This paid leave may be renewed, on a year-by-year basis, in the event that the employee is selected to serve additional one-year terms as President of PORAC.

(Added 01/13/04, Ord. No. 9624)

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