



County of San Diego

SUSAN BRAZEAU
DIRECTOR

DEPARTMENT OF HUMAN RESOURCES
LABOR RELATIONS
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LETTER OF UNDERSTANDING BETWEEN THE COUNTY OF SAN DIEGO AND THE PUBLIC DEFENDER ASSOCIATION OF SAN DIEGO COUNTY (PD & PM UNITS)

MILITARY SPOUSE RETURN TO COUNTY EMPLOYMENT

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

Section 6. PAID LEAVE

Section 2. Vacation

- B. Effective September 27, 1996 and subject to Paragraph D. below, 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	4.615% of working hr	96 hrs/12 work days
5 to 15	6.548% of working hr	136 hrs/17 work days
15 or more	8.461% of working hr	176 hrs/22 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.

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.

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.

- II. Upon agreement by the Public Defender Association of San Diego County, 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

CLINT OBRIGEWITCH
Labor Relations Manager

Date: 11/6/19

**FOR THE PUBLIC DEFENDER
ASSOCIATION OF SAN DIEGO COUNTY
(PD & PM UNITS)**

TROY BRITT
President

Date: 11/6/19