

Members	1. How does your city handle if there is a safety officer on 4850 leave and hit their vacation accrual limit?	1a. Does the City establish secondary leave bank? Yes or No	1b. If yes, are employees required to use that time within a specified period, permitted to retain it indefinitely, or eligible for payout upon separation or retirement from the City, or something else? If something else, please describe.	1c. If no, please describe what your city does.
Anaheim	No Response			
Bakersfield	No Response			
Burbank	No Response			
Modesto		No	N/A	We don't have any additional leave beyond the accrual limit
Monterey		No	N/A	If employee is on 4850 and continues to accrue, ultimately reaching their vacation cap, they forfeit additional accruals
Mountain View		Yes	No time limit. Can cash out at retirement or leaving the city	N/A
Ontario		No	N/A	We open a FMLA Leave of Absence on their behalf once they have completed TTD
Palo Alto	No Response			
Salinas		No		Public Safety is paid out any accruals over the cap during the City's annual leave buyback program in February each year. Police and Fire do not currently have accrual caps but the City intends to negotiate for caps in next year's negotiations with Police and Fire.
Santa Barbara	Based on the MOU for Police employees, effective 10/1/2025, Police employees may accrue and save up to 500 hours of vacation time. Any amounts above the maximum accrual will automatically be cashed out to the employees. They may request additional cash-out if they have used at least 40 hours of their vacation time. The automatic cash-out above the maximum occurred only once, at the time the MOU was implemented. After that initial instance, employees who reach the 500 hour maximum no longer accrue additional vacation hours until their balance is brought back under the limit.			
Santa Cruz	Excess vacation accruals are approved on a case-by-case basis. Employees on 4850 will accrue until they have reached 2nd the annual limit	No		The Practice has been to use excess within 6 months, if resign or retire, all vacation hours accrued are paid off
Santa Monica		No		
Visalia		No		Our stance is that the employees will continue to accrue vacation however once the accrual cap is reached, no additional hours will be credited until the balance falls below the cap.