



Human Resources Department Employee Benefits and Services Division

www.SBCounty.gov

Michael Bowers
Human Resources Director

Amy Coughlin
Assistant Director

Gina King
Assistant Director

Leonardo Gonzalez
County Labor Relations Chief

December 12, 2023

Name
Address
City, State Zip

RE: Paid Time Off Cash-Out for Calendar Year 2024

Dear Name:

It is time for you to consider your paid time off (PTO) cash-out option for calendar year 2024. As a reminder, employees in the Fire Suppression Aide II and Fire Suppression Aide III Unit who are enrolled in the Modified Benefit Option (MBO) have the opportunity during the month of December 2023 to pre-designate a cash-out of future PTO accruals for calendar year 2024.

If you have used eighty (80) or more hours of vacation/PTO/COVID bonus leave during calendar year 2023, which ends on December 15, 2023, you are eligible to pre-designate to cash out up to sixty (60) hours of 2024 PTO accruals. Complete details regarding pre-designation may be found under the Paid Time Off (PTO) section of your [Memorandum of Understanding](#).

Since you are enrolled in the MBO, you are not eligible to pre-designate a cash-out of vacation leave unless you intend to convert to the Traditional Benefit Option (TBO) during the next open enrollment period and start accruing vacation in the new plan year beginning July 27, 2024 (pay period 17). Please note that if you switch to the TBO during the 2024 open enrollment period, you may not accrue a full 60 hours of vacation needed to cash out this amount. Therefore, you may need to pre-designate PTO or a combination of PTO and vacation to cash out the complete 60 hours.

To pre-designate to cash out 2024 PTO and/or vacation accruals, you must make an **irrevocable** election specifying the number of hours to be sold back from your 2024 PTO and/or vacation accruals, by completing the [Leave Cash-Out Pre-Designation Agreement for Calendar Year 2024 - FSA form](#) and submitting it to your department payroll specialist by **Friday, December 29, 2023**.

To cash out pre-designated hours during calendar year 2024, you must complete and submit a [Leave Cash-Out Request – Paid Time Off - MBO Eligible Units](#) form at least 15 days before the pay period in which you wish to receive the leave cash-out payment.

Please remember that pre-designation elections are **irrevocable** and at the end of calendar year 2024, all pre-designated hours that have not been used or cashed out will *automatically* cash out in pay period 26 of 2024.

Please contact your department payroll specialist directly with questions regarding the pre-designation process or when you are ready to cash out leave during calendar year 2024.

Sincerely,

Alexander "Sandy" Meier
Interim Human Resources Division Chief
Employee Benefits and Services Division
Human Resources Department

BOARD OF SUPERVISORS

COL. PAUL COOK (RET.)
Vice Chairman, First District

JESSE ARMENDAREZ
Second District

DAWN ROWE
Chair, Third District

CURT HAGMAN
Fourth District

JOE BACA, JR.
Fifth District

Luther Snoke
Chief Executive Officer