

SICK LEAVE CONVERSION  
LETTER OF AGREEMENT

**I. PARTIES**

The parties to this agreement are Marion County, by and through Marion County Sheriff's Office, and the Marion County Law Enforcement Association (MCLEA, hereinafter the "Association").

**II. PURPOSE OF THE AGREEMENT**

The purpose of the agreement is to allow the conversion of sick leave hours to personal holidays.

**III. AGREEMENT**

Effective January 1, 2022, regular employees who have accumulated at least one hundred ten (110) hours of sick leave may convert twenty-four (24) hours, thirty (30) hours or thirty-six (36) hours (or three (3) full days, depending on schedule) to three (3) personal holidays. The converted hours will only be used in full day increments, cannot be cashed out, and will not be paid out upon termination of employment. Employees are allowed to exercise this sick leave conversion option only once per calendar year, during the life of this agreement as long as they continue to meet the accumulation requirements at the time of each request. Personal holidays are to be taken during the calendar year in which they were converted and may not be carried forward into the following year. The personal holidays shall be scheduled in accordance with Article 8.

**IV. CONCLUSION**


This agreement shall become effective no later than July 1, 2022, and ends June 30, 2025. This agreement shall not become part of the parties' collective bargaining agreement. This agreement is made without precedent to either party.

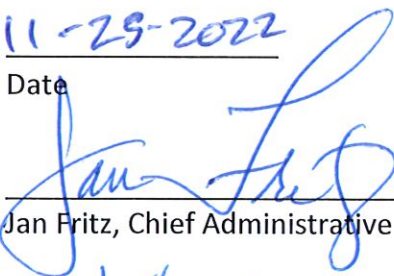
FOR THE ASSOCIATION

  
\_\_\_\_\_  
Jeremy Schwab, Association President

11/1/2022  
\_\_\_\_\_  
Date

FOR THE COUNTY

  
\_\_\_\_\_  
Joe Kast, Sheriff

11-29-2022  
\_\_\_\_\_  
Date  
  
\_\_\_\_\_  
Jan Fritz, Chief Administrative Officer  
11/28/2022  
\_\_\_\_\_  
Date



\_\_\_\_\_  
Salvador LLerenas, Chief Human Resources Officer

11/28/22

Date