

- Polled 13 Agencies
- 10 Agencies have CalPers sick leave incentives

1. Convert up to 1/2 of any sick leave hours above 160 hours for vacation leave on a hour for hour (1:1) basis -or-
Convert for cash reimbursement on a half hour for an hour basis (.5:1)
2. Convert up to 40 hours of sick leave hours above 160 hours for vacation leave but shall be reduced hour-for-hour by sick leave used by the employee during the calendar year. (If an employee uses 40 or more hours of unscheduled sick leave during the year, no sick leave shall be converted.)
3. Employees with low sick leave who have worked a minimum of one full payroll year can exchange sick leave for its cash equivalent annually according to the following schedule:

Sick Leave Usage	Sick Leave Cash Conversion Credit
Zero (0) days	Two (2) days
One (1) day	One (1) day, four (4) hours
Two (2) days	One (1) day
Three (3) days	Four (4) hours