

ORDINANCE NO. 337

AN ORDINANCE AUTHORIZING THE MONTEREY PENINSULA AIRPORT DISTRICT TO MAKE PAYMENTS TO ITS EMPLOYEES SO AS TO PERMIT THE DISTRICT TO EXCLUDE SICK LEAVE BENEFITS FROM WAGES IN COMPUTING THE PAYMENTS DUE FOR SOCIAL SECURITY ACT COVERAGE

THE BOARD OF DIRECTORS OF THE MONTEREY PENINSULA AIRPORT DISTRICT DO
ORDAIN AS FOLLOWS:

SECTION I: The following subsections (7) and (8) shall be added to

SECTION III: DEFINITIONS of Ordinance No. 322:

(7) "Sick leave benefits" shall be construed to mean compensation paid to officers and employees on approved leaves of absence on account of sickness.

(8) "Approved leaves of absence on account of sickness" shall include use by a District officer or employee of sick leave or vacation leave because of sickness.

SECTION II: The SECTION VIII: SICK LEAVE WITH PAY of Ordinance No. 322 shall be revoked and the following section substituted in its place:

"SECTION VIII: SICK LEAVE BENEFITS:

Sick leave shall accumulate for each employee at a rate equal to the accumulated vacation time of such employee. Sick leave may be accumulated to an unlimited amount, provided that a further allowance of sick leave may be fixed by the Board of Directors in any case. Sick leave may be granted by the District Manager in case of bonafide illness of an employee. Evidence may be required in the form of a physician's certificate or otherwise in determining the adequacy of the reason for any employee's absence during the time for which sick leave is requested. Officers and employees may be paid for up to one month's pay for unused sick leave upon retirement.

The District shall establish a separate object of appropriation within salaries and employee benefits for the payment of compensation to employees who are on approved leaves of absence on account of sickness. The amount of compensation to be paid to employees under this object shall be that established by salary ordinance or statement, except that no compensation shall be paid when an employee is on authorized leave without pay even though such leave may be on account of sickness. The sick pay account may be used either to make payments directly to the employee or to reimburse the regular salary account for sick payments made from that account. The District Manager shall take such steps as may be necessary to implement

this provision of the Ordinance."

SECTION III: The following SECTION IIIA: LEAVE FOR DEATH IN FAMILY shall be added to the provisions of Ordinance No. 322:

"SECTION VIIIA: LEAVE FOR DEATH IN FAMILY:

In the event of a death in an employee's immediate family, the employee may be permitted to be absent without deduction in pay for a period that is deemed to be reasonable under the circumstances. In deciding the length of absence, consideration shall be given to the relationship between the employee and the decedent and the amount of time reasonably required to travel to the funeral service. Immediate family shall be understood to mean the employee's parents, children, brother, sister, husband, wife, mother-in-law, father-in-law, as well as other relatives living the the same household with the employee. Such a leave for a death in the family shall not constitute an approved leave of absence on account of sickness."

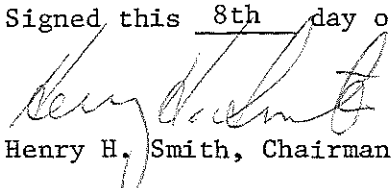
PASSED AND ADOPTED BY THE BOARD OF DIRECTORS OF THE MONTEREY PENINSULA AIRPORT DISTRICT: This 8th day of April, 1981, by the following roll call vote:

AYES: DIRECTORS: Drakes, Faul, Searle, Chairman Smith

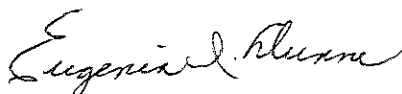
NOES: DIRECTORS: None

ABSENT: DIRECTORS: Nakamura

Signed this 8th day of April, 1981


Henry H. Smith, Chairman

A T T E S T



Eugenia I. Dunne
District Secretary