



# LEAVE CASH-OUT PRE-DESIGNATION AGREEMENT FOR CALENDAR YEAR 2026 Attorney

Must print in Black or Blue ink ONLY

<b>Employee ID</b>	<b>Rcd No.</b>	<b>Last Name, First Name</b>		
<b>Union Code</b>	<b>Department</b>		<b>Telephone</b>	

**I elect to convert the following number of Attorney, Vacation Leave, and/or Paid Time Off hours to cash:**

Attorney Leave Hours	Vacation Leave Hours*	Paid Time Off (PTO)* (Must be enrolled in MBO)
Number of hours designated may not be less than 8 hours and shall not exceed 40 hours.	May elect up to 80 hours to cash out in a minimum of 8 hour increments. At least 80 hours of Vacation/Attorney Leave must have been used during the previous calendar year to be eligible for this benefit.	May elect up to 80 hours to cash out in a minimum of 8 hour increments. At least 80 hours of PTO/Vacation/Attorney Leave must have been used during the previous calendar year to be eligible for this benefit.

*\*If balance is less than 80 hours at the time of pre-designation, you may pre-designate an additional 20 hours of Attorney leave provided the total combined hours does not exceed 120 hours.*

I understand and accept the following conditions regarding my designation:

1. I must complete, sign and submit this Agreement no later than **December 30, 2025** in order to cash out the above hours in **calendar year 2026**.
2. Signing this Pre-Designation Agreement does **not** restrict my ability to use the Vacation, Attorney, and/or Paid Time Off leave I accrue during **calendar year 2026**.
3. This designation is *irrevocable*. If I have not submitted a Leave Cash-Out Request form for the total pre-designated hours indicated above by the end of pay period **25/26**, any hours remaining up to the accruals available after pay period **25/26** processes will be automatically cashed out and will be added to my earnings for pay period **26/26**.
4. I understand that if my Vacation Leave or Paid Time Off Balances are less than 80 hours after pay period **26/25** has processed, I may pre-designate up to an additional 20 hours of Attorney Leave to cash out provided the total number of Vacation and Attorney Leave, or Paid Time Off hours pre-designated does not exceed 120 hours.
5. I understand that if my employment is terminated prior to pay period **26/26**, I must also submit a Leave Cash-Out Request form prior to my separation to have any remaining leave hours requested above count as earnable compensation, if applicable. If I do not complete the Leave Cash-Out Request form prior to separation, remaining leave balances from the above designation will be cashed out along with other applicable leave balances after separation and will not be considered earnable compensation.
6. I understand that failure to adhere to these rules can result in adverse tax consequences for all County employees. **Therefore, I must complete, sign and return this Pre-Designation Agreement to my Payroll Specialist by December 30, 2025. Any forms received after this date will not be honored.**

<b>Employee Signature</b>	<b>Date</b>
<b>Appointing Authority or Designee (Print &amp; Sign - no signature stamps)</b>	<b>Date</b>

**PAYROLL SPECIALIST VERIFICATION OF ELIGIBILITY**

Pay Period										Total Hours Used
VAC/ ATY Hours										
PPL Hours										
<b>Payroll Specialist (Print &amp; Sign - no signature stamps)</b>							<b>Telephone</b>	<b>Mail Code</b>	<b>Date</b>	

This document/form incorporates use of e-signatures in accordance with the San Bernardino County Policy #03-12 and Standard Practice 1.

**Office Use Only (Eligibility Verification)**

VOE Complete	Signatures	Signature Dates	Reviewed By/ Date
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DISTRIBUTION: 1st Review - Department Payroll Specialist

Final Review - Central Payroll (0032)