



## Human Resources Department Employee Benefits and Services Division

**Leonardo Gonzalez**  
Human Resources Director /  
County Labor Relations Chief

**Gina King**  
Assistant Director

**Eric Guerra**  
Assistant Director

December 4, 2024

Name  
Address  
City, State Zip

RE: Paid Time Off Cash-Out for Calendar Year 2025

Dear Name:

We are excited to announce that a new **Leave Cash-Out Pre-Designation Module** has been added to EMACS self-service, replacing paper forms, to pre-designate leave hours to cash out in calendar year 2025. As a reminder, employees in the General Fire Support Unit who are enrolled in the Modified Benefit Option (MBO) have the opportunity during the month of December 2024 to pre-designate a cash-out of future Paid Time Off (PTO) accruals for calendar year 2025.

If you have used **80 or more hours** of PTO between **December 16, 2023, and December 13, 2024**, you are eligible to pre-designate to cash out up to **60 hours** of PTO **accrued in 2025**. For complete details regarding your pre-designation and leave cash-out option, please refer to your [Memorandum of Understanding](#).

If you wish to cash out PTO hours in 2025:

1. Log in to the **Leave Cash-Out Pre-Designation module** at [emacsbapp.sbcounty.gov](http://emacsbapp.sbcounty.gov) to pre-designate the number of PTO hours you elect to cash out in 2025. **Paper forms will not be accepted.**
2. View the Leave Cash-Out Pre-Designation Self-Service Module instructions [here](#) for help navigating the portal.
3. Submit your **irrevocable** election by **Tuesday, December 31, 2024**. Since these elections are irrevocable, all pre-designated hours that have not been used or cashed out will automatically convert to cash in pay period 26 of 2025.

To cash out pre-designated hours during calendar year 2025, you must complete and submit a [Leave Cash-Out Request – Paid Time Off - MBO Eligible Units](#) at least 15 days before the pay period in which you wish to receive the leave cash-out payment.

If you have questions regarding your **pre-designation eligibility**, please contact your department Payroll Specialist.

If you **experience technical difficulties** with the Leave Cash-Out Pre-Designation Module, please contact EMACS-Security Support at [emacs-securitysupport@hr.sbcounty.gov](mailto:emacs-securitysupport@hr.sbcounty.gov).

Sincerely,

Sandra Wakcher  
Human Resources Division Chief  
Employee Benefits and Services Division  
Human Resources Department

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