



BOARD OF SUPERVISORS AGENDA ITEM REPORT

Requested Board Meeting Date: 6/7/2022

*= Mandatory, information must be provided

Click or tap the boxes to enter text. If not applicable, indicate "N/A".

***Title:**

Proposed Changes to Personnel Policy 8-105 Annual Leave

***Introduction/Background:**

Proposed revisions to Personnel Policy 8-105 Annual Leave.

***Discussion:**

Adding language that will require payout of accrued Annual Leave when an employee changes to an employment type that does not accrue Annual Leave. This will ensure that an employee does not have accrued Annual Leave that they are unable to use because of their new employment type. Modifications to gender-neutral language.

***Conclusion:**

The revisions are required to align policy with practice.

***Recommendation:**

That the Board of Supervisors approve the Personnel Policy 8-105 Annual Leave modifications as outlined, to become effective upon approval.

***Fiscal Impact:**

None.

***Board of Supervisor District:**

1 2 3 4 5 All

Department: Human Resources

Telephone: 520-724-2732

Contact: Jason D Parrish

Telephone: 520-724-3365

Department Director Signature: _____

Date: _____

5/19/2022

Deputy County Administrator Signature: _____

Date: _____

County Administrator Signature: _____

Date: _____

5/19/2022

A. Eligibility

1. All employees except Elected Officials, intermittent employees as defined in Merit System Rule 1 and temporary employees are eligible to accrue annual leave from date of appointment.

An eligible employee receiving pay for forty (40) or more hours per pay period shall accrue annual leave as specified in 8-105 B.

2. New hire employees hired under the Pima County Trainee Program are eligible to accrue annual leave from date of appointment.
3. Temporary employees extended beyond the first six (6) months of employment shall accrue and may use annual leave beginning with the pay period following six (6) months of continuous and extended employment. A temporary employee appointed to a regular appointment without a break in service shall be credited with annual leave from original date of hire.
4. For the purpose of annual leave rate of accrual, no credit shall be allowed or given to establish years of service using prior employment with Pima County where there was a break in service, except for reinstatement or reemployment, as defined in these Merit System Rules and Personnel Policies.

B. Rate of Accrual

An eligible employee, when in a pay status, shall accrue annual leave as follows:

1. An employee with fewer than three (3) years of service (established by anniversary date) shall accrue annual leave at the rate of 96 hours per year (not to exceed 3.7 hours per pay period).
2. An employee with three (3) to seven (7) years of service (established by anniversary date) shall accrue annual leave at the rate of 120 hours per year (not to exceed 4.65 hours per pay period).
3. An employee with seven (7) to fifteen (15) years of service (established by anniversary date) shall accrue annual leave at the rate of 144 hours per year (not to exceed 5.55 hours per pay period).
4. An employee with more than fifteen (15) years of service (established by anniversary date) shall accrue annual leave at the rate of 168 hours per year (not to exceed 6.47 hours per pay period).
5. Annual leave shall accrue during any approved leave of absence with pay.

6. Annual leave shall not accrue during any leave of absence without pay or suspension without pay, i.e., employees must be in a pay status to accrue annual leave.

C. Annual Accumulation

1. An eligible employee may carry over, from one (1) consecutive twelve (12) month period (established by anniversary date) to the next, a maximum of two hundred forty (240) hours of annual leave.

In exceptional circumstances, an Appointing Authority may request County Administrator approval for an employee to retain annual leave in excess of two hundred forty (240) hours with the expectation that the employee will reduce **THEIR**his/her annual leave balance to 240 hours within the following anniversary year. If the employee has annual leave in excess of two hundred forty (240) hours upon **THEIR**his/her subsequent anniversary date, annual leave hours in excess of two hundred forty (240) will automatically be transferred to sick leave pursuant to 8-105 H.

2. The sick leave hours converted to annual leave for payout purposes as specified in 8-106 H, I and J shall not be included in the calculation of the two hundred forty (240) hours payoff limit specified in Personnel Policy 8-123.

D. Use of Annual Leave

1. An eligible employee in the classified service may use annual leave after completion of six months of initial probation. Accrued annual leave may be used prior to completion of six months of initial probation for a job-related illness or job-related injury. New hire trainees who have completed six (6) months of the Pima County Trainee Program may use annual leave in the same manner as those in the classified service. Unclassified employees or employees not subject to initial probation may use annual leave upon accrual.

2. Annual leave accruals earned at the end of the current pay period are not available for use until the following pay period.

Employees receiving workers' compensation benefits who have exhausted all accrued leave balances may utilize annual leave accruals during the pay period earned.

3. Annual leave shall not be charged against an employee's accrued balance for an authorized holiday which occurs while an employee is using annual leave.

4. All employees are encouraged to take a two-week vacation per year for the purpose of rest and recuperation.
5. An Appointing Authority may require that an employee postpone or change scheduled annual leave for good cause.
6. At the discretion of the Appointing Authority, an employee classified as Executive (E), Administrative (A), or Professional (P) may be required to use accrued annual leave for approved absences of less than a full work day when the Appointing Authority determines that voluntary partial day absences taken by the employee are excessive or have a negative impact on the operation of the department.
7. Employees eligible for overtime are required to use annual leave for approved absences of a full work day or less.
8. Use of annual leave for Family and Medical Leave Act (FMLA) reasons is provided for by administrative procedures which comply with the FMLA.

E. Leave Requests

Unless waived by the Appointing Authority, an employee shall submit a written request for approval of annual leave at least two (2) weeks in advance of the intended absence and indicate the dates and duration of the requested annual leave. The Appointing Authority or designee shall respond to such request within one (1) week of receipt.

F. Disposition of Accrued Leave

An employee who transfers from one County department to another shall retain any accumulated annual leave. An employee who changes from one employment type to another shall retain any accumulated annual leave and shall be eligible to use and/or accrue annual leave in accordance with **THEIR**his/her current employment type.; **HOWEVER, IF THE EMPLOYEE HAS ACCUMULATED ANNUAL LEAVE AND CHANGES TO AN EMPLOYMENT TYPE THAT DOES NOT ACCRUE ANNUAL LEAVE, THE EMPLOYEE SHALL BE PAID OUT FOR THE FULL BALANCE OF THEIR ACCUMULATED ANNUAL LEAVE AT THE TIME OF THEIR TRANSFER.**

G. Transfer of Accrued Annual Leave Hours to Sick Leave

In order to prevent the loss of annual leave and supplement the accrual of sick leave, any amount of accrued annual leave hours in excess of two hundred forty (240) will automatically be transferred to sick leave on the employee's anniversary date.

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