



# Pima County

## Legislation Text

MEETING LOCATION  
Administration Bldg - East  
130 W. Congress Street  
1st Floor  
Tucson, AZ 85701  
Public Access to Hearing  
Room at 8:40 a.m.

File #: File ID 14862, Version: 1

### **CONTINUED ITEM (Up to 3 months)**

#### **UNFINISHED BUSINESS (8/2/22)**

##### **Vacation Time Accruals**

Discussion/Direction/Action: Directing the County Administrator and County staff to amend the County's BOS Policies, Administrative Procedures and/or Personnel Policies and Merit Rules, to make the following four adjustments to Vacation Leave:

- (a) Increase the number of vacation days accrued for all levels/tenures of employment by a total of five days per year (40.0 hours per year), as follows:

**Years of Employment with Pima County/Current Vacation Days Accrued Per Year/Proposed Vacation Days Accrued Per Year/Total Additional Vacation Days per Year**

0-2 years/ 12/ 17/ 5

3-7 years/ 15/ 20/ 5

8-14 years/ 18/ 23/ 5

15+ years/ 21/ 26/ 5

- (b) Front load 40 hours (5 days) of vacation time to day 1 of someone's full-time employment with the County (prorated accordingly for part-time employees) and have the remaining hours begin accruing also on day 1 of employment.
- (c) Ensure that a returning employee is credited for previous service to the County. A returning employee (who did not retire, and left and returns on good terms) will begin to accrue at the rate they were at when they left. (I.e. if they left after 6 years of employment with the County, when they return they accrue at the same rate as those who have 6 years with the County today. They don't start over at 0.)
- (d) Make this adjustment for returning employees retroactive to the fullest extent practicable. (District 2)