

# FINAL BILL REPORT

## SHB 1507

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Synopsis as Enacted

**Brief Description:** Creating the uniformed service shared leave pool.

**Sponsors:** By House Committee on State Government & Tribal Affairs (originally sponsored by Representatives Seaquist, Bailey, Schual-Berke, Green, Kenney, Williams, Conway, Ericks, Lantz, Darneille, Linville, Moeller, Kelley, Morrell and Rolfes; by request of Governor Gregoire).

**House Committee on State Government & Tribal Affairs**

**House Committee on Appropriations**

**Senate Committee on Government Operations & Elections**

### **Background:**

In 1989, the Legislature enacted the Washington State Leave Sharing Program (Program) for state employees. The stated purpose of the Program is to permit state employees to donate annual leave, sick leave, or personal holidays to fellow state employees who are suffering from, or have relatives or household members who are suffering from, an extraordinary or severe illness, injury, impairment, or physical or mental condition that has caused or is likely to cause the employee to take leave without pay or terminate his or her employment. If an employee qualifies to participate in the Program, the agency head determines the amount of leave, not to exceed 261 days, that the employee may receive. As long as a certain balance is maintained, an employee may transfer annual leave, sick leave, or all of his or her personal holiday.

In 2003, the Program was extended to those called to uniformed service. To qualify for the Program, an employee called to uniformed service must have depleted or will shortly deplete his or her annual leave and paid military leave.

### **Summary:**

The Uniformed Service Shared Leave Pool (Pool) is created to provide support solely for state employees called to military duty. Shared leave paid under the Pool, in combination with military salary, may not exceed the level of the employee's state monthly salary. Military salary includes base, specialty, and other pay, but does not include other allowances, such as a housing allowance. Monthly salary includes special pay and shift differential, but does not include overtime pay, call back pay, standby pay, or performance bonuses. Employees requesting leave from the Pool must provide earnings information to the Department of Personnel.

An employee receiving leave from the Pool is not required to repay the leave unless there has been a finding of wrongdoing.

The prohibition for receipt of more than 261 days of leave for employees called to uniformed service is removed.

School district and educational service district employees may not donate to or receive leave from the Pool.

The Department of Personnel, in consultation with the Military Department and the Office of Financial Management, must adopt rules and policies governing the Pool.

The Uniformed Service Shared Leave Pool Account (Account) is created in the custody of the State Treasurer. Expenditures from the Account may only be used for providing shared leave to employees under the Pool. Only the Adjutant General or his or her designee may authorize expenditures from the Account, and the Account is not subject to allotment and no appropriation is required for expenditures.

**Votes on Final Passage:**

House	96	0
Senate	46	0

**Effective:** October 1, 2007