

HOUSE BILL REPORT

HB 2189

As Reported by House Committee On:
State Government & Tribal Affairs

Title: An act relating to computing the rate of vacation leave accrual for employees formerly employed by a school district.

Brief Description: Regarding computing the rate of vacation leave accrual for state employees formerly employed by a school district.

Sponsors: Representatives Hunt, Reykdal, Kenney and Miloscia.

Brief History:

Committee Activity:

State Government & Tribal Affairs: 1/11/12 [DP].

Brief Summary of Bill

- Allows former school district employees who move to state employment to be credited for years of service for purposes of computing vacation leave accrual rates.

HOUSE COMMITTEE ON STATE GOVERNMENT & TRIBAL AFFAIRS

Majority Report: Do pass. Signed by 8 members: Representatives Hunt, Chair; Appleton, Vice Chair; Alexander, Darneille, Dunshee, Hurst, McCoy and Miloscia.

Minority Report: Do not pass. Signed by 3 members: Representatives Taylor, Ranking Minority Member; Overstreet, Assistant Ranking Minority Member; Condotta.

Staff: Cece Clynch (786-7195).

Background:

The state employee vacation leave accrual schedule starts at 12 days per year (one day per month) of continuous state employment. The accrual rate increases over the length of employment. There is a maximum accrual rate of 22 vacation days per year, reached after the sixteenth year of total state employment.

This analysis was prepared by non-partisan legislative staff for the use of legislative members in their deliberations. This analysis is not a part of the legislation nor does it constitute a statement of legislative intent.

Summary of Bill:

Former certificated or classified employees of a school district who move to state employment shall be credited with years of service for purposes of determining vacation leave accrual rates. Each contract year or equivalent of full-time employment with a school district shall be credited as one year of qualifying service. Qualifying employment with a school district shall be applied to leave accrual rates effective July 1, 2012.

Appropriation: None.

Fiscal Note: Requested on January 10, 2012.

Effective Date: The bill takes effect 90 days after adjournment of the session in which the bill is passed.

Staff Summary of Public Testimony:

(In support) After working 11 years for a school district, a person could be accruing 22 to 25 days per year of leave. If that person were to move to state employment, he or she would start accruing vacation leave at only 12 days per year with no credit or recognition for the former employment with the school district. This may be a frequent occurrence at the Office of Superintendent of Public Instruction, which frequently employs experts who have been working in the school districts. While the leave accrual rate may be negotiable in some circumstances, it is not always negotiable and longtime former school district employees come in as if they had not worked at all. With many jobs there is no need for the agency to backfill when an employee is out on vacation so the agency does not have to incur a cost to fill the position during the vacation period. The Department of Retirement Systems recognizes former school employment for purposes of pension. Vacation leave should follow this model. Another problem with the state vacation leave accrual system, which perhaps can be addressed at a later date, is how slowly the leave accrual rate grows. For example, after 10 years of state employment, the accrual rate grows from the original 12 days per year to just 16 days per year.

(Opposed) None.

Persons Testifying: Representative Hunt, prime sponsor; and Gary Myers.

Persons Signed In To Testify But Not Testifying: None.