
**State Government & Tribal Relations
Committee**

HB 2264

Brief Description: Increasing the cap on accrued vacation leave.

Sponsors: Representatives Doglio and Dolan.

Brief Summary of Bill

- Increases the cap on accrued vacation leave for state employees from 240 hours to 280 hours.

Hearing Date: 1/14/20

Staff: Carrington Skinner (786-7192).

Background:

State employees are entitled to eight hours of vacation leave with full pay for each month of employment. State employees may accrue 240 hours of total unused vacation leave, which is the equivalent of 30 eight-hour days. State Ferry employees who are covered by the applicable collective bargaining agreement are entitled to accrue 320 hours of unused vacation leave.

There are a few circumstances under which the 240-hour cap for vacation leave may be exceeded. State employees may accrue leave between the time 240 hours is accrued and the anniversary date of employment without a statement of necessity. If an employee does not use the excess leave by the anniversary date, then the leave is extinguished and considered to have never existed. Excess leave acquired in this manner does not increase any retirement allowance. Additionally, if a leave request is deferred by reason of the employing office, department, or institution's convenience and a statement of necessity is retained by the agency, the accrued leave cap will be extended for each month that the leave is deferred.

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.

When an employee has been terminated by a reduction in force, resignation, dismissal, or retirement, so long as the employee has been employed for at least six months, the employee is entitled to be paid for the amount of vacation leave accrued. If the employee dies, their estate is entitled to be paid the amount of vacation leave accrued.

Summary of Bill:

State employees are permitted to accrue up to 280 hours (or the equivalent of 35 eight-hour days) of unused vacation leave. Internal references in statutory provisions relating to Teachers' Retirement Plan 1 and Public Employees Retirement System Plan 1 have been changed to clarify that pensions under those plans remain unaffected by the increase in the cap.

Appropriation: None.

Fiscal Note: Requested on January 8, 2010.

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