

COUNTY ORDINANCE NO. 20-09

A BILL ENTITLED

AN ACT CONCERNING Carry Over of Vacation Leave;

FOR THE PURPOSE of revising the amount of vacation leave that may be carried over from calendar year to calendar year from 520 to 600 hours;

BY AMENDING Section 27-91 of the Code of Public Local Laws of Queen Anne's County, Maryland.

SECTION I

BE IT ENACTED BY THE COUNTY COMMISSIONERS OF QUEEN ANNE'S COUNTY, MARYLAND that Section 27-91 of the Code of Public Local Laws of Queen Anne's County be and is hereby AMENDED to read as follows:

§ 27-91 **Forms of leave.**

A. Vacation leave. In recognition of the fact that periods of time away from the workplace enhance long-term job performance, the County shall provide a paid vacation leave benefit to employees. Vacation leave may also be used for certain qualifying events or absences, but is primarily intended to provide employees with paid, nonduty time within which to pursue employee-selected recreational activities.

**(1)** Full-time employees serving a probationary period following initial appointment shall not be permitted to take vacation leave during the first six months of the probationary period unless the denial of such leave will create an undue hardship and upon application to and approval by the Director of Human Resources.

**(2)** Each full-time employee shall earn vacation leave on a monthly basis in accordance with the following schedule of total service:

(a) Fewer than five years: 96 hours per year. While employees shall accrue leave in accordance with this schedule from date of hire, they shall not be entitled to take any vacation leave during the first six months of employment. This leave accrual will not be shown on the employee pay stub/voucher until after the completion of the first six months of the probationary period. Should the employee separate employment prior to completion of the six months, this leave accrual is not payable to the employee.

(b) Five years but fewer than 10 years: 120 hours per year.

(c) Ten years but fewer than 20 years: 160 hours per year.

(d) Twenty or more years: 200 hours per year.

(3) No more than ~~520~~ 600 hours of vacation leave may be carried forward from calendar year to calendar year by any member of the classified or professional and executive services. At the end of each calendar year, employees shall forfeit all vacation leave in excess of ~~520~~ 600 hours of such leave.

(4) Vacation leave shall only be taken with the prior, written approval of the employee's appointing authority.

(5) An employee who is separated shall be paid for vacation leave accumulated to the date of separation, not to exceed a maximum of ~~520~~ 600 hours. Any advanced vacation leave owed the County shall be deducted from the employee's final compensation.

(6) The estate of an employee who dies while employed by the County shall be entitled to payment for all of the accumulated vacation leave credited to the employee's account.

(7) No employee shall take more than two consecutive weeks of his or her vacation at any one time except by approval of his or her appointing authority.

(8) Employees whose employment begins between the first and 15th of the month receive the full accrual for the month. However if the employment begins after the 15th of the month, the accrual begins the following month. Likewise for employees who separate employment; to receive the full accrual, the separation date must be past the 15th of the month to receive the accrual for that month.

## SECTION II

BE IT FURTHER ENACTED that this Ordinance shall take effect on the forty-sixth (46th) day following its enactment.

INTRODUCED BY: Commissioner J. Wilson

DATE: June 9, 2020

PUBLIC HEARING HELD: June 23, 2020

VOTE:      Yea              Nay

DATE OF ADOPTION:

EFFECTIVE DATE: