



Lexington-Fayette Urban County Government

200 E. Main St
Lexington, KY 40507

Legislation Details (With Text)

File #: 0612-20 **Version:** 1 **Name:** 20.0033 HR Vacation Leave Carryover
Type: Ordinance **Status:** Approved
File created: 6/15/2020 **In control:** Urban County Council
On agenda: 7/9/2020 **Final action:** 7/9/2020
Enactment date: 7/9/2020 **Enactment #:** O-057-2020

Title: An Ordinance extending the accumulated vacation leave balance carryover for Classified Service employees from December 31, 2020 to December 31, 2021; providing that Classified Civil Service employees shall have their vacation leave balances reduced to twenty-one (21) working days (one hundred sixty-eight hours) on December 31, 2021; and providing that a Classified Civil Service employee who separates from service prior to December 31, 2021 shall be paid for all accumulated vacation leave; effective upon passage of Council. [Div. of Human Resources, Maxwell]

Sponsors:

Indexes:

Code sections:

Attachments: 1. BlueSheet Memo 20.0033 Revised 2, 2. PTO Extension of Leave Balances Memo- Ordinance 3, 3. 00687163.pdf, 4. O-57-2020

| Date | Ver. | Action By | Action | Result |
|-----------|------|-----------------------------------|---------------------------------|--------|
| 7/9/2020 | 1 | Urban County Council | Approved | Pass |
| 7/7/2020 | 1 | Urban County Council | Received First Reading | |
| 6/23/2020 | 1 | Urban County Council Work Session | Approved and Referred to Docket | Pass |

An Ordinance extending the accumulated vacation leave balance carryover for Classified Service employees from December 31, 2020 to December 31, 2021; providing that Classified Civil Service employees shall have their vacation leave balances reduced to twenty-one (21) working days (one hundred sixty-eight hours) on December 31, 2021; and providing that a Classified Civil Service employee who separates from service prior to December 31, 2021 shall be paid for all accumulated vacation leave; effective upon passage of Council. [Div. of Human Resources, Maxwell]

Authorization to extend the allowable carryover period for Classified Civil Service employees' vacation leave balance. This request extends the carryover period one year from December 31, 2020 to December 31, 2021. Due to extenuating circumstances, employees May not have adequate time to utilize their vacation leave in the allowable time frame, thereby potentially forfeiting such leave.

In accordance with Chapter 21-33(a) of the Code of Ordinances, every Classified Civil Service employee who has an accumulated vacation leave balance in excess of 168 hours would be Granted a one year extension to utilize such leave without any excess leave being subject to forfeiture. In accordance with this request, an employee May carry forward to December 31, 2021 or to the end of the payroll period in which December 31, 2021 falls, all accumulated vacation leave. At that time, vacation leave hours in excess of 168 will be reduced and forfeited. Please note that Unclassified

Civil Service employees who are entitled to the provisions of Chapter 21-33(a) would also be eligible for this carryover.

Additionally, employees who are Granted an extension but separate from service prior to December 31, 2021, shall be paid pursuant to Section 21-33(e) of the Code of Ordinances for all accumulated vacation leave. [L0612-20] [Maxwell/Hamilton]

Budgetary Implications: No

Advance Document Review:

Law: Yes, Completed by [G. George 6/12/2020]}

Risk Management: No

Fully Budgeted: Yes

Account Number:

This Fiscal Year Impact: \$

Annual Impact: \$

Project:

Activity:

Budget Reference:

Current Balance:

BE IT ORDAINED BY THE COUNCIL OF THE LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT:

Section 1 - Notwithstanding Chapter 21-33(a) of the Code of Ordinances, every classified civil service employee who has an accumulated vacation leave balance in excess of twenty-one (21) working days (one hundred sixty-eight (168) hours) on December 31, 2020 shall be granted an extension until December 31, 2021 to use said leave.

Section 2- An employee shall not carry forward after December 31, 2021, or the end of the first payroll period in which December 31, 2021 falls, more than twenty-one (21) working days (one hundred sixty-eight (168) hours) of vacation leave.

Section 3 - An employee who is granted an extension pursuant to Section 1 but separates from service prior to December 31, 2021, shall be paid pursuant to Section 21-33(e) of the Code of Ordinances for all accumulated vacation leave.

Section 3 - That this Ordinance shall become effective on the date of its passage.

PASSED URBAN COUNTY COUNCIL: