



OREGON DEPARTMENT OF FISH AND WILDLIFE POLICY

Human Resources Division

Title:	Vacation Leave	HR_460_02
Supersedes:	HR_460_02, dated November 1, 2010	
Applicability:	Management service and executive service employees. Classified represented employees where not in conflict with the labor agreement.	
Reference:	State Policy 60.000.05 HR Policy 460-12 Donated Leave HR Policy 460_04 Family and Medical Leave HR Policy 460_05 Alternative Leave Provisions	
Effective Date:	October 1, 2013	Approved: 

I. PURPOSE

Vacation leave is an accrued benefit of paid time off granted to any eligible employee for reasons determined by the employee.

II. POLICY

- A. An employee accrues vacation leave based on his or her “recognized service date” which is established upon initial appointment to state service.
1. The following state service is used to determine an employee’s recognized service date:
 - a. Actual hours worked in the classified, management, or unclassified service
 - b. Time spent on paid leave
 - c. Time spent as a seasonal employee
 - d. Time spent employed with the judicial branch, legislative branch, or Oregon University System (OUS) within the last two years from the date of appointment in the executive branch
 - e. Time spent on the following approved leave without pay:
 - 1) Peace Corps
 - 2) Military Leave
 - 3) Family Medical Leave
 - 4) Workers Compensation

2. When leave does not occur for the reasons listed in Section A, 1, e, the department adjusts the recognized service date to reflect leave without pay over 15 consecutive calendar days. The adjustment reflects the actual number of days on leave without pay.
3. Upon reemployment within two years of separation, the department adjusts the recognized service date to reflect the break in service showing the actual number of days separated. If the separation lasts longer than two years, the date of rehire becomes the recognized service date.
4. A reemployed seasonal employee retains his or her original recognized service date. Missed time does not affect the recognized service date, since the state credits each season as a “full season,” regardless of its length (unless the employee resigns before the end of the season.)

B. Accrual Rates

1. Employees accrue vacation leave based on the employee’s recognized service date as follows:

Unclassified executive service and management service employees

<u>Months Worked</u>	<u>Accrual Rate</u>
First month through 60 th month	10.00 hours per month
61 st month through 120 th month	11.34 hours per month
121 st month through 180 th month	13.34 hours per month
181 st month through 240 th month	15.34 hours per month
241 st month through 300 th month	17.34 hours per month
After 300 th month	19.34 hours per month

2. A part-time employee, a full-time employee on leave without pay, or an employee beginning work after the first working day of the month will accrue vacation leave on a pro rata basis.
3. Actual time worked and all leave with pay shall be included in determining the pro-rata accrual of vacation leave each month.
4. With the approval of the Director of the Department of Administrative Services, the director may be granted any accrual rate listed in Section II, B, 1 not to exceed 19.34 hours per month to accomplish recruitment objectives or reward outstanding performance.

C. Eligibility

1. An employee is eligible to use accrued vacation leave after the completion of six months of state service.
2. Seasonal employees accumulate state service credit toward the six month requirement from prior seasons worked, provided there is not a break of more than two seasons.
3. An employee may ask to use accrued vacation leave hours on or after the first of the month following the month in which the employee earns it. Exceptions appear in HR Policy 460_05, Alternate Leave Provisions.

D. Leave Request

4. An employee may ask to use accrued vacation leave with prior approval from the employee's designated supervisor.
5. An employee is eligible to use accrued vacation leave hours for absences that qualify under the Family and Medical Leave Acts. HR Policy 460_04, Family and Medical Leave Employee describes the procedure an employee must use to notify the department that he or she wishes to use vacation leave for this purpose.

E. Cancellation of Leave

6. The designated supervisor may cancel previously approved time off to meet workload needs. The department can direct an employee to return from vacation leave if an emergent need arises.
7. In the event that the supervisor must revoke previously granted vacation leave, the director or designee may approve reimbursement to the employee for non-refundable or non-exchangeable travel expenses. Non-refundable and non-exchangeable travel expenses include, but are not limited to: deposits and/or purchases such as airline tickets; vacation packages; and hotel or rental deposits. Reimbursements will be based solely on documented non-refundable or non-exchangeable out of pocket costs for the employee only. Any expenditure incurred prior to the date of approval or after revocation of the vacation leave is not reimbursable.

F. Accumulation of Vacation Leave

8. Management service and unclassified executive service employees shall not accumulate vacation leave in excess of 350 hours.
 - a. An employee who has earned 310 or more hours of vacation leave may ask to use leave time to avoid losing it.
 - b. An employee who is in danger of losing vacation leave will receive notice of the impending loss with his or her paycheck on the first of the month. The first notice will occur two months before the loss will occur. The notice will repeat the following month.
 - c. An employee will immediately lose any vacation leave in excess of 350 hours if he or she fails to use the excess hours in the month before reaching the maximum allowable accrual.
2. The appropriate Deputy Director may authorize cash payment for 40 hours, upon determining that granting of vacation leave is not appropriate. The designated supervisor must document the denial of the vacation leave request. Cash payout for accrued vacation leave must not be granted more than once in each fiscal year.

G. Donation of Vacation Leave

An eligible employee (having a minimum of six months of state service) may voluntarily donate any amount of vacation leave, in increments of whole hours, to an individual employee for whom a donated leave bank has been established in accordance with HR Policy 460_12 Donated Leave; HR Policy 460_09 Military Donated Leave; or an applicable collective bargaining agreement.

H. Effect of Employee Movement on Vacation Leave Hours

1. If an employee accepts an appointment to another agency to which this policy applies during the six month prior to eligibility for use of vacation leave, the new agency must assume his or her unused vacation leave.
2. Appointments after Six Month of Service
 - a. When an employee has gained six months of service and accepts an appointment in the same agency, he or she retains the accrued vacation leave balance, up to the maximum balance permitted by policy or collective bargaining agreement.
 - b. When an employee has gained six months of service and accepts an appointment to a position in a different agency, the employee may elect to transfer maximum of 80 hours of accrued vacation leave hours to the new agency. The new agency may agree to accept a greater amount. The losing agency pays the employee for accrued vacation leave hours not transferred to the gaining agency up to a maximum of 250 hours.

I. Vacation Pay Out Upon Separation

1. An employee who completed six months of service and separates from state service will be paid for all unused vacation leave up to 250 hours at the time of separation.
2. An employee who has not completed six months of service and separates from state service will not receive pay for earned but unused vacation leave. Hours accrued but unused due to ineligibility for use are retained for up to two years from the date of separation.

J. Restoration of Vacation Accrual Rate upon Reemployment

1. An employee who separates from state service and returns within two years of the date of separation will receive state service credit toward vacation accrual rates. Refer to Section II, A. 1-4.
2. Unused vacation leave hours accrued in an exempt (other than legislative) or academic unclassified position, in a manner comparable to State Policy 60.000.05, may be restored upon immediate appointment to a management service or executive service position. Vacation leave hours accrued in an exempt position in the legislative branch shall be restored in accordance with State Policy 60.000.05.