

1 HB452
2 197876-1
3 By Representative Drake
4 RFD: Ways and Means General Fund
5 First Read: 16-APR-19

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8 SYNOPSIS: Existing law provides for annual and sick
9 leave for state employees.

10 This bill would further provide for the
11 annual and sick leave accrual amounts for all
12 persons who are employed as a certified firefighter
13 working for the state military department at either
14 the Birmingham-Shuttlesworth International Airport
15 or Dannelly Field, and are assigned to work a
16 24-hour shift.

17
18 A BILL
19 TO BE ENTITLED
20 AN ACT

21
22 To amend Section 36-26-35, Code of Alabama 1975,
23 relating to accrual of leave by state employees; to further
24 provide for the annual and sick leave accrual of certified
25 firefighters working at either the Birmingham-Shuttlesworth
26 International Airport or Dannelly Field who are assigned to
27 work a 24-hour shift.

1 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

2 Section 1. Section 36-26-35, Code of Alabama 1975,
3 is amended to read as follows:

4 "§36-26-35.

5 "(a) All persons who are regularly employed by the
6 state and who are subject to the provisions of the state Merit
7 System, and all legislative personnel, officers, and employ-
8 ees, including, but not limited to, ~~Legislative Reference Ser-~~
9 ~~vice~~ Legislative Services Agency personnel, whether subject to
10 the state Merit System or not, shall be entitled to accumulate
11 annual leave on the basis of biweekly pay periods through the
12 payday on March 17, 2006, as follows:

13 Employee's total	Accumulation of	
14 service with:	leave per pay period	Annual Accumulation
15 Fewer than five	4 hours	13 days
16 years' service		
17 Five but less than	5 hours	16 days 2 hours
18 10 years' service		
19 10 but less than	6 hours	19 days 4 hours
20 15 years' service		
21 15 but less than	7 hours	22 days 6 hours
22 20 years' service		
23 20 but less than	8 hours	26 days
24 25 years' service		

	Employee's total service with:	Accumulation of leave per pay period	Annual Accumulation
1	25 years of ser-	9 hours	29 days 2 hours
2	vice or more		

3 "(b) Beginning with the payday on April 3, 2006, all
4 persons who are regularly employed by the state and who are
5 subject to the provisions of the state Merit System, and all
6 legislative personnel, officers, and employees, including, but
7 not limited to, ~~Legislative Reference Service~~ Legislative Ser-
8 vices Agency personnel, whether subject to the state Merit
9 System or not, shall be entitled to accumulate annual leave on
10 the basis of semi-monthly pay periods as follows:

	Employee's total service with:	Accumulation of leave per pay period	Annual Accumulation
11	Fewer than five	4 hours 20 minutes	13 days
12	years' service		
13	Five but less than	5 hours 25 minutes	16 days 2 hours
14	10 years' service		
15	10 but less than	6 hours 30 minutes	19 days 4 hours
16	15 years' service		
17	15 but less than	7 hours 35 minutes	22 days 6 hours
18	20 years' service		
19	20 but less than	8 hours 40 minutes	26 days
20			
21			

	Employee's total	Accumulation of	
	service with:	leave per pay period	Annual Accumulation
1	25 years' service		
2	25 years of ser-	9 hours 45 minutes	29 days 2 hours
3	vice or more		

4 "(c) Beginning with the payday on October 1, 2019,
5 all persons who are employed as a certified firefighter work-
6 ing for the state military department at either the Birming-
7 ham-Shuttlesworth International Airport or Dannelly Field and
8 are assigned to work a 24-hour shift shall be entitled to ac-
9 cumulate annual leave on the basis of semi-monthly pay periods
10 as follows:

	<u>Employee's total</u>	<u>Accumulation of</u>	
	<u>service with:</u>	<u>leave per pay period</u>	<u>Annual Accumulation</u>
11	<u>Fewer than five</u>	<u>5 hours 36 minutes</u>	<u>16.8 days</u>
12	<u>years' service</u>		
13	<u>Five but less than</u>	<u>7 hours 0 minutes</u>	<u>21 days</u>
14	<u>10 years' service</u>		
15	<u>10 but less than</u>	<u>8 hours 24 minutes</u>	<u>25.2 days</u>
16	<u>15 years' service</u>		
17	<u>15 but less than</u>	<u>9 hours 48 minutes</u>	<u>29.4 days</u>
18	<u>20 years' service</u>		
19	<u>20 but less than</u>	<u>12 hours 12 minutes</u>	<u>36.6 days</u>
20			
21			

<u>Employee's total</u>	<u>Accumulation of</u>	
<u>service with:</u>	<u>leave per pay period</u>	<u>Annual Accumulation</u>
1 <u>25 years' service</u>		
2 <u>25 years of ser-</u>	<u>12 hours 36 minutes</u>	<u>37.8 days</u>
3 <u>vice or more</u>		

4 ~~"(c) Maximum~~ (d) (1) Except as provided in
5 subdivision (2), maximum accrued leave after 25 years of
6 service shall be limited to 29 1/4 days per year, and the
7 maximum number of days of annual leave which may be carried
8 over at the end of each year shall be limited to 60 days.

9 "(2) Maximum accrued leave after 25 years of service
10 for a person who is assigned to a 24-hour shift shall be
11 limited to 37.8 days per year, and the maximum number of days
12 of annual leave which may be carried over at the end of the
13 year shall be limited to 76 days.

14 ~~"(d) (e)~~ Any law enforcement officer in the
15 ~~Department of Public Safety~~ Alabama State Law Enforcement
16 Agency shall be entitled to receive payment for any accrued
17 and unused annual leave days in excess of 60 days, up to a
18 maximum of 10 days per year. Payment shall be calculated using
19 the officer's regular rate of pay.

20 "(f) (1) Beginning with the payday on October 1,
21 2019, all persons who are employed as a certified firefighter
22 working for the state military department at either the
23 Birmingham-Shuttlesworth International Airport or Dannelly

1 Field and are assigned to work a 24-hour shift shall be
2 entitled to accumulate sick leave on the basis of semi-monthly
3 pay periods at an allowance of five hours and 36 minutes for
4 each semi-monthly period of service.

5 "(2) For a person subject to subdivision (1), the
6 maximum number of hours of sick leave which may be carried
7 over at the end of each year shall be limited to 1,550 hours."

8 Section 2. This act shall become effective on the
9 first day of the third month following its passage and
10 approval by the Governor, or its otherwise becoming law.