

EMPLOYEE COMPENSATION AMENDMENTS

2011 GENERAL SESSION

STATE OF UTAH

Chief Sponsor: John Dougall

Senate Sponsor: _____

LONG TITLE

General Description:

This bill modifies the Utah State Personnel Management Act by amending provisions related to employee leave programs.

Highlighted Provisions:

This bill:

- ▶ provides definitions;
- ▶ discontinues accrual of sick leave for state employees beginning June 25, 2011;
- ▶ discontinues accrual of new converted sick leave hours for state employees;
- ▶ discontinues accrual of new unused sick leave hours after June 24, 2011, under the

Unused Sick Leave Retirement Program II;

- ▶ requires a state agency to offer annual leave to an employee who is eligible to receive paid leave beginning June 25, 2011;

- ▶ requires a state agency to allow an employee to use unused annual leave hours and sick leave hours accrued before June 25, 2011, in accordance with the rules in effect on January 1, 2011;

- ▶ requires the Division of Finance to:

- recognize the full expense and liability for the annual leave; and
- establish accounts to accumulate assets to cover the liability;

▶ provides legislative intent language that ~~H~~→ **an agency reduce rate of accrual of annual leave for an employee by the rate of accrual. as of January 1, 2011, of sick leave and**

that ←~~H~~ any reduction of benefits under the bill will

be offset with commensurate salary increases; and



183 shall:

184 (a) recognize, at the end of each fiscal year, the full expense and liability for the annual

185 leave;

186 (b) establish separate accounts as necessary for accumulating assets to cover the full

187 expense and liability recognized under Subsection (4)(a); and

188 (c) invest assets in the separate accounts in the Public Treasurer's Investment Fund,

189 with the earnings credited to the accounts.

190 Section 5. **Legislative intent.**

191 It is the intent of the Legislature that ~~H~~→ :

191a **(1) an agency shall, beginning June 25, 2011, reduce the rate of accrual of annual leave as**

191b **defined under Section 67-19-14.6 by the rate of accrual, as of January 1, 2011, provided to an**

191c **employee for sick leave; and**

191d **(2) ←H any reduction of benefits to an affected state**

192 employee as result of this bill, be compensated by a commensurate increase in the affected state

193 employee's annual salary.

Legislative Review Note
as of 2-11-11 8:37 AM

Office of Legislative Research and General Counsel