

STATE OF OKLAHOMA

1st Session of the 45th Legislature (1995)

HOUSE BILL NO. 1209

By: Thomas

AS INTRODUCED

An Act relating to the Oklahoma Personnel Act;
amending 74 O.S. 1991, Section 840.7a, as
renumbered by Section 54, Chapter 242, O.S.L. 1994,
and as last amended by Section 11, Chapter 283,
O.S.L. 1994 (74 O.S. Supp. 1994, Section 840-2.20),
which relates to leave benefits; modifying
applicability of limitations upon accrual of sick
leave; specifying employees who qualify for
modified method of accrual; requiring emergency
rules; and providing an effective date.

BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:

SECTION 1. AMENDATORY 74 O.S. 1991, Section 840.7a, as
renumbered by Section 54, Chapter 242, O.S.L. 1994, and as last
amended by Section 11, Chapter 283, O.S.L. 1994 (74 O.S. Supp. 1994,
Section 840-2.20), is amended to read as follows:

Section 840-2.20 A. The Administrator of the Office of
Personnel Management shall promulgate such emergency and permanent
rules regarding annual leave and sick leave as are necessary to
assist the state and its agencies in the equitable implementation of

the State Disability Insurance Program. Such rules shall be so designed as to provide for coordination between leave accrual, leave accumulation, leave use, and eligibility for disability insurance coverage, such disability insurance coverage to be determined by the State Employees Group Health, Dental and Life Insurance Board.

B. The Office of Personnel Management, in adopting new rules, amending rules and repealing rules, shall ensure that the following provisions are incorporated:

1. ~~Eligible~~ Except as otherwise provided by this section, eligible employees who enter on duty or who are reinstated after a break in service shall receive leave benefits in accordance with the schedule outlined below. Leave will be accrued on a monthly basis and prorated, as appropriate, for less than full-time service.

2.	ACCRUAL RATES	ACCUMULATION LIMITS
	Years of <u>Services</u>	Annual <u>Leave</u>
	Annual <u>Leave</u>	Sick <u>Leave</u>
	Persons employed 0-5 yrs = 15 day/yr	15 days 30 days
	5-20 yrs = 18 day/yr	per year 60 days
	over 20 yrs = 20 day/yr	60 days

All accrued annual leave and all leave eligibility under O.A.C. 530:10-15-11(b) (5) which is in excess of annual leave limits shall not be reduced or eliminated as a result of these rule changes.

3. Employees entering on duty in eligible status and eligible employees reinstated or reemployed following a break in service on or after July 1, 1985, shall accrue annual and sick leave in accordance with the provisions of paragraph 2 of this section on and after the effective date of this act, Section 840.1 et seq. of this title, but shall not be entitled to any additional leave for the period between July 1, 1985, and the effective date of this act as a result of the provisions of this act.

4. Temporary employees and other limited term employees are ineligible to accrue, use, or be paid for sick leave and annual leave. Such employees shall be eligible for paid holiday leave at the discretion of the appointing authority.

5. This act is not intended to mandate the amendment of any rule of the Office of Personnel Management except as provided herein.

6. The University Hospitals Authority Model Personnel System shall be exempt from the provisions of this section.

C. For those employees employed by an agency on or after July 1, 1985, but prior to July 1, 1992, and who have been continuously employed by such agency, or its successor agency or agencies, from July 1, 1985, until the effective date of this act, the annual accumulation limit upon sick leave imposed by the provisions of Section 113, Chapter 203, O.S.L. 1985, shall not be applicable and those persons shall be given credit for sick leave accumulated on and after July 1, 1985, in excess of the limit otherwise imposed by that provision. The Administrator of the Office of Personnel Management shall adopt emergency rules prior to January 1, 1996, to implement the provisions of this subsection.

SECTION 2. This act shall become effective November 1, 1995.

45-1-6297

MAH