A BILL ENTITLED

AN ORDINANCE concerning: Personnel - Holidays and Miscellaneous Leave

FOR the purpose of eliminating certain holidays for full-time classified employees; repealing provisions relating to normal County operations on certain holidays; providing for paid personal leave days each calendar year for certain County employees; providing for the prorating of paid personal leave days at time of hire; providing for the timing of use of paid personal leave days; providing that employees will not be paid or compensated for unused personal leave days; and generally relating to personnel.

BY repealing: § 6-1-301(b)
Anne Arundel County Code (2005, as amended)

BY renumbering: § 6-1-301(c) through (g) to be 6-1-301(b) through (f)
Anne Arundel County Code (2005, as amended)

BY repealing and reenacting, with amendments: § 6-1-301(a)
Anne Arundel County Code (2005, as amended)

BY adding: § 6-1-305(b)(5)
Anne Arundel County Code (2005, as amended)

SECTION 1. Be it enacted by the County Council of Anne Arundel County, Maryland, That § 6-1-301(h) of the Anne Arundel County Code (2005, as amended) is hereby repealed.

EXPLANATION: CAPITALS indicate new matter added to existing law. [[Brackets]] indicate matter deleted from existing law. Captions and taglines in bold in this bill are catchwords and are not law.
SECTION 2. And be it further enacted, That § 6-1-301(c) through (g), respectively, of the Anne Arundel County Code (2005, as amended) is hereby renumbered to be § 6-1-301(b) through (f), respectively.

SECTION 3. And be it further enacted, That Section(s) of the Anne Arundel County Code (2005, as amended) read as follows:

ARTICLE 6. PERSONNEL

TITLE 1. CLASSIFIED SERVICE

6-1-301. Holidays.

(a) Recognized holidays. Except as otherwise provided in this section, full-time employees in the classified service are entitled to holiday leave for the following holidays:

(1) New Year's Day (January 1);
(2) Dr. Martin Luther King, Jr.'s Birthday (third Monday in January);
(3) Lincoln’s Birthday (February 12);
(4) Washington’s Birthday (third Monday in February);
(5) Good Friday;
(6) Memorial Day (last Monday in May);
(7) Independence Day (July 4);
(8) Labor Day (first Monday in September);
(9) Defender’s Day (September 12);
(10) Columbus Day (second Monday in October);
(11) Veteran’s Day (November 11);
(12) Thanksgiving Day;
(13) Thanksgiving Friday;
(14) Christmas Day (December 25);
(15) the days of general and congressional elections, not including primary elections, throughout the State; and
(16) the days that are designated as legal holidays for State employees by
the Governor and that are approved by the County Executive.

6-1-305. Miscellaneous leave.

(b) Non-represented employees. For employees who are not represented by an exclusive representative, miscellaneous leave shall be as provided in this subsection.

(5) (I) FULL-TIME EMPLOYEES WHO DO NOT RECEIVE ADDITIONAL LEAVE UNDER § 6-1-301(B) SHALL BE CREDITED WITH FIVE PAID PERSONAL LEAVE DAYS AT THE BEGINNING OF EACH PAY PERIOD CALENDAR YEAR.

(II) PAID PERSONAL LEAVE DAYS SHALL BE PRORATED AT THE TIME OF COMMENCEMENT OF EMPLOYMENT AS FOLLOWS:

1. EMPLOYEES COMMENCING EMPLOYMENT BETWEEN JANUARY 1 AND MARCH 31 SHALL RECEIVE FIVE PERSONAL LEAVE DAYS;

2. EMPLOYEES COMMENCING EMPLOYMENT BETWEEN APRIL 1 AND JUNE 30 SHALL RECEIVE THREE PERSONAL LEAVE DAYS;

3. EMPLOYEES COMMENCING EMPLOYMENT BETWEEN JULY 1 AND AUGUST 31 SHALL RECEIVE TWO PERSONAL LEAVE DAYS; AND

4. EMPLOYEES COMMENCING EMPLOYMENT BETWEEN SEPTEMBER 1 AND DECEMBER 31 SHALL RECEIVE ONE PERSONAL LEAVE DAY.

(III) PAID PERSONAL LEAVE DAYS MUST BE USED IN THE PAY PERIOD CALENDAR YEAR IN WHICH THEY ARE CREDITED.

(IV) EMPLOYEES MAY NOT BE PAID OR OTHERWISE COMPENSATED FOR UNUSED PERSONAL LEAVE DAYS.

SECTION 4. And be it further enacted, That this Ordinance shall take effect 45 days from the date it becomes law.

READ AND PASSED this 7th day of October 2019

By Order:

[Signature]
JoAnne Gray
Administrative Officer

PRESENTED to the County Executive for his approval this 8th day of October, 2019

[Signature]
JoAnne Gray
Administrative Officer
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APPROVED AND ENACTED this 8th day of October, 2019

Steuart Pittman
County Executive

EFFECTIVE DATE: NOV 22 2019

I HEREBY CERTIFY THAT THIS IS A TRUE AND CORRECT COPY OF BILL NO. 69-19, THE ORIGINAL OF WHICH IS RETAINED IN THE FILES OF THE COUNTY COUNCIL.

JoAnne Gray
Administrative Officer