

ANNE ARUNDEL COUNTY, MARYLAND  
OFFICE OF BUDGET

Bill NO. 69 -19

DATE: August 29, 2019

FISCAL NOTE

BILL: PERSONNEL – HOLIDAYS AND MISCELLANEOUS LEAVE

SUMMARY OF LEGISLATION

The purpose of this bill is to eliminate the County's three floating holidays and to replace those holidays with five paid personal leave days for non-represented full-time employees in the classified service and employees in the exempt pay and benefit plan. The addition of paid personal leave days for represented employees was part of the most recent union negotiations and is reflected in the current memoranda of agreement.

FISCAL IMPACT

All else being equal this bill will generate an additional 2 days of annual leave for both non-represented and exempt employees. For non-represented employees annual leave above the established threshold is converted to disability leave, these additional 2 days will be converted to disability leave and paid out upon retirement. Therefore, non-represented employees will have 2 additional days of disability leave per year of service as a result of this bill. Additionally, the impact to non-represented employees' pension is de minimis. As exempt employees do not carry over disability leave, there is no fiscal impact for exempt employees. Based on an average of 37 retirements per year with 26.2 years of service, the fiscal impact is as follows:

Non-Represented Retirement Averages 2016-2018		
# of Retirees	Avg Years of Service at Retirement	# of additional Days of D/L
37	26.6	53.2

Fiscal Impact by Years of Implementation					
Years	1	5	10	20	30
Cost	\$ 1,850	\$ 9,250	\$ 18,500	\$ 37,000	\$ 55,500

  
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Jim Beauchamp  
Budget Officer

29 Aug 19  
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Date

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cc: Karin McQuade