



Gregory J. Swain, County Attorney

MEMORANDUM

To: Members, Anne Arundel County Council

From: Lori L. Blair Klasmeier, Deputy County Attorney /s/

Via: Gregory J. Swain, County Attorney /s/

Date: September 3, 2019

Subject: Bill No. 69-19 – Personnel – Holidays and Miscellaneous Leave

Legislative Summary

This summary was prepared by the Anne Arundel County Office of Law for use by members of the Anne Arundel County Council during consideration of Bill No. 69-19, which eliminates certain County holidays and adds five paid personal leave days for certain members of the classified service.

Purpose. The purpose of Bill No. 69-19 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.

Background. The County currently lists 14 specific holidays for full-time classified employees in § 6-1-301(a) of the Code. Subsection 6-1-301(b) provides that, for three of the listed holidays, Lincoln’s Birthday, Defender’s Day, and Columbus Day, the County maintains normal operations. Classified employees, other than uniformed officers, who work on those days are entitled to leave with pay on an alternative workday. These three holidays are referred to as the “floating holidays”.

Unless negotiated differently as part of a memorandum of agreement between the County and an exclusive representative, employees in positions identified by the Personnel Officer as regularly required to work on holidays receive 15 additional days of annual leave in lieu of the holidays listed in § 6-1-301(a). (See § 6-1-301(c)).

In the most recent negotiations with the various represented employee groups, it was agreed that the three floating holidays would be eliminated and replaced with an agreed-to number of paid personal leave days. The Bill adds these paid personal leave days for non-represented employees in lieu of the floating holidays.

Summary.

Section 1 of the Bill repeals § **6-1-301(b)**. This subsection designates three of the holidays listed in § 6-1-301 as the floating holidays and addresses their use by an employee. Because the three floating holidays are being eliminated, this subsection is no longer necessary.

Section 2 renumbers § **6-1-301(c) through (g)** as § 6-1-301(b) through (f). This change is necessitated by the repeal of § 6-1-301(b).

In **Section 3**, § **6-1-301(a)** is modified to remove the three floating holidays (Lincoln's Birthday, Defender's Day, and Columbus Day) from the list of County holidays.

Subsection 6-1-305(b) is amended to add the five paid personal leave days for full-time non-represented employees who do not receive additional leave under newly renumbered § 6-1-301(b). Subsection 6-1-305(a) already provides that employees represented by exclusive representatives receive miscellaneous leave as provided in the memoranda of agreements negotiated and finalized between the County and the exclusive representatives. Subsection 6-2-101(h) already provides that employees in the exempt pay and benefit plan are entitled to certain benefits, including miscellaneous leave, that are applicable to classified non-represented employees.

Please let me know if there are any questions.