

303 Annual Leave

Effective Date: 12/06/2021

Annual leave is an all-purpose time off policy to enable you to maintain a better work-life balance and allow time to rest, rejuvenate, and come back to the workplace reinvigorated. It is meant to function as wage replacement for times that you choose to be away from work for personal reasons and is not considered to be compensation for work you have performed.

We provide an opportunity to regular full time and regular part time employees to accrue and use annual leave as described in this policy. Elected officials, temporary, per diem, and emergency employees are not eligible.

The amount of annual leave you receive each calendar year increases with the length of your employment as shown in the following schedule:

ANNUAL LEAVE ACCRUAL SCHEDULE		
Years of Eligible Service	Annual Leave Days Each Year	Annual Leave Hours Each Month
Years 0-5	12 Days	8 Hours
Years 6-14	18 Days	12 Hours
15+ Years	24 Days	16 Hours

The accrual schedule set forth in the table above is based on an employee working our regular full time schedule of at least 40 hours per week. If you are a regular part time employee (i.e., working less than 40 hours per week), your accruals will be pro-rated accordingly.

Under special circumstances, for positions that are difficult to fill, the Department Head may submit a request to the County Administrator to consider an exception. Typically, an exception would involve starting a new employee at the 6-14-year accrual level where they would remain until they have completed their 14th year of employment. This request must be approved by the County Administrator before offered to the potential employee.

Usage and Rollover

We will not “advance” you annual leave, which means that at no time may you use annual leave before it has accrued. Any time off taken in excess of your accrual balance will be considered unpaid time off and is generally discouraged.

Annual leave is paid at your base pay rate at the time of absence. It does not include overtime or any special forms of compensation such as incentives, commissions, or bonuses.

In the event that you do not use your available annual leave by the end of the calendar year, you may carry up to 240 hours of unused time forward into the next calendar year. Any unused time beyond 240 hours will be forfeited on January 15th of the following calendar year. Except in the event of extreme hardship or emergency, and with advance approval from the Department Head, and the County Commission, you may be allowed to carry over additional amounts, but any additional amount above 240 hours must be used within 90 days. In rare and extenuating

circumstances, with the approval of the Department Head and County Commission, an employee may be paid off for annual leave above 240 hours.

To schedule annual leave, you must request advance approval from your supervisor as soon as possible. All departments must be appropriately staffed to meet the needs of our customers and clients. This means that annual leave may not be granted in all circumstances, and such requests will be approved or denied solely at the discretion of your supervisor, based upon current workloads, staffing levels, and your disciplinary status.

When one or more employees in the same area request annual leave for the same time periods (for example, around popular vacation times such as summer or holidays), priority may be given to the employee whose request was submitted first.

End of Employment

If you transfer departments, you may transfer annual leave. Years of service credit will be for continuous years of employment with a break of less than one year.

When your employment with us terminates, you will be paid for unused annual leave that has been accrued through your last day of work.



MEMO

TO: Cass County Commission
FROM: Bob Henderson, IT Director
DATE: December 12th, 2022
SUBJECT: Payout of Annual Leave Accumulation

Cass County Annual Leave Policy 303 required employees to use all annual leave over 240 hours by January 15th of each year. However, there is an exception made for extreme hardship or emergency to allow for a payout of the overage balance, if approved by the county commission, as amended in the December 6th, 2021 commission meeting.

Tami Hansen has 29 hours of leave that she will be unable to use before January 15th, 2023. The reason for the overage was due to the additional work and tight timelines with conversion and implementation of the Microsoft Dynamics system, and the additional work required for Elections.

I am requesting the commission allow the payout approved at the December 6th, 2021 Commission Meeting for Tami Hansen.

SUGGESTED MOTION:

Move to approve vacation payout for the year ending December 31st, 2022 for vacation hours accrued over 240 hours for Tami Hansen.

Bob Henderson
Information Technology Director

Below is a breakdown of Tami's vacation hours as of the end of the year. It includes the total over the 240, and the current rate of pay. To note, Tami has done her best this year to be able to take vacation, but has been hampered by the ongoing projects which require her hands-on assistance.

In addition, Tami's assistance will be vital in the second phase of our ERP project and rolling out Dynamics. She will be hard pressed to take adequate vacation during this project for similar reasons.

	End of Year Balance	Over Max Hours	Hourly Rate	Payout Cost
Tami Hansen	269	29	\$48.55	\$1407.95



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Office of the Sheriff

Jesse Jahner, Sheriff

December 16th, 2022

Chad Peterson, Chair

Cass County Commission

Mr. Chair,

Cass County Annual Leave Policy 303 requires employees to use all annual leave over 240 hours by January 15th of each year. However, an exception can be made for extreme hardships or emergencies if approved by the county commission. That exception includes extending the time period in which the vacation can be used by 90 days.

As you are aware, the Cass County Jail has experienced an extreme employee vacancy situation for several months now. Currently, we find ourselves down 19 employees. Because of the number of vacancies we currently have, employees are being asked to work on their days off, and vacations are not always approved. Because of this, we are in a situation where those having over 240 hours of vacation cannot always use it because of our short staffing issues. As I look to the future, I do not see that extending the time by 90 days will resolve the issue in fact it may compound it going forward into next year. Therefore, I am respectfully requesting that the Cass County Commission make an exception to our County Annual Leave Policy and allow us to pay Sergeants Kris Kevorkian, Kale Peterson, and Deputy Vince Smith for their vacation hours over the 240 hours policy allowance carryover through December 31st, 2022.

Suggested Motion

“Move to approve the vacation payout for the year ending December 31st, 2022 for vacation hours accrued over 240 hours for Sergeants Kris Kevorkian, Kale Peterson, and Deputy Vince Smith.”

Respectfully,

Jesse Jahner

Cass County Sheriff

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Cass County Jail
450 34th Street South
Fargo, North Dakota 58103
Phone: 701-271-2900
Fax: 701-271-2967

Staff Member	Number of Hours over 240	Cost of Payout
Kris Kevorkian	63.67	\$2,619
Kale Peterson	21.22	\$732
Vince Smith	45	\$1,417