Resolution #2020- 033
Accrual Cap of Vacation Leave

WHEREAS, the County of Saline recognizes the importance of personal leave time away from day-to-day employment; and

WHEREAS, the County has previously adjusted an increase of Vacation Leave accrual to an amount not to exceed two-hundred and forty (240) hours to be carried over from one year to the next; and

WHEREAS, the County continues to encourage the use of vacation time, yet has found the subsequent result of some employees having to forfeit excess Vacation Leave banked above the maximum of two-hundred and forty (240) hours at years end; and

WHEREAS, the County shall no longer continue to deduct the benefit of earned Vacation Leave after it has been accrued; and

WHEREAS, the County now finds it necessary to cap the accrual of Vacation Leave at two-hundred and forty (240) hours during the course of any pay period in which the cap is reached; and

WHEREAS, the County realizes there may be eligible employees who have already exceeded the accrual of two-hundred and forty (240) hours upon adoption of this resolution, but will maintain those amounts until the excess thereof is exhausted.

NOW, THEREFORE, BE IT RESOLVED by the Board of Commissioners of the County of Saline, State of Nebraska, that this resolution provides language to supersede and replace "D. VACATION LEAVE", paragraph #2, with the following:

> *In order to encourage the use of vacation time, employees may only accrue a maximum of two-hundred and forty (240) hours of vacation leave time. If the maximum accrual of vacation is reached, there will be no additional accruals of vacation until the employee's balance drops below the maximum.*

The above stated is effective ___December 31, 2020___ as hereby adopted ___July 7, 2020___, 2020.

Saline County Board of Commissioners

_____
Board Chairperson

_____   _____
Board Commissioner   Board Commissioner

_____   _____
Board Commissioner   Board Commissioner

SUBSCRIBED AND SWORN TO before me this __7th_ day of __July__, 2020

_____
County Clerk

___July 7, 2020___
Date