

Example #1 Charlie Brown, a full-time employee has 272 hours of vacation and 500 hours of sick leave on December 31st. Charlie used 24 hours of special annual leave bonus between July and November. Prior to Senate Bill (SB) 99, any leave in excess of 240 hours automatically converts to sick leave on December 31st however, in this case and in accordance with SB 469, Charlie Brown’s 24 hours of special annual leave bonus would be deducted from the 32 hours in excess of 240 and added to the special leave bonus balance as of December 31st, thus his vacation leave balance on January 1st is 240 hours. Eight (8) hours would convert to sick leave and his sick leave balance is 508 hours; 24 hours would convert to special annual leave bonus balance and the balance is 40 hours.

Full-time Employee @ 40 hours/week	
Scenario #1	#1
FY19 Special Bonus Granted 7/1/18	40
12/31/18 Vacation Balance	272
12/31/18 Sick Balance	500
Special Bonus used in 2018	24
<i>Vacation carry forward max hours</i>	240
Vacation Rollover Hours to Sick (Prior Policy)	32
Vacation Rollover Hours to Sick (Revised in SB469)	8
1/1/19 Vacation Balance	240
1/1/19 Sick Balance	508
1/1/19 FY19 Special Bonus Balance	40

Example #2 Minnie Mouse, a full-time employee has 256 hours of vacation and 1000 hours of sick leave on December 31st. Minnie used 40 hours of special annual leave bonus throughout the year. Prior to Senate Bill (SB) 99, any leave in excess of 240 hours automatically converts to sick leave on December 31st however, in this case and in accordance with SB469, Minnie Mouse’s 16 hours of special annual leave bonus would be deducted from the 16 vacation hours in excess of 240 and added to the special bonus leave hours thus her vacation leave balance on January 1st is 240 hours and 0 hours would convert to sick leave. Her sick leave balance is 1000 hours; her special annual leave bonus balance is 16 hours.

Full-time Employee @ 40 hours/week	
Scenario #2	#2
FY19 Special Bonus Granted 7/1/18	40
12/31/18 Vacation Balance	256
12/31/18 Sick Balance	1000
Special Bonus used in 2018	40
<i>Vacation carry forward max hours</i>	240
Vacation Rollover Hours to Sick (Prior Policy)	16
Vacation Rollover Hours to Sick (Revised in SB469)	0
1/1/19 Vacation Balance	240
1/1/19 Sick Balance	1000
1/1/19 FY19 Special Bonus Balance	16

Example #3 Donald Duck, a full-time employee has 224 hours of vacation and 200 hours of sick leave on December 31st. Donald used 40 hours of special annual leave bonus throughout the year. Prior to Senate Bill (SB) 99, any leave in excess of 240 hours automatically converts to sick leave on December 31st however, in this case and in accordance with SB 469, Donald Duck’s 40 hours of special annual leave bonus would have no impact as his vacation leave balance is less than 240 hours. His vacation leave balance on January 1st is 224 hours and 0 hours would convert to sick leave. Thus, his sick leave balance is 200 hours; his special annual leave bonus balance is 0 hours.

Full-time Employee @ 40 hours/week	
Scenario #3	#3
FY19 Special Bonus Granted 7/1/18	40
12/31/18 Vacation Balance	224
12/31/18 Sick Balance	200
Special Bonus used in 2018	40
<i>Vacation carry forward max hours</i>	<i>240</i>
Vacation Rollover Hours to Sick (Prior Policy)	0
Vacation Rollover Hours to Sick (Revised in SB469)	0
1/1/19 Vacation Balance	224
1/1/19 Sick Balance	200
1/1/19 FY19 Special Bonus Balance	0