




Office of State Human Resources

ROY COOPER
Governor

BARBARA GIBSON
Director, State Human Resources

Memorandum

To: Agency Human Resources Directors
University Human Resources Directors

From: 
Andrea Clinkscapes, Division Director, Total Rewards, Office of State Human Resources

Date: January 10, 2019

Re: Senate Bill (SB) 469 Technical Corrections: Special Annual Leave Bonus

Senate Bill (SB) 469 clarifies how the special annual leave bonus (SALB) granted in session law 2018-5 should offset. Based on the verbiage in the original bill, on December 31st of each year, employees experienced a double-loss in that both, the employee's vacation leave in excess of 240 hours (carry forward) and special annual leave bonus balances were reduced by the amount of SALB used by the employee during the year. The Special Annual Leave Bonus (SALB) provisions have been revised to eliminate the double-loss. Senate Bill 469 indicates, vacation leave in excess of 240 hours on December 31st will continue to be reduced by amount of SALB used during the year. However, the SALB which will now carry forward each year, shall be the balance remaining on December 31st of each year *plus* the number of days that were deducted from vacation leave in excess of 240 hours. Additionally, this bill clarifies that no employee may be required to take the additional leave. These changes are retroactive to July 1, 2018.

OSHR is currently working in collaboration with OSC to make the necessary modifications to the Integrated HR Payroll system. Additionally, the Special Annual Leave Bonus section on the OSHR website is being updated to reflect these latest changes.

If you have any questions regarding SB469 or the provisions of the Special Annual Leave Bonus, please contact Andrea Porterfield at 919-807-4894 or via email at andrea.porterfield@nc.gov.