

**BEFORE THE BOARD OF COUNTY COMMISSIONERS
IN AND FOR THE COUNTY OF CURRY, OREGON**

**In the Matter of an Order Amending)
Article 17 of Curry County Personnel)
Rules (Vacation Leave))
)**

ORDER NO. 23149

WHEREAS, Article 17 of the Curry County Personnel Rules provides vacation leave time accrual rates and policies for County employees; and

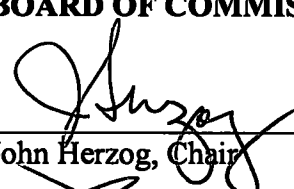
WHEREAS, due to the ratification of a new Bargaining Agreement for Teamsters 206 (Road Department), changes have been made to the rate at which Union-represented employees accrue vacation leave which matches Teamsters 223 (Sheriff's Office), resulting in non-represented employees accruing vacation leave at a different rate; and

WHEREAS, the Board of Commissioners have determined it is appropriate to amend Article 17 to allow non-represented employees to accrue vacation leave in the same manner as Teamsters 206 (Road Department) and Teamsters 223 (Sheriff's Office) Union-represented employees.

NOW, THEREFORE, IT IS HEREBY ORDERED THAT Curry County Personnel Rules, Article 17 is hereby amended as attached, retroactively effective July 1, 2022. The accrual rate will change going forward but vacation will not accrue at the new rate retroactively prior to July 1, 2022.

DATED this 7th day of September, 2022.

**CURRY COUNTY
BOARD OF COMMISSIONERS**

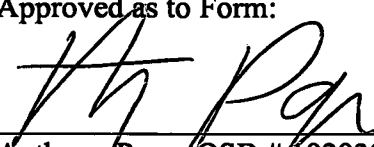


John Herzog, Chair

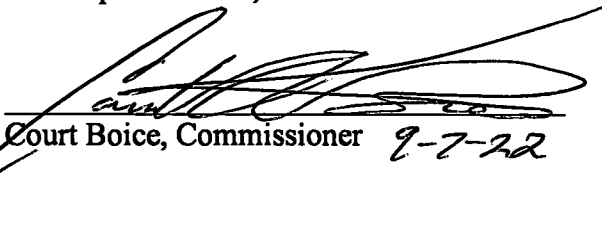


Christopher Paasch, Vice Chair

Approved as to Form:



Anthony Pope, OSB #192939
County Legal Counsel



Court Boice, Commissioner 9-7-22

**ARTICLE 17
VACATION LEAVE**

- A. FULL-TIME EMPLOYEES:** Full-time employees, after having served in County service for six (6) continuous months, shall be credited with 48 hours vacation leave and thereafter vacation leave shall be credited as follows for continuous service:

	Hours of Accumulation Per Continuous Month
Work Hours Per Week	40
After six months of continuous service through second year	8.0
After second year of continuous service through fifth year	10.0
After fifth year of continuous service through tenth year	12.0
After tenth year of continuous service through fifteenth year	14.0
After fifteenth year	16.0

- B. PART-TIME EMPLOYEES:** Regular part-time employees working 20 or more hours per week may accrue vacation leave in an amount proportionate to that which would be accrued under regular full-time employment.
- C. TEMPORARY AND IRREGULAR EMPLOYEES:** Temporary and irregular employees shall not earn vacation.
- D. CONTINUOUS SERVICE:** Continuous service for accumulation of vacation leave credit shall be service unbroken by separation from County employment, except that time spent by an employee on military leave, Peace Corps duty, Vista, family leave, leave resulting from a job incurred injury, or other leave mandated to be available under State or Federal law, shall be included as consecutive service. Time spent on other types of authorized leave will not count as part of consecutive service. However, employees who were laid off shall be entitled to credit for service prior to the leave if they are recalled within 15 months. A full time employee who reduces hours and no longer earns

vacation and later returns to full time shall be credited with the original time served toward vacation accrual rate.

- E. SCHEDULING VACATIONS:** Staffing schedules shall be established by Appointing Authorities to provide vacation leave for employees at regular annual periods, and employees shall take vacation leave at the time scheduled. Such schedules may be amended by the Appointing Authorities to meet work emergencies or to grant requests of individual employees. In establishing regular schedules, Appointing Authorities shall give due consideration to the desires of individual employees within limits of work requirements of the office and department. Employees who have completed six (6) months of continuous service as provided in this section may utilize earned vacation leave credit as it accumulates, subject to established vacation schedules.
- F. ACCUMULATION OF VACATION CREDIT:** Employees shall not accumulate vacation leave in excess of two hundred (200) total hours at the end of any given month. An Appointing Authority may authorize the pay off of excess vacation time at the employee's applicable rate of pay, when an employee is about to lose vacation credit because of accrual limitations, when such pending loss is caused by an Appointing Authority's insistence that the employee be at work, thus prohibiting a scheduled vacation period. No payment shall be made for vacation time lost by an employee because of accrual limitations unless failure to take vacation is caused by the Appointing Authority's insistence that the employee be at work during a scheduled vacation period.
- G. TRANSFER CREDIT:** If an employee is transferred, or appointed to another department or office, the employee's vacation leave credit shall remain in effect, and it will become the responsibility of the new department.
- H. VACATION PAY AT TERMINATION:** If an employee serves at least six (6) months and is separated from County service, the employee shall be entitled to cash compensation for accrued vacation leave.
- I. DEATH OF EMPLOYEE:** In the case of the death of an employee, compensation for accrued vacation leave shall be paid in the same manner that salary due decedent is paid.