





the effective date of the employee's return from leave. The bill will also allow for the establishment of a County leave bank for employees who were called to active military service. The County Executive is to establish by Executive Order procedures for employees to donate accrued annual leave to these employees.

The provisions of this bill are retroactive to August 22, 1990 and will expire on December 31, 1992.

The Office of Labor Relations supports this legislation. There should be no negative fiscal impact on the County if this bill is adopted according to the Office of Audits and Investigations.

Because the number of the employees affected by this legislation are predominately male, the Legislative Officer recommended in his comments "that information be obtained sufficient to ensure that the proposed changes will not adversely affect members of a protected class". This information is not known yet and cannot be known until retention schedules are developed.

Mr. Knapp explained to the committee that of the 49 County employees affected by this legislation the majority of them are male and work either in Corrections or are Firefighters. Federal law requires that employees on active military duty be protected from RIFFs that may occur while away on duty.

The leave bank was established by Executive Order and has accumulated 1400 hours donated by County employees. The Office of Law advised the Office of Personnel to submit legislation that would formally establish the leave bank.

**BACKGROUND INFORMATION/FISCAL IMPACT**

**(Includes reason for proposal, as well as any unique statutory requirements)**

This bill will exempt certain employees returning to County service from active military duty from a reduction in force and provide for the donation of annual leave to such employees.