



CALIFORNIA DEPARTMENT OF HUMAN RESOURCES

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FINAL TEXT OF REGULATION

Text added to the regulations is shown in underline type.
Text deleted from the regulations is shown in ~~strikeout~~ type.

Title 2. Administration
Division 1. Administrative Personnel
Chapter 3. Department of Human Resources
Subchapter 1. General Civil Service Rules
Article 9. Vacations

§ 599.744. Paid Leave Buy-Back - Managerial, Supervisory, Confidential, Excluded, and Related Employees.

(a) Upon the annual determination by the Department whether or not a buy-back will be offered, an employee designated managerial by the Department in accordance with the provisions of Government Code sections 3513 (e) and 18801.1; or a nonelected officer of the executive branch of government exempt from civil service designated by the Department as eligible to receive managerial benefits may annually elect to be paid at their regular rate of pay for up to 80 hours of unused leave credit. Unused leave credit for which an employee may be paid shall be in 8-hour increments. For the purposes of buy-back, eligible leave may be a combination of vacation leave, annual leave, personal leave, personal holiday, or holiday credit.

A non-managerial employee designated supervisory, confidential, or excluded by the Department in accordance with the provisions of Government Code sections 3513(c), 3513(f) and 3513(g); or a nonelected employee of the executive branch of government exempt from civil service may annually elect to be paid at their regular rate of pay for up to ~~40~~ 80 hours of unused leave credit.

(b) Under this section, employees may cash out only one time in a fiscal year regardless of agency or collective bargaining identification designation (CBID) changes.

(c) The Department shall determine the date of eligibility and conditions for buy-back and the period during which application for buy-back shall be accepted.

Note: Authority cited: Sections 3539.5, 18502, 19815.4(d), 19849.13, 19856 and 19857, Government Code. Reference: Sections 19856 and 19857, Government Code.