

Employee Leave Options Policy History

Date	Change
September 24, 2026 (Effective October 1, 2026)	Merged 17 leave policies into new Employee Leave Options policy (listed below). Made confirming changes to comply with S.L. 2026-40. Expands Paid Parental Leave to 12 weeks. Increases vacation leave by 8 hours for all years of service categories. Requires advancement of 40 hours of leave for new hires. Expands bereavement leave to all Executive Branch agencies. Expands definition of immediate family and colleague for purposes of bereavement leave. Adds closures of dependent care facilities as an allowable use of sick leave. Clarifies allowable number of holidays. Merges types of community service leave for clarity. Clarified that job-related civil proceedings should be considered time work. Removes limit on educational leave and eliminates Extended Educational Leave. Authorizes up to three days OMAL for employees who receive a Governor's Award for Excellence. Applies plain language principles throughout. Leave policies combined into Employee Leave Options: Leave that Accumulates as a Balance 1 Vacation Leave Policy 2 Sick Leave Policy 3 Compensatory Time Policy Leave Granted in a Set Amount <i>Leave Granted on an Annual Schedule</i> 4 Holidays Policy 5 Community Service Leave Policy 6 Community Service Leave - Literacy, Tutoring, Mentoring 7 Personal Observance Leave Policy <i>Leave Granted upon a Qualifying Event</i> 8 Bereavement Leave Policy 9 Paid Parental Leave Policy 10 Civil Leave and Job-Related Proceedings Policy 11 Incentive Leave Policy 12 Educational Leave Policy 13 Transfer Leave Policy 14 Other Management Approved Leave Policy (OMAL) Leave Granted in a Set Amount 15 Leave Without Pay Policy General Leave Provisions 16 General Leave Policies - Leave Offsetting 17 Bonus Leave Administration Policy