

	FGCU POLICY 3.030	Responsible Unit: Human Resources
	Annual Leave	

A. POLICY STATEMENT

Annual leave is a significant fringe benefit for Florida Gulf Coast University employees. This Policy is intended to provide uniformity and accountability for proper leave accrual, use, and reporting across all divisions.

B. REASON FOR POLICY

To establish a consistent application of leave accrual, usage, and reporting by University employees.

C. APPLICABILITY AND/OR ACCOUNTABILITY

This Policy applies to out-of-unit faculty, executive service, administrative & professional (A&P), and support personnel (SP) employees. Annual leave is not accrued by employees appointed to positions of nine (9) months or less.

D. PROCEDURES

1. Accrual of Annual Leave

- a. Annual leave for full-time employees (1.0 FTE) shall be accrued according to the below accrual schedule with proportionate accrual for less than full-time.

	Hours Accrued During Bi-Weekly Pay Period	Year End Maximum	Maximum Payment
Faculty – 10-12 month appointment	6.77	352	352
A&P	6.77	352	352
Executive Service	9.20	480	480
Support Personnel			
0 to 6 months	4	240	0
7 to 60 months	4	240	240
61 to 120 months	5	240	240
Over 120 months	6	240	240

- b. Annual leave accrued may be used during the pay period in which it is earned.
- c. An employee may accrue annual leave in excess of the year-end maximum during a calendar year; however, employees with accrued annual leave in excess of the year-end maximum as of December 31 shall have any excess converted to sick leave on an hour-for-hour basis effective January 1 of each year.
- d. In addition to the above accrual schedule, each full-time SP employee accrues one (1) personal day each fiscal year beginning July 1. It must be taken as a full day based on the number of hours in the employee's regular schedule. The personal day must be taken by the employee before the close of business on June 30 each year or it will be forfeited. Part-time employees are entitled to a pro-rated share of the personal day, based on their percentage of full-time appointment.

2. Use of Annual Leave

- a. Annual leave is typically used for the purpose of going on vacation; however, it may also be used for personal business. There is no waiting period for the use of annual leave. An employee may use annual leave once it has been credited into his or her balance.
- b. All requests for annual leave are to be submitted by the employee to their supervisor through the University's time and attendance application with annual leave taken only after approval has been granted. Approval of the employee's requested leave dates and hours shall be at the discretion of the supervisor. The supervisor shall approve or deny leave requests electronically through the time and attendance application.
- c. The use of annual leave in a pay week shall not cause the employee to exceed the 40-hour workweek. An employee who uses annual leave in an amount less than a full hour shall be charged with such leave to the closest quarter hour.

3. Departmental or Appointment Status Changes

Upon transferring from an annual leave accruing position at Florida Gulf Coast University to a non-annual leave accruing position at Florida Gulf Coast University, the employee's annual leave will be disbursed to the employee in their next regularly scheduled pay. Any annual leave accrual over the maximum payout will be transferred to the employee's sick leave balance in accordance with section D.1.c. of this Policy. An employee who transfers from one annual leave accruing position to another position which accrues annual leave at a lower rate, may receive a partial payout of annual leave. Such payout will be for the difference between the maximum of both positions at the rate of pay of the position in which the leave was accrued. That payout will be processed when the current position is vacated.

4. Separation from Employment

- a. With the exception of SP employees who are employed less than six (6) months, an employee who separates from the University for any reason shall receive, on the paydate following their final payment of wages, all unused annual leave not to exceed the maximum payout at the employee's base salary rate at time of termination. There shall be no payment received for an unused personal day.
- b. Consistent with the accrual schedule above, SP employees who are employed less than six (6) months will not receive a payout for unused annual leave.
- c. Upon entering the Deferred Retirement Optional Program (DROP), employees may elect to be paid all or a portion of the annual leave balance up to the maximum. Employees will continue to accrue additional leave until separation from employment. Upon final termination, employees will be paid the difference between the number of hours paid upon entering DROP and the maximum number of hours allowed to be paid based upon their employment category.
- d. If an employee separates from employment owing money to the University for any purpose other than educational loans, collectable pursuant to Section 112.175, Florida Statutes, the employee shall make payment for outstanding debts to the University consistent with FGCU Regulation 5.003, Employee Debt Collection.

Authority

*BOG Regulation 1.001, University Board of Trustees Powers and Duties
FGCU Regulation 5.003, Employee Debt Collection*

History of Policy

New 05/17/11; Amended 12/02/14; Amended 12/01/15; Amended 07/24/19; Amended 08/03/20

APPROVED:

*/s/Michael V. Martin
Michael V. Martin, President

August 3, 2020
Date