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Policy Information

Effective Date:

September 1, 1988

Last Revised Date:

November, 2020

Policy Number:

CSM 200.0

Responsible Unit:

Human Resources

Email:

hradmin@email.arizona.edu [1]

Policy

Eligible Classified Staff employees shall accrue paid vacation time each year for the purpose of rest and relaxation.

Eligibility

All Classified Staff employees who are regularly scheduled to work 40 hours or more per biweekly pay period (.50 FTE or more) and whose positions are expected to be active for six (6) months or more (or are on a flexible-year appointment) are eligible to earn and accrue vacation time. Part-time and temporary employees are not eligible to earn or be paid for vacation benefits.

Accrual

Eligible Regular Classified Staff employees, regardless of FTE, earn vacation hours based on the number of paid hours (up to 80) per pay period as indicated in this table.

| Length of Service | Maximum Hours per 80-Hour Pay Period | Hours per Hours Paid | Days per Fiscal Year |
|-------------------------------------|--------------------------------------|----------------------|----------------------|
| First 2 years of continuous service | 3.38 | .042250 | 11 |

| Length of Service | Maximum Hours per 80-Hour Pay Period | Hours per Hours Paid | Days per Fiscal Year |
|--|---|-----------------------------|-----------------------------|
| 3rd and 4th years of continuous service | 4.92 | .061500 | 16 |
| 5th year and thereafter of continuous service | 6.77 | .084625 | 22 |

Note: Regular Classified Staff employees employed on an academic-year basis accrue vacation for the duration of the academic year based on the number of paid hours up to 80 hours per pay period. Employees do not accrue vacation while in nonwork status.

The vacation accrual rate will change at the start of the third and fifth years of continuous service based on the (adjusted) hire date.

Regular Classified Staff employees may carry forward from one calendar year to the next up to 320 accrued vacation hours. Excess vacation hours are prorated based on the FTE and assignment (academic or fiscal) on the last day of the pay period that includes January 1. Excess vacation hours will be forfeited if not used by the last day of the pay period that includes January 1. Regular Classified Staff employees do not earn vacation hours while in an unpaid status.

Requirements

1. Employees shall request approval in advance for the use of vacation. Supervisors are responsible for scheduling and approving vacation of their employees prior to actual absences, and shall accommodate employee requests to the extent that the workload and department requirements permit. The supervisor's approval of the Employee Timesheet constitutes approval of vacation for payroll purposes. Supervisors may develop departmental processes for requesting and approving vacation time.
2. Prior to approving a request for vacation, it is the responsibility of the department head or designee to confirm that the employee has, or will have, the requested time available.
3. Vacation shall not be charged when official University holidays occur during a period of approved vacation.

Transfer/Change of Status/Rehire

1. Employees who transfer from Regular Classified Staff status to any non-benefits eligible status shall use or be paid for accumulated vacation hours not to exceed the amount earned in one year by the currently employing department prior to the effective date of the transfer.

Separation from Employment

Eligible employees who resign, are laid off or are discharged shall be paid for accumulated vacation hours not to exceed the amount earned in one year. The amount earned in one year is prorated based on FTE and employment period (fiscal or academic) on the employee's last day worked. In the event an eligible employee dies, the employee's surviving spouse or personal representative, as designated on the court appointed document or on the affidavit of death, shall be paid for all accumulated vacation hours. Payment of accumulated vacation hours shall be computed at the employee's compensation rate effective on the employee's last day worked and made in the employee's final paycheck, except that an ABOR-approved temporary pay reduction program shall not affect the rate of pay for purposes of this calculation..

Related Information*

Arizona Board of Regents Policy 6-803 Vacation Leave [2]

Revision History*

12/01/2023: Updated responsible unit email address.

Revised Nov. 2020 for ABOR policy change on vacation carryover and to remove legacy vacation accrual provisions.

Revised October 12, 2016, to remove departmental responsibility for terminal vacation payout.

Revised April 24, 2015

Revised October 2010

Source URL:<https://policy.arizona.edu/employment-human-resources/vacation>

Links

[1] <mailto:hradmin@email.arizona.edu> [2] <https://public.powerdms.com/ABOR/documents/1499322>