

**ADVISORY GROUP ON**  Civil Service and Employee Benefits

**PROPOSAL #:**  AGCS # 42

**SUBJECT:**  Leave accrual and accumulation

**DATE ADOPTED BY ADVISORY GROUP:**  November 23, 2009

**COMMISSION ACTION:** \_\_\_\_\_

**DATE:** \_\_\_\_\_

**RECOMMENDATION:** The legislative committees on governmental affairs should meet jointly to study the current Civil Service rules and state laws governing leave accrual and accumulation and to determine whether the current structure supports the overall employment and compensation policies of the state of Louisiana. Particular emphasis should be given to a determination of whether disability insurance may be used as a substitute for or as a supplement to sick leave accrual and accumulation, and the cost, if any, of the current law and rules allowing leave balances to be converted to retirement credit.

<b>Summary Description/Nature of Change</b>	<b>Key/Implementation Responsibilities</b>	<b>Need</b>	<b>Action Needed</b>	<b>Benefit/Saving</b>	<b>Done/ Study</b>
The legislative committees on governmental affairs should meet jointly to study the current Civil Service rules governing leave accrual and accumulation and determine whether the current structure supports the overall employment and compensation policies of the state of Louisiana. Particular emphasis should be given to a determination of whether disability insurance may be used as a substitute for or as a supplement to sick leave accrual and accumulation, and the cost, if any, of the current law and rules allowing leave balances to be converted to retirement credit.	Legislative committees on governmental affairs	To provide information regarding opportunities to provide for reduction in employee costs.	Joint meetings of legislative committees; possible rule changes by Civil Service Commission; possible statutory changes	Determination of whether the current use of retirement and leave for providing income during disability is efficient and cost-effective.	