



SAO Policies Governing Leave

Sick Leave Pool

The State Auditor's Office (SAO) established a program that allows employees to voluntarily transfer sick leave to a sick leave pool. Any employee may contribute sick leave to the pool, and contributions are strictly voluntary. Contributions must be in increments of eight hours, with the exception of employees who are retiring, who may contribute any unused balance. The sick leave pool is intended to assist employees and their immediate families in dealing with catastrophic illnesses or injuries that force them to exhaust all sick leave.

An employee may draw from the sick leave pool only with the approval of the state auditor. Supporting documentation from a medical practitioner must be submitted to Human Resources (HR). That documentation must contain sufficient information to allow for the evaluation of the employee's eligibility for the sick leave pool. An employee may not receive sick leave in excess of one-third of the total time in the pool or 90 days, whichever is less.

Reference: Texas Government Code, Section [661.002](#).

Annual Leave

Employees begin to accrue annual leave from their first day of employment. However, annual leave may not be taken until an employee has been continuously employed with a state agency for six months.

Annual leave accrual rates are the same for both hourly and salaried employees. Part-time employees are also eligible for annual leave, but their accrual rate and maximum annual leave carryover amounts are proportionate to the number of hours they work. For example, half-time employees earn and carry over annual leave at one-half the rate authorized for full-time employees.

An employee accrues annual leave and may carry annual leave forward from one fiscal year to the next in accordance with the schedule detailed in Table 1

Figure 1

Schedule of Annual Leave Accruals for Full-Time Employees ^a

Length of Service	Hours Accrued per Month	Days Accrued per Year	Allowable Carryover (Hours)
Less than 2 years	8	12	180
At least 2 but less than 5 years	9	13.5	244
At least 5 but less than 10 years	10	15	268
At least 10 but less than 15 years	11	16.5	292
At least 15 but less than 20 years	13	19.5	340
At least 20 but less than 25 years	15	22.5	388
At least 25 but less than 30 years	17	25.5	436
At least 30 but less than 35 years	19	28.5	484
At least 35 years or more	21	31.5	532

All annual leave hours in excess of the maximum allowable carryover remaining at the end of a fiscal year shall be credited to the employee's sick leave balance. In computing annual leave taken by an employee, absences due to holidays are not charged.

Annual Leave and Employee Separations

Employees who transfer directly from one state agency to another will have their annual leave balances transferred. If an employee separates from employment and is re-employed within 30 calendar days by a state agency to a position that accrues annual leave, his or her annual leave balance will transfer to the new agency.

State agency employees are entitled to be paid for the accrued balance of their annual leave as of the date of separation, if they are not re-employed by the State in a position that accrues annual leave during the 30-day period immediately following the date of separation from state employment.

Reference: Texas Government Code, Section [661.152](#).

Sick Leave

State Auditor's Office (SAO) employees shall earn sick leave subject to the following provisions:

- An employee accrues sick leave at a rate of eight hours per month (or proportionately for part-time employees).
- An employee accrues sick leave beginning on the first day of state employment and ending on the last duty day of state employment. Duty day means an employee's last physical day on the job.
- An employee who is on leave the first day of the month may not use that month's accrual until he or she returns to duty.
- An employee may use sick leave while he or she is on annual leave.

Sick leave may be used when an employee is prevented from performing his or her job due to sickness, injury, pregnancy, or confinement. It also may be used to care for an immediate family member who is ill. An employee who is the legal guardian of a child by court appointment may use sick leave to care for the child. Sick leave also may be used for the adoption of a child under the age of three.

Sick Leave and Employee Separations

Employees who separate from state employment under a formal reduction in force are entitled to have their sick leave balances restored if they are re-employed by the State within 12 months.

Employees are not paid for unused sick leave upon termination. Sick leave may be:

- Contributed toward retirement credit if the employee retires based on service or a disability. (Note: Effective September 1, 2009, unused leave may not be used as service credit to meet retirement eligibility for employees who first start working for the State on or after September 1, 2009, and for former state employees who never contributed to the system, or withdrew all of their money from their ERS retirement account, then come back to work for the State on or after September 1, 2009.) Refer to [ERS](#) for more information.
- Donated to the sick leave pool. For a review of this policy, see [Sick Leave Pool](#).

Reference: Texas Government Code, Section [661.202](#).

Educational Activities

An employee may use up to eight hours of sick leave each fiscal year to attend educational activities of the employee's children who are in pre-kindergarten through 12th grade. Educational activities include school-sponsored activities such as parent-teacher conferences; tutoring; volunteer programs; field trips; classroom programs; school committee meetings; academic competitions; and athletic, music, or theater programs. The employee must give reasonable notice of his or her intention to use this leave. Part-time employees receive this leave on a proportionate basis.

Reference: Texas Government Code, Section [661.206](#).

Donation of Sick Leave

The State Auditor's Office (SAO) allows an employee to voluntarily transfer any amount of his or her accrued sick leave to another SAO employee who has exhausted his or her sick leave, including any time the individual may be eligible to withdraw from a sick leave pool.

Donation of sick leave is taxable to the recipient when the sick leave is used.

Unlike accrued sick leave, donated sick leave is not eligible for transfer to another state agency or for payment to an estate upon death of the recipient.

An employee may not provide or receive remuneration or a gift in exchange for a sick leave donation.

An employee who receives donated sick leave may not:

(1) use sick leave donated to the employee except as provided by Texas Government Code, Sections 661.202(d) and (e)(in case of the employee's own sickness or to care for an immediate family member who is sick); or

(2) notwithstanding any other law, receive service credit in the Employees Retirement System of Texas for any sick leave donated to the employee under this section that is unused on the last day of that employee's employment.

Reference: Texas Government Code, Section [661.207](#).

Emergency Leave

Emergency leave, without a deduction in salary, is available to an employee for a death in the employee's family upon request. In this instance only, an employee's family is defined as the employee's spouse, as well as the employee's and spouse's parents, children, brothers, sisters, grandparents, and grandchildren.

The state auditor, or a designee, may grant emergency leave for other reasons determined to be for good cause upon request of an employee. "Good cause" may include catastrophic events and natural disasters such as wildfires, flood, and tornados.

The state auditor, or a designee, may not grant emergency leave to an employee unless they believe in good faith that the employee being granted the emergency leave intends to return to the employee's position with the SAO on expiration of the period of emergency leave.

Reference: Texas Government Code, Section [661.902](#).

National Guard Emergency

A state employee called to state active duty as a member of the state military forces by the governor because of an emergency is entitled to receive emergency leave without loss of military or vacation leave. This leave will be provided without a deduction in salary. This time is not limited and does not count against the 15 days maximum military leave per fiscal year.

Reference: Texas Government Code, Section [661.903](#).

Military Leave During National Emergency

Employees called to active duty during a national emergency to serve in a reserve component of the U.S. Armed Forces under Titles 10 or 32 of the United States Code are entitled to state service for longevity pay purposes, vacation leave accruals, and sick leave accruals while on an unpaid leave of absence.

This leave will be accrued but not posted until the employee returns to state employment. In addition, the employee retains his or her leave balances unless the employee chooses to use any accrued vacation leave, compensatory time, or overtime leave to maintain benefits for the employee or the employee's dependents while on military duty.

Additionally, the employee may continue to accrue service credit with the Employees Retirement System by receiving at least one hour of state pay during each month of active military service. The employee may use any combination of paid leave to qualify for state pay.

Reference: Texas Government Code, Section [661.904](#).

Volunteer Firefighters and Emergency Medical Services Volunteers

Volunteer firefighters and emergency medical services volunteers are entitled to paid leave not to exceed five working days each fiscal year for attending training services conducted by a state agency or higher education institution. In addition, the State Auditor's Office (SAO) may grant paid leave to a volunteer firefighter or an emergency medical services volunteer for the purpose of responding to emergency fire or medical situations.

Reference: Texas Government Code, Section [661.905](#).

Family and Medical Leave

Family and Medical Leave Eligibility

The SAO may grant an eligible employee up to 12 weeks of job-protected leave during a 12 month period. To be eligible for family and medical leave, an individual must have been employed by the State of Texas for at least 12 months and must have actually worked at least 1,250 hours during the 12-month period immediately preceding the commencement of family and medical leave.

Leave Requirements

The SAO may grant eligible employees up to a total of 12 weeks of job-protected leave during a 12-month period for one or more of the following reasons:

- The birth and subsequent care of a newborn child.
- The placement of a child with the employee for adoption or foster care or through a guardianship proceeding.
- The need to care for the employee's spouse, child, or parent with a serious health condition.
- A serious health condition that renders the employee unable to work.
- A qualifying exigency arising from the fact that the employee's spouse, son, daughter, or parent is a covered military member on active duty (or has been notified of an impending call or order to active duty) in support of a contingency operation.

The SAO also may grant an eligible employee who is the spouse, son, daughter, parent, or next of kin of a covered service member who is recovering from a serious illness or injury sustained in the line of duty while on active duty up to 26 work weeks of leave in a single 12-month period. That military caregiver leave is available during a single 12-month period during which an eligible employee is entitled to a combined total of 26 weeks of all types of family and medical leave.

Reference: Texas Government Code, Section [661.912](#).

Paid Parental Leave

Employees who have given birth and qualify for Family and Medical Leave may be granted 40 days of paid leave during their 12 weeks of Family and Medical Leave following the birth of the child.

An employee who takes Family and Medical Leave for the birth of a child by the employee's spouse; birth of a child by a gestational surrogate; or adoption of a child may be granted 20 days of paid leave during their 12 weeks of Family and Medical Leave.

Employees are not required to use all available paid vacation and sick leave before being eligible for paid parental leave. Paid parental leave may only be taken following the birth or placement of a child and must be taken continuously.

Reference: Texas Government Code, Sections [661.901](#), [661.912](#), and [661.9125](#)

Unpaid Parental Leave

Employees who do not qualify for Family and Medical Leave because they have fewer than 12 months of total state service or because they have worked fewer than 1,250 hours in the 12-month period immediately preceding the commencement of leave are eligible to take an unpaid parental leave of absence, not to exceed 12 weeks, for the birth of a natural child or the adoption by or foster care placement of a child under 3 years of age. Unpaid parental leave is limited to, and begins on the date of, the birth of the employee's natural child or the adoption by or foster care placement with the employee of a child younger than three years of age. An employee must first use all available and applicable paid vacation and sick leave while taking unpaid parental leave prior to going on leave without pay. The use of sick leave is strictly limited to those situations clearly falling within the definition of sick leave contained in the Texas Government Code.

Reference: Texas Government Code, Section [661.913](#).

Foster Parent

In addition to the paid leave noted above, an employee who is a foster parent to a child under the protection of the Department of Family and Protective Services (Department) is entitled to a paid leave of absence to attend staff meetings held by the Department regarding the foster child. In addition, the employee may attend, with a paid leave of absence, the admission, review, and dismissal meetings held by a school district regarding the foster child.

Reference: Texas Government Code, Section [661.906](#).

Red Cross Disaster Service Volunteer

Employees who are certified disaster service volunteers of the American Red Cross or are in training to become such a volunteer may be granted a paid leave of absence not to exceed 10 days each fiscal year. The employee must have the approval of his or her supervisor and a formal request from the Red Cross. In addition, the approval of the governor's office is required. An employee on such leave will not lose pay, vacation time, sick leave, earned overtime, and/or compensatory time during this leave. The pool of certified disaster volunteers must not exceed 350 participants at any one time.

Reference: Texas Government Code, Section [661.907](#).

Leave Without Pay

The State Auditor's Office (SAO) may grant leave without pay (LWOP) to eligible employees.

Compensatory time, annual leave, and sick leave, if appropriate, must be exhausted prior to requesting LWOP except in instances of disciplinary suspension, leave covered by workers' compensation benefits, or active military duty situations.

Reference: Texas Government Code, Section [661.909](#).

Assistance Dog Training for Employees with a Disability

An employee with a disability as defined by Texas Human Resources Code, Section 121.002, shall be granted a paid leave up to 10 working days in a fiscal year for the purpose of attending a training program to acquaint the employee with an assistance dog to be utilized by the employee. This leave is in addition to other leave entitlements.

Reference: Texas Government Code, Section [661.910](#).

Administrative Leave for Outstanding Performance

The State Auditor's Office (SAO) recognizes employees whose performance exceeds the expectations or requirements for their current job duties. An employee may be granted administrative leave with pay for demonstrating outstanding performance. The total amount of leave granted may not exceed 32 hours during a fiscal year.

To be eligible, an employee recommended for administrative leave for outstanding performance (ALOP) shall:

- Have consistently exceeded performance standards as documented in the employee's most recent annual evaluation.
- Not have received a disciplinary action in the 12 months immediately preceding the recommendation for performance leave.

Employees who have not yet received an annual performance evaluation may be granted ALOP for completing significant training performance milestones.

Reference: Texas Government Code, Section [661.911](#).

Voting

Employees are allowed sufficient time off, without a deduction in salary or accrued leave, to vote in each national, state, or local election.

Reference: Texas Government Code, Section [661.914](#).

Bone Marrow and Organ Donation

A state employee is entitled to a leave of absence without a deduction in salary for the time necessary to permit the employee to serve as a bone marrow or organ donor. The leave of absence may not exceed 5 working days in a fiscal year to serve as a bone marrow donor or 30 working days in a fiscal year to serve as an organ donor.

Reference: Texas Government Code, Section [661.916](#).

Blood Donor

Employees are allowed sufficient time off, without a deduction in salary or accrued leave, to donate blood. An employee may receive time off not to exceed more than four times in a fiscal year.

Reference: Texas Government Code, Section [661.917](#).

Amateur Radio Operators

An employee with an amateur radio station license issued by the Federal Communications Commission will be granted a paid leave of absence not to exceed 10 working days each fiscal year to participate in specialized disaster relief services. An employee on such leave will not lose pay, vacation time, sick leave, overtime leave, or compensatory time. The amateur radio operator leave must be authorized by the employee's supervisor and must have the approval of the governor. The number of amateur radio operators eligible for this leave may not exceed 350 state employees at any one time.

Reference: Texas Government Code, Section [661.919](#).

Court Appointed Special Advocates Volunteer (CASA)

An employee who is a court appointed special advocate (CASA) volunteer is entitled to leave not to exceed five hours each month. Leave is to be used to participate in mandatory CASA training or to perform CASA voluntary services. Employees will not be required to use accrued vacation and sick leave or earned overtime.

Reference: Texas Government Code, Section [661.921](#).

Reserve Law Enforcement Officers

State employees who are reserve law enforcement officers as defined by Texas Occupations Code, Section 1701.001, are entitled to paid leave not to exceed five working days each fiscal biennium to attend training required by Texas Occupations Code, Section 1701.351.

Reference: Texas Government Code, Section [661.922](#).

Leave During Agency Investigation

The state auditor, or a designee, may grant leave without a deduction in salary to a State Auditor's Office (SAO) employee who is the subject of an internal investigation being conducted by the SAO; or a victim of, or witness to, an act or event that is the subject of an internal investigation being conducted by the SAO.

Reference: Texas Government Code, Section [661.923](#).

Medical and Mental Health Care Leave for Veterans

A state employee who is a veteran and eligible for health benefits under a program administered by the Veterans Health Administration of the United States Department of Veterans Affairs is entitled to leave without a deduction in salary or loss of vacation time, sick leave, earned overtime credit, or state

compensatory time to obtain medical or mental health care administered by the Veterans Health Administration of the United States Department of Veterans Affairs, including physical rehabilitation.

The leave granted may not exceed 15 days each fiscal year. The state auditor, or a designee, may annually grant additional days of leave as they determine appropriate for the employee.

Reference: Texas Government Code, Section [661.924](#).