

may be disabled either through injury or illness as a result of, or arising from their respective employment.

(2) The Secretary shall make such rules as may be necessary to carry out the provisions of this subsection.]

(d) The head of any department may request the Secretary of Personnel to approve compensation for an employee, when funds are available, at the regular rate of pay, for any annual leave days in excess of the maximum amount allowed under the law which the employee has been denied the opportunity to accumulate or use. The Secretary of Personnel may approve requests for compensation of unused annual leave days only when those requests are accompanied by written documentation presented by the requesting department head outlining the unusual administrative reasons for the denial of the accumulation or use of annual leave by the employee.

(e) (1) If any employee who has been in the State service for not [less than ten] FEWER THAN 5 years suffers an illness or injury which would result in his absence from duty for a period of time exceeding that provided in subsection (a) with pay, that employee[, with the approval of the head of the department or agency of the State in which he is employed,] may appeal to the Secretary of Personnel for an extension of sick leave with sick pay.

(2) Subject to paragraph (3) of this subsection, after RECEIVING A RECOMMENDATION FROM THE HEAD OF THE DEPARTMENT OR AGENCY AND being satisfied as to the merits of the case, the Secretary may authorize an extension of sick leave with sick pay up to one year.

(3) (I) AN ELIGIBLE EMPLOYEE MAY NOT BE GRANTED AN EXTENSION OF SICK LEAVE UNDER THIS SUBSECTION UNLESS THE EMPLOYEE HAS EXHAUSTED ALL AVAILABLE ADVANCED SICK LEAVE GRANTED UNDER SUBSECTION (A)(3)(III) OF THIS SECTION.

[(3)] (II) When added to the total number of leave days otherwise authorized for the employee under subsection (a) of this section, the number of extended sick leave days granted the employee under this subsection may not provide for a total number of leave days that exceed [1 year] 15 MONTHS.

(f) Subject to the above provisions of this section, all credits to an employee's pay, including credits for earned but unused annual vacation leave, and all deductions from an employee's pay, including deductions for leave without pay at any time, shall be based pro rata upon the number of working days included in the period for which the employee is paid his established biweekly compensation; and no deductions shall be made for any days on which such employee is entitled to be absent from work with pay.