

MAINTENANCE OR OTHER BENEFITS RECEIVED BY EMPLOYEES, AND THE STATE'S FINANCIAL CONDITION AND POLICIES. THE PAY PLAN SHALL TAKE EFFECT WHEN FUNDS FOR THAT PURPOSE ARE AVAILABLE WITHIN THE BUDGET. THE SECRETARY, WITH THE APPROVAL OF THE GOVERNOR, MAY AMEND THE PAY PLAN FOR SPECIFIC CLASSIFICATIONS OF POSITIONS IN ORDER TO RECRUIT OR RETAIN COMPETENT PERSONNEL OR TO ENSURE THAT COMPENSATION RATES ADEQUATELY COMPENSATE THE SKILLS, KNOWLEDGE, EFFORT, RESPONSIBILITY, AND WORKING CONDITIONS. AN AMENDMENT MAY NOT TAKE EFFECT UNLESS SUFFICIENT FUNDS HAVE BEEN INCLUDED WITHIN THE BUDGET FOR THAT PURPOSE. AMENDMENTS TO THE PAY PLAN SHALL BE REPORTED TO THE GENERAL ASSEMBLY BY THE 15TH DAY OF THE NEXT REGULAR SESSION. THE GENERAL ASSEMBLY MAY REJECT AMENDMENTS TO THE PAY PLAN. IF AN AMENDMENT IS REJECTED, THE APPROPRIATE SALARY REDUCTION SHALL BECOME EFFECTIVE IN THE NEXT FISCAL YEAR.

37.

(a) (1) (i) Every classified employee shall receive as annual vacation in each calendar year, a leave of absence with pay as follows:

Less than 5 years of service - 10 working days

5 to less than 10 years of service - 15 working days

10 to less than 20 years of service - 20 working days

20 years of service and more - 25 working days. The term "years of service," as used herein shall include any previous continuous State service.

(ii) Except as provided in item (iii) of this paragraph, 2 days of annual leave earned under item (i) of this paragraph may be used by an employee after notification of the employee's immediate supervisor for religious holiday, inclement weather, or any other purpose whatsoever.

(iii) An employee scheduled to work on a State holiday, or an employee of an agency or institution which renders a service that must be provided continuously on a 7 day a week basis, may not use the 2 days of annual leave provided for in item (ii) of this paragraph without prior approval obtained from the [department head] APPOINTING AUTHORITY. However, approval may be denied only if the [department head] APPOINTING AUTHORITY determines that denial is necessary as a result of a critical shortage of staff. The [department head] APPOINTING AUTHORITY may not deny permission if the annual leave is requested for observance of religious holidays, UNLESS THE DENIAL IS NECESSARY AS A RESULT OF A CRITICAL SHORTAGE OF STAFF- STAFF AT AN AGENCY OR INSTITUTION WHICH RENDERS A SERVICE THAT MUST BE PROVIDED CONTINUOUSLY ON A 7 DAY A WEEK BASIS. THE APPOINTING AUTHORITY SHALL MAKE REASONABLE ACCOMMODATION TO THE EMPLOYEE'S REQUEST FOR LEAVE BEFORE DENYING IT.