



2018 MAY 30 AM 11:34  
OFFICE OF THE  
SECRETARY

MURIEL BOWSER  
MAYOR

MAY 30 2018

The Honorable Phil Mendelson  
Chairman  
Council of the District of Columbia  
John A. Wilson Building  
1350 Pennsylvania Avenue, N.W., Suite 504  
Washington, D.C. 20004

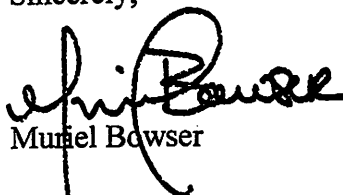
Dear Chairman Mendelson:

Enclosed for consideration and approval by the Council of the District of Columbia is the "Leave Harmonization Amendment Act of 2018," with the accompanying emergency and temporary versions, and emergency declaration resolution. The proposed legislation would repeal outdated provisions of the District of Columbia Government Comprehensive Merit Personnel Act of 1978 ("CMPA"), effective March 3, 1979 (D.C. Law 2-139; D.C. Official Code §§ 1-601.01 *et seq.*), regarding universal leave for certain District government employees, in order to clearly indicate that employees in the Career and Excepted Services who are first hired in the District government after September 30, 1987 are entitled to earn annual and sick leave.

An amendment to the CMPA, enacted in 1998, anticipated that a universal leave program would be established for Career and Excepted Services employees first hired on or after October 1, 1987, and that the universal leave program would replace the annual and sick leave earned by those employees. However, such a universal leave program was never implemented, and Career and Excepted Services employees first hired on or after October 1, 1987, have continued to accrue annual and sick leave in the same manner that was in place before the universal leave provisions were enacted. The proposed legislation will bring clear consistency between the law and long-standing practice.

I urge you and the Council to take prompt and favorable action on the enclosed legislation. If you have any questions, please contact Ventris Gibson, Director of the Department of Human Resources, at (202) 442-9700.

Sincerely,



Muriel Bowser

Enclosure



Chairman Phil Mendelson  
at the request of the Mayor

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A PROPOSED RESOLUTION

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IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

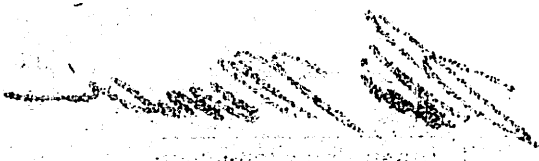
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To declare the existence of an emergency with respect to the need to amend the Comprehensive Merit Personnel Act of 1978 to repeal an outdated provision regarding universal leave for certain District government employees.

RESOLVED, BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this resolution may be cited as the "Leave Harmonization Emergency Declaration Resolution of 2018".

Sec 2. (a) There exists an immediate need to repeal outdated provisions of the District of Columbia Government Comprehensive Merit Personnel Act of 1978 ("CMPA"), effective March 3, 1979 (D.C. Law 2-139; D.C. Official Code § 1-601.01 *et seq.*), regarding universal leave for certain District government employees, in order to clearly indicate that employees in the Career and Excepted Services who are first hired in the District government after September 30, 1987 are entitled to earn annual and sick leave.

(b) An amendment to the CMPA, enacted in 1998, indicated that employees in the Career and Excepted Services first hired in the District government after September 30, 1987, would begin to accrue universal leave, rather than earn annual and sick leave. However, these universal leave provisions were not implemented, and Career and



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THE UNIVERSITY OF CHICAGO

PHILOSOPHY DEPARTMENT

PHILOSOPHY 101: INTRODUCTION TO PHILOSOPHY

LECTURE 1: THE PHILOSOPHER'S WAY OF LIFE

1.1. THE SEARCH FOR TRUTH

1.2. THE SEARCH FOR WISDOM

1.3. THE SEARCH FOR MEANING

1.4. THE SEARCH FOR HAPPINESS

1.5. THE SEARCH FOR JUSTICE

1.6. THE SEARCH FOR FREEDOM

1.7. THE SEARCH FOR LOVE

1.8. THE SEARCH FOR GOD

1.9. THE SEARCH FOR THE GOOD

1.10. THE SEARCH FOR THE BEAUTIFUL

1.11. THE SEARCH FOR THE TRUE

1.12. THE SEARCH FOR THE WISE

27 Excepted Services hired in the District government after September 30, 1987, have  
28 continued to earn annual and sick leave.

29 (c) The accompanying legislation would repeal the outdated universal leave  
30 provisions and clearly indicate that employees in the Career and Excepted Services first  
31 hired in the District government after September 30, 1987 are entitled to earn annual and  
32 sick leave at the rates set forth in the CMPA. This amendment will bring clear  
33 consistency between the law and long-standing practices.

34 Sec 3. The Council of the District of Columbia finds that the circumstances  
35 enumerated in section 2 constitute emergency circumstances making it necessary that the  
36 Leave Harmonization Amendment Act of 2018 be adopted on an emergency basis.

37 Sec 4. This resolution shall take effect immediately.

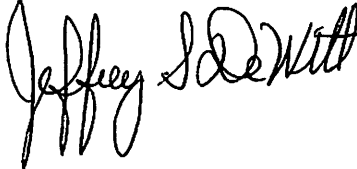
Government of the District of Columbia  
Office of the Chief Financial Officer



Jeffrey S. DeWitt  
Chief Financial Officer

**MEMORANDUM**

**TO:** The Honorable Phil Mendelson  
Chairman, Council of the District of Columbia

**FROM:** Jeffrey S. DeWitt  
Chief Financial Officer 

**DATE:** April 17, 2018

**SUBJECT:** Fiscal Impact Statement - Leave Harmonization Amendment Act of 2018 (including emergency and temporary versions of the bill)

**REFERENCE:** Draft legislation sent to the Office of Revenue Analysis on April 12, 2018

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**Conclusion**

Funds are sufficient in fiscal year 2018 and the proposed fiscal year 2019 through fiscal year 2022 budget and financial plan to implement the legislation.

**Background**

The legislation updates portions of the D.C. Code<sup>1</sup> pertaining to District government employee leave in order to align the code with the current practice of the D.C. Department of Human Resources (DCHR). Specifically, the legislation removes portions of the code that give universal leave<sup>2</sup>, instead of annual and sick leave, to employees in the career and excepted services hired after September 30, 1987. These employees in fact receive annual and sick leave, not universal leave.

Universal leave is referenced in the code because legislation enacted in 1998<sup>3</sup> anticipated that a universal leave program would replace annual and sick leave for these employees, but the universal leave program was never implemented.

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<sup>1</sup> Found in the District of Columbia Government Comprehensive Merit Personnel Act of 1978, effective March 3, 1979 (D.C. Law 2-139; D.C. Official Code §§ 1-601.01 et seq.).

<sup>2</sup> Typically, employees who receive universal leave get a certain number of leave days a year that can be used for any purpose, whereas annual and sick leave are allocated separately and have specific uses.

<sup>3</sup> Omnibus Personnel Reform Amendment Act of 1998, effective June 10, 1998 (D.C. Law 12-124; 45 DCR 2464).

The Honorable Phil Mendelson

FIS: "Leave Harmonization Amendment Act of 2018" (including emergency and temporary versions of the bill), Draft legislation sent to the Office of Revenue Analysis on April 12, 2018

This new legislation removing references to universal leave is retroactive to June 10, 1998, which is when the prior universal leave legislation became effective.

**Financial Plan Impact**

Funds are sufficient in fiscal year 2018 and the proposed fiscal year 2019 through fiscal year 2022 budget and financial plan to implement the legislation. The legislation has no cost since it aligns the D.C. Code with current practice and will not change DCHR operations.

GOVERNMENT OF THE DISTRICT OF COLUMBIA  
OFFICE OF THE ATTORNEY GENERAL



KARL A. RACINE  
ATTORNEY GENERAL

Legal Counsel Division

**MEMORANDUM**

**TO:** Alana Intrieri  
Director  
Office of Policy and Legislative Affairs

**FROM:** Janet M. Robins  
Deputy Attorney General  
Legal Counsel Division

**DATE:** April 26, 2018

**RE:** Legal Sufficiency Certification of the "Leave Harmonization Amendment Act of 2018," Accompanying Emergency and Temporary Versions, and Emergency Declaration Resolution  
(AE-17-513-B)

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**This is to Certify** that this Office has reviewed the above-referenced legislation and has found it to be legally sufficient. If you have any questions regarding this certification, please do not hesitate to contact me at 724-5524.

  
Janet M. Robins