

MACOMB COUNTY HUMAN RESOURCES POLICY

PAID TIME OFF (PTO) FOR DROP PARTICIPANTS

Employees who are participants in the Deferred Retirement Option Plan (DROP) shall not be subject to the Policy on Paid Time Off (PTO) and shall receive PTO as follows:


DROP participants shall receive, on January 1st of each year of DROP participation, the number of hours of PTO equal to the number of hours of PTO accumulated in the calendar year immediately preceding the commencement of DROP participation.

Employees whose DROP participation begins at a time of year other than January 1st, shall receive a pro-rata share of PTO for the balance of the calendar year computed in the same manner as in the above.

PTO not utilized by a DROP participant by December 31st of a calendar year shall be forfeited and unpaid.

There shall be no compensation for PTO time remaining in a DROP Participant's PTO bank upon separation from employment.

DROP participants who utilize PTO in an amount in excess of their allocated leave before voluntarily or involuntarily discontinuing employment shall be obligated to compensate the Employer for PTO time used in excess of such allocation. This provision shall not apply to an employee whose employment is terminated due to death or disability.



Office of County Executive

Approved: July 8, 2014
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