



MISSOURI DEPARTMENT OF TRANSPORTATION PERSONNEL POLICY MANUAL

POLICY TITLE: Annual Leave
NUMBER: 3001
CHAPTER TITLE: Leaves of Absence

EFFECTIVE DATE: January 1, 2026
PRIOR EFFECTIVE DATE: August 1, 2023

POLICY STATEMENT

Full-time and eligible permanent part-time employees will accrue annual leave (vacation) for each pay period during which they have been on the payroll (work or paid leave) for 40 or more regular hours. The accrual and use of annual leave for full-time and eligible permanent part-time employees will be as described in this policy.

PROVISIONS / REQUIREMENTS

1. Annual leave may not be used until the hours have been credited to an employee's leave balance in the SAM II HR/Payroll System. The employee's supervisor must approve use of annual leave in advance of the employee taking time off from work. Annual leave must be taken in 15-minute increments.
2. Annual leave is accrued at variable rates based on the employee's tenure with Missouri state agencies for which employment can be verified. Rates for accruing annual leave and the accrual limits for employees are shown below:

Years With Missouri Government	Maximum Accrual Rate Per Pay Period	Accrual Limit
Less than 10	5 hours	240 hours
From 10 to less than 15	6 hours	288 hours
15 or more	7 hours	336 hours

3. Employees will accrue annual leave at the full-time rate described in paragraph 2 each pay period they are on payroll for 80 or more hours. Employees will accrue annual leave at one-half of the full-time accrual rate each pay period they are on payroll for 40 hours. Employees will accrue a prorated amount of annual leave according to the percent of time they are on payroll between 40 and 80 hours.
4. The accrual limits stated in paragraph 2 will be applied as follows:

The maximum accrual limits as stated in paragraph 3 will be applied as follows:

- a. At the end of each 12-month period from November 1 through October 31, annual leave balances exceeding the maximum accrual limits will lapse and be reduced to the allowed accrual limit. These adjustments will be made based on the employee's annual leave balance in the SAM II HR/Payroll System following the last regular payroll run for the month of October.

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- b. Annual leave accrued with other Missouri state agencies prior to employment with the department may be transferred to the department as annual leave credit, provided the individual assumes employment with the department within 30 days after terminating from the payroll of the other agency. The individual may transfer up to their accrual limit. Colleges/universities in Missouri and some other public entities or organizations are not considered "state agencies" under this policy. The transfer of accrued annual leave from one of these organizations will be allowed only if the State of Missouri has a "Leave Reciprocity" agreement with the organization. Contact the local Human Resources office to learn if an organization has signed a Leave Reciprocity agreement with the state.
 - c. Full-time and permanent part-time employees who are retiring or terminating employment with the department will be paid for their accrued time, up to their accrual limit, after their last day on payroll.
- 5. If an official holiday falls on an employee's normal workday and the employee is scheduled to be on annual leave, the employee will not be charged eight hours of annual leave for this day.
 - 6. Employees who sustain a lost time, compensable injury on the job may elect to receive payment for part or all of their accrued annual leave and/or compensatory time concurrently with weekly workers' compensation indemnity payments. Refer to Personnel Policy 0507, "Workers' Compensation." The accrued annual leave and/or compensatory time paid cannot exceed the number of days the employee is eligible for workers' compensation indemnity payments. While receiving workers' compensation indemnity payments, employees will continue to accrue annual leave based on the rates stated in paragraph 2.
 - 7. Employees who are terminating or taking an approved leave of absence without pay do not accrue additional annual leave following their last day of work, unless using paid leave while off work due to an illness/injury/condition. If any illness/injury/condition is involved, documentation from a treating physician will be required.
 - 8. A retiring employee may use no more than three (3) weeks of annual leave after their last day physically worked. Any exceptions to this policy will be reviewed by the Human Resources Director and the appropriate Executive Team member will be consulted prior to approval/denial of the request. This time will be considered as creditable service in the retirement system. Once employees have signed their retirement papers, they will continue to accrue annual leave while using paid leave between their last day of work and their effective date of retirement.
 - 9. Employees who have been granted a long-term (three months or longer) military leave or educational leave without pay have the option of retaining any portion of annual leave and/or compensatory time, up to their accrual limit. Any annual leave or compensatory time paid will be considered as creditable service in the retirement system. Refer to Personnel Policies 3502, "Military Service or Training Leave," and 3504, "Educational Leave Without Pay."
 - 10. In the event of the death of an employee, compensation for any accrued annual leave

(including that which may be beyond their accrual limit) shall be forwarded to the employee's designated beneficiary or to their estate.

11. When an employee is approved to take a leave of absence without pay, other than Family and Medical Leave Act (FMLA) leave and educational leave without pay, they must exhaust all accrued annual leave and compensatory time prior to switching to approved leave without pay. Refer to Personnel Policy 3512, "Family and Medical Leave."
12. An employee on suspension without pay due to a felony charge has the option to use a portion or all of their accrued annual leave and/or compensatory time during their suspension. At the discretion of the district engineer or division leader/state engineer, employees on suspension for reasons other than a felony charge may be allowed to use annual leave or compensatory time while on suspension. The time must be used consecutively and will be counted as creditable service in the retirement system. Refer to Personnel Policy 2500, "Standard Rules of Conduct."
13. If an employee, not separating from the department, will be in a leave without pay status for more than one week (40 hours), an Employment Status Maintenance (ESMT) transaction should be processed to place the employee into the appropriate leave without pay status.



Ashley Halford
Human Resources Director

CROSS REFERENCES

[Personnel Policy 0507, "Workers' Compensation"](#)

[Personnel Policy 2500, "Standard Rules of Conduct"](#)

[Personnel Policy 3502, "Military Service or Training Leave"](#)

[Personnel Policy 3504, "Educational Leave Without Pay."](#)

[Personnel Policy 3512, "Family and Medical Leave"](#)

PROCEDURE

[Procedure 3001, "Annual Leave"](#)