

## ACCRUAL RATES FOR FULL-TIME EMPLOYEES

### VACATION

YEARS OF SERVICE	BIWEEKLY ACCRUAL RATE*	ANNUAL ACCRUAL RATE	KRONOS ACCRUAL TIER
1st year through 5th year	3.70	96.00	1
6th year	4.62	120.00	2
7th year	4.93	128.00	3
8th year	5.24	136.00	4
9th year	5.54	144.00	5
10th year	5.85	152.00	6
11th year	6.16	160.00	7
12th year	6.47	168.00	8
13th year	6.77	176.00	9
14th year	7.08	184.00	10
15th year	7.39	192.00	1
16th year and more	7.70	200.00	2

**RATES LISTED ARE IN HOURS**

### SICK LEAVE FOR NAPE CONTRACT-COVERED EMPLOYEES

YEARS OF SERVICE	BIWEEKLY ACCRUAL RATE*	ANNUAL ACCRUAL RATE	KRONOS ACCRUAL TIER
1st year through 5th year	3.70	96.00	1
6th year through 15th year	4.31	112.00	2
16th year and more	5.54	144.00	3

**RATES LISTED ARE IN HOURS**

### SICK LEAVE FOR RULES-COVERED (NON-CONTRACT) EMPLOYEES

YEARS OF SERVICE	BIWEEKLY ACCRUAL RATE*	ANNUAL ACCRUAL RATE	KRONOS ACCRUAL TIER
1st year through 5th year	3.70	96.00	1
6th year	5.24	136.00	2
7th year	5.54	144.00	3
8th year	5.85	152.00	4
9th year	6.16	160.00	5
10th year	6.47	168.00	6
11th year	6.77	176.00	7
12th year	7.08	184.00	8
13th year	7.39	192.00	9
14th year	7.70	200.00	10
15th year	8.00	208.00	1
16th year	8.31	216.00	2
17th year	8.62	224.00	3
18th year	8.93	232.00	4
19th year and more	9.24	240.00	5

**RATES LISTED ARE IN HOURS**

\*Biweekly accruals are given on all 26 pay checks in the calendar year