

VACATION
December 31st: Capped at 280 hours for roll over to next year

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

SICK LEAVE FOR CONTRACT-COVERED EMPLOYEES
No cap for roll over

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

SICK LEAVE FOR RULES-COVERED (NON-CONTRACT) EMPLOYEES
December 31st: Capped at 1440 hours for rollover to next year

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

* Biweekly accruals are given on all 26 payrolls in a calendar year