

ANNUAL AND SICK LEAVE ACCRUAL RATES AND ACCUMULATION LIMITS – 2019

Actual accruals may vary slightly due to the calculation of standard hours reported each month.

2019	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Annual Accrual Rate	Accumu- lation Limit
Hours in Month	184	160	168	176	184	160	184	176	168	184	168	176	2088	
SICK Hourly Accrual: 0.057471	10.57	9.20	9.66	10.11	10.57	9.20	10.57	10.11	9.66	10.57	9.66	10.11	15 days	No Limit
ANNUAL (0-5 years of service) Hourly Accrual: 0.057471	10.57	9.20	9.66	10.11	10.57	9.20	10.57	10.11	9.66	10.57	9.66	10.11	15 days	30 days*
ANNUAL (5-10 years of service) Hourly Accrual: 0.068966	12.69	11.03	11.59	12.14	12.69	11.03	12.69	12.14	11.59	12.69	11.59	12.14	18 days	60 days*
ANNUAL (10-20 years of service) Hourly Accrual: 0.076628	14.10	12.26	12.87	13.49	14.10	12.26	14.10	13.49	12.87	14.10	12.87	13.49	20 days	60 days*
ANNUAL (over 20 years of service) Hourly Accrual: 0.095785	17.62	15.33	16.10	16.86	17.62	15.33	17.62	16.86	16.09	17.62	16.09	16.86	25 days	60 days*

*Employees may accumulate annual leave in excess of the statutory limit; however, any accrual earned in excess of the statutory limit will be lost if not used within 12 months following accrual. Upon separation from state service, payment will be made to the employee for any unused annual leave accumulated up to and including the accumulation limit (**240** hours for employees with less than five years of service, **480** hours for employees with five or more years of service).