2027 MONTHLY LEAVE ACCRUAL RATES AND ACCUMULATION LIMITS

Effective January 1, 2027

SICK LEAVE

Hourly Rate	Yearly Accrual	January 168 Hrs	February 160 Hrs	March 184 Hrs	April 176 Hrs	May 168 Hrs	June 176 Hrs	July 176 Hrs	August 176 Hrs	September 176 Hrs	October 168 Hrs	November 176 Hrs	December 184 Hrs	Accumulation Limit
0.057471/Hr.	15 days/yr	9.655128	9.195360	10.574664	10.114896	9.655128	10.114896	10.114896	10.114896	10.114896	9.655128	10.114896	10.574664	No Limit

ANNUAL LEAVE

Years of Cumulative Service	Yearly Accrual	January 168 Hrs	February 160 Hrs	March 184 Hrs	April 176 Hrs	May 168 Hrs	June 176 Hrs	July 176 Hrs	August 176 Hrs	September 176 Hrs	October 168 Hrs	November 176 Hrs	December 184 Hrs	Accumulation Limit
Less than 5 years (0.057471/Hr.)	15 days/yr	9.655128	9.195360	10.574664	10.114896	9.655128	10.114896	10.114896	10.114896	10.114896	9.655128	10.114896	10.574664	240 hrs/30 days
5 but less than 10 yrs (0.068966/Hr.)	18 days/yr	11.586288	11.034560	12.689744	12.138016	11.586288	12.138016	12.138016	12.138016	12.138016	11.586288	12.138016	12.689744	640 hrs/80 days
10 but less than 20 yrs (0.076628/Hr.)	20 days/yr	12.873504	12.260480	14.099552	13.486528	12.873504	13.486528	13.486528	13.486528	13.486528	12.873504	13.486528	14.099552	640 hrs/80 days
20 years and over (0.095785/Hr.)	25 days/yr	16.091880	15.325600	17.624440	16.858160	16.091880	16.858160	16.858160	16.858160	16.858160	16.091880	16.858160	17.624440	640 hrs/80 days

***Accruals are based on 8 hours reported each Monday through Friday. Any hours reported other than each M - F 8 hours may result in more or less accruals during the period.**