

## ANNUAL AND SICK LEAVE ACCRUAL RATES AND ACCUMULATION LIMITS – 2022

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

<b>2022</b>	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Annual Accrual Rate	Accumu- lation Limit
<b>Hours in Month</b>	<b>168</b>	<b>160</b>	<b>184</b>	<b>168</b>	<b>176</b>	<b>176</b>	<b>168</b>	<b>184</b>	<b>176</b>	<b>168</b>	<b>176</b>	<b>176</b>	<b>2080</b>	
<b>SICK</b> Hourly Accrual: 0.057692	<b>9.69</b>	<b>9.23</b>	<b>10.61</b>	<b>9.69</b>	<b>10.15</b>	<b>10.15</b>	<b>9.69</b>	<b>10.61</b>	<b>10.15</b>	<b>9.69</b>	<b>10.15</b>	<b>10.15</b>	<b>15 days</b>	<b>No Limit</b>
<b>ANNUAL (0-5 years of service)</b> Hourly Accrual: 0.057692	<b>9.69</b>	<b>9.23</b>	<b>10.61</b>	<b>9.69</b>	<b>10.15</b>	<b>10.15</b>	<b>9.69</b>	<b>10.61</b>	<b>10.15</b>	<b>9.69</b>	<b>10.15</b>	<b>10.15</b>	<b>15 days</b>	<b>30 days*</b>
<b>ANNUAL (5-10 years of service)</b> Hourly Accrual: 0.069231	<b>11.63</b>	<b>11.07</b>	<b>12.73</b>	<b>11.63</b>	<b>12.18</b>	<b>12.18</b>	<b>11.63</b>	<b>12.73</b>	<b>12.18</b>	<b>11.63</b>	<b>12.18</b>	<b>12.18</b>	<b>18 days</b>	<b>60 days*</b>
<b>ANNUAL (10-20 years of service)</b> Hourly Accrual: 0.076923	<b>12.92</b>	<b>12.30</b>	<b>14.15</b>	<b>12.92</b>	<b>13.53</b>	<b>13.53</b>	<b>12.92</b>	<b>14.15</b>	<b>13.53</b>	<b>12.92</b>	<b>13.53</b>	<b>13.53</b>	<b>20 days</b>	<b>60 days*</b>
<b>ANNUAL (over 20 years of service)</b> Hourly Accrual: 0.096154	<b>16.15</b>	<b>15.38</b>	<b>17.69</b>	<b>16.15</b>	<b>16.92</b>	<b>16.92</b>	<b>16.15</b>	<b>17.69</b>	<b>16.92</b>	<b>16.15</b>	<b>16.92</b>	<b>16.92</b>	<b>25 days</b>	<b>60 days*</b>

\*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).