

Calendar Year 2009 Leave Accrual					1 thru 3 Incremental 8 96 0.04597701	1 thru 3 YTD 8	4 thru 7 Incremental 10 120 0.057471264	4 thru 7 YTD 10	8 thru 12 Incremental 12 144 0.068966	8 thru 12 YTD 12	13 thru 18 Incremental 14 168 0.080460	13 thru 18 YTD 14	Over 18 Incremental 16 192 0.09195402	Over 18 YTD 16
Month	PP Beg	PP End	WorkDays	Mnth Rate Ann Rate PP Hours										
January	1	15	11	88	4.0	4.0	5.1	5.1	6.1	6.1	7.1	7.1	8.1	8.1
January	16	31	11	88	4.0	8.1	5.1	10.1	6.1	12.1	7.1	14.2	8.1	16.2
February	1	15	10	80	3.7	11.8	4.6	14.7	5.5	17.7	6.4	20.6	7.4	23.5
February	16	28	10	80	3.7	15.4	4.6	19.3	5.5	23.2	6.4	27.0	7.4	30.9
March	1	15	10	80	3.7	19.1	4.6	23.9	5.5	28.7	6.4	33.5	7.4	38.3
March	16	31	12	96	4.4	23.5	5.5	29.4	6.6	35.3	7.7	41.2	8.8	47.1
April	1	15	11	88	4.0	27.6	5.1	34.5	6.1	41.4	7.1	48.3	8.1	55.2
April	16	30	11	88	4.0	31.6	5.1	39.5	6.1	47.4	7.1	55.4	8.1	63.3
May	1	15	11	88	4.0	35.7	5.1	44.6	6.1	53.5	7.1	62.4	8.1	71.4
May	16	31	10	80	3.7	39.4	4.6	49.2	5.5	59.0	6.4	68.9	7.4	78.7
June	1	15	11	88	4.0	43.4	5.1	54.3	6.1	65.1	7.1	76.0	8.1	86.8
June	16	30	11	88	4.0	47.4	5.1	59.3	6.1	71.2	7.1	83.0	8.1	94.9
July	1	15	11	88	4.0	51.5	5.1	64.4	6.1	77.2	7.1	90.1	8.1	103.0
July	16	31	12	96	4.4	55.9	5.5	69.9	6.6	83.9	7.7	97.8	8.8	111.8
August	1	15	10	80	3.7	59.6	4.6	74.5	5.5	89.4	6.4	104.3	7.4	119.2
August	16	31	11	88	4.0	63.6	5.1	79.5	6.1	95.4	7.1	111.4	8.1	127.3
September	1	15	11	88	4.0	67.7	5.1	84.6	6.1	101.5	7.1	118.4	8.1	135.4
September	16	30	11	88	4.0	71.7	5.1	89.7	6.1	107.6	7.1	125.5	8.1	143.4
October	1	15	11	88	4.0	75.8	5.1	94.7	6.1	113.7	7.1	132.6	8.1	151.5
October	16	31	11	88	4.0	79.8	5.1	99.8	6.1	119.7	7.1	139.7	8.1	159.6
November	1	15	10	80	3.7	83.5	4.6	104.4	5.5	125.2	6.4	146.1	7.4	167.0
November	16	30	11	88	4.0	87.5	5.1	109.4	6.1	131.3	7.1	153.2	8.1	175.1
December	1	15	11	88	4.0	91.6	5.1	114.5	6.1	137.4	7.1	160.3	8.1	183.2
December	16	31	12	96	4.4	96.0	5.5	120.0	6.6	144.0	7.7	168.0	8.8	192.0
Totals			261	2088		96.0		120.0		144.0		168.0		192.0

*Based on Full-time, 12 month appointment (Hours must be prorated if working part-time or less than 12 months).

Vacation Accrual Rates		
Years Worked	Rate Accrued At	Hours Earned Per Year
1-3	0.045977011	96
4-7	0.057471264	120
8-12	0.068965517	144
13-18	0.08045977	168
18+	0.091954023	192

Sick Accrual Rates		
Years Worked	Rate Accrued At	Hours Earned Per Year
All # of years worked	0.045977011	96