

Accruals per Year

| Hours/Day | Non-exempt | | | | | | Exempt | | | Administrative | | |
|------------------|------------------|-----------------|----------------|------------------|-----------------|----------------|------------------|-----------------|----------------|------------------|-----------------|----------------|
| | 7.5 | | | 8 | | | 7.5 | | | 7.5 | | |
| Years of Service | Annual Allowance | Maximum Accrual | Maximum Payout | Annual Allowance | Maximum Accrual | Maximum Payout | Annual Allowance | Maximum Accrual | Maximum Payout | Annual Allowance | Maximum Accrual | Maximum Payout |
| 0 up to 4 | 135 | 133 | 90 | 144 | 136 | 96 | 150 | 133 | 112.5 | 187.5 | 174 | 150 |
| 4 up to 9 | 150 | 133 | 112.5 | 160 | 136 | 120 | 150 | 133 | 112.5 | 187.5 | 174 | 150 |
| 9 or more | 187.5 | 174 | 150 | 200 | 176 | 150 | 187.5 | 174 | 150 | 187.5 | 174 | 150 |

*Holiday banked hours counts towards vacation maximum