

| Years of Service | Monthly Accrual | Annual Total | Maximum Accrual |
|-------------------------|------------------------|---------------------|------------------------|
| 6 mos-4 | 6.67 hours | 80.04 | 120.16 |
| 5 - 9 | 8.00 hours | 96.00 | 136.16 |
| 10 - 14 | 10.00 hours | 120.00 | 160.16 |
| 15 - 19 | 11.34 hours | 136.08 | 176.08 |
| 20+ | 13.34 hours | 160.08 | 200.96 |